

NOTE

The Commission examined various requests for revision of pay scales. While examining the proposals, we came across certain related and similar categories and those cases have also been examined irrespective of receipt of request. We revised the pay scales of certain categories where we are convinced that there is justification to do so. In other cases, we assigned corresponding scale. In either case, the revised pay scale applicable to any category will be as indicated in the Departmental Schedule of Volume III.

Where there is no discussion on any category in volume II or if any post does not find place in the Departmental Schedule in Volume III, such category get corresponding scale as indicated in the Schedule I.

The term ‘corresponding scale’ mentioned in the column “Revised Pay Scale” of the Schedule against any category refers to the proposed scale of Schedule I of existing (2005) pay scale of such category.

The term ‘Common Category’ mentioned in Column “Revised Scale” of the Department Schedule against the category, refers to the proposed pay scale shown in the Common Categories against the existing (2005) pay scale of such category.

List of Abbreviation used

1. E.I. : Existing Incumbent
2. F.E. : Future Entrant
3. N.I.S. : Not included in the Schedule of 2005 Pay scales
4. (P) : Personal to the existing incumbent (s)
5. (Q) : Qualified
6. (U.Q.) : Unqualified

22 (a). POLICE DEPARTMENT

The Director General and Inspector General of police heads the Police Organization in the State. He is assisted by Additional Director General of Police (3) and Inspector General of Police (2) at the headquarters. The staff Officers look after Crime Investigation Department, Recruitment and training, Administration, Home Guards, Organization, Law and Order, Intelligence, Provisioning and Logistics, Welfare and Sports, Coordination, Head – Quarters, Training, Communications, Railways, Police Transport Organization, State Crime Records Bureau and Police Academy. The State is divided into 8 Ranges Viz., Visakhapatnam, Eluru, Guntur, Kurnool, Ananthapur, Warangal, Karimnagar and Hyderabad, each under the charge of a Deputy Inspector General of Police. There are (22) Police Districts headed by Superintendent of Police. The Commissioner of Police who is of the rank of Inspector General of Police heads the City Police of Hyderabad and Secunderabad. The Commissionerates of Police in Visakhapatnam and Vijayawada are headed by Commissioners of Police who are of the rank of Deputy Inspector General of Police. There are three Railway Districts headed by Officers in the rank of Superintendent of Police who function under the supervision of an Additional Director General of Police. The eleven Special Police Battalions (two more sanctioned recently) are headed by the Commandants of the rank of Superintendent/Additional Superintendent of Police.

A detailed hearing was given by the Commission to the various Associations and also the individual categories of the department. The Commission also held discussions with the Director General and Inspector General of Police and other Officers on the representations received from the Associations. The department as well as the Associations requested for higher pay scales at all levels on the ground that police service has a distinct identity of its own among the various Government Services on account of their peculiar working conditions. The Police Unions made their requests to the Commission basing on the following grounds.

- (i) The job of policing at all levels is arduous not just in a physical sense, but in terms of mental strain and psychological stress as well.
- (ii) Growing death and injury for the Police officials/ their families.
- (iii) Police personnel are subjected to heavy deprivation in social and family life unlike in any other Service.
- (iv) Policemen are subjected to greater discipline and strikes are not allowed.

- (v) Level of accountability is high;
- (vi) Enforcement of laws is not only an unenviable but a socially resented task;
- (vii) Rising crime graph and multiplying law and order problems arising out of left-wing extremism, increasing communal divide, the involvement of police in the new tasks like conduct of Public Examinations, protection of Tender Boxes etc., have placed unprecedented pressure and burden on the Police.
- (viii) Rigorous pre-service and in-service training to face extremist attacks on Police Stations and the increased circulation of unlicensed, sophisticated fire arms;
- (ix) Absence of role clarity in the emerging law and order situation subjecting the Police to great mental strain and psychological stress;

The categories, pay scales and the requests are as mentioned below:

Category	Existing Scale	Requested Scale
Police Constable On par with Junior Assistant and to maintain parity	Rs.4825-10845	Rs.4825-10845
Head Constable on par with Senior Assistant	Rs.5470-12385	Rs.6195-14175
Assistant Sub- Inspector on par with Superintendent	Rs.6195-14175	Rs.7770-18575
Sub- Inspector of Police on par with MRO / MPDO	Rs.7200-16925	Rs.9285-21550
Inspector of Police on par with Accounts Officer / Assistant Director	Rs.9285-21550	Rs.10285-24200
Police constable Including all equivalent posts	:	Rs.4825-10845
No. of posts	:	68888

Regarding Police Constable, it is stated that Police Constable is a trained, physically fit, highly skilled worker. National Commission as well as State Commissions on Police have also defined – Police Constable as a skilled worker. Other points made out are that they have round-the-clock, duties are deprived of family life, have very few promotional avenues even after completion of long years of service.

It is further stated that this category was on par with Higher Grade Teachers in 1958, 1961, 1969, 1974 and 1978 revisions. Due to regrouping of the pay scales of Teachers in 1982, the Higher Grade Teachers were assigned a higher pay scale of Rs.530-850. In the subsequent revisions of 1986,1993, 1999 and 2005, higher pay scales were assigned to Higher Grade Teachers, whereas the Police Constable were assigned lower pay scales. Hence it is requested for assigning a higher scale of Rs.5470-12385 on par with Secondary Grade Teacher.

It is further represented that Constables who were recruited in the year 1998 and regularized in the year, 1999 were not given any increment during the training period by treating them as stipendiary Police Constables. From 1999 onwards, after drawal of 5 increments upto 2003, their pay was fixed at Rs.4825/- in the revised pay scale of Rs.4825-10845 with effect from 01/07/2003. For those Constables who were appointed after 01/07/2003 and who were junior to them, their pay was fixed at Rs.4825/- with effect from 01/07/2003. Hence the pay of the senior and the junior were fixed at the same stage in the revised scales of 2005. In order to rectify the above anomaly, it is requested for allowing the following service weightage increments

Quantum of increment	Service
One increment	5 years of service.
Two increments	10 years of service.
Three increments	15 years of service.
Four increments	20 years of service.

It is also stated that they were deprived of promotion even after completion of 8, 16 and 24 years under Automatic Advancement Scheme.

It is further stated that at present, this category is having parity with Junior Assistant and requested for maintaining parity with Junior Assistant (Rs.4825-10845).

It is further represented that the Police Constables are deprived of the benefit under Automatic Advancement Scheme, due to their increments not being sanctioned in the probation period of 2 years. In order to mitigate the above loss, it is requested for fixation of 2 weightage increments.

Other requests:

a. Sanction of conveyance allowance of Rs.1000/- to all categories in Police Department.

b. Sanction of Risk Allowance as follows:

		Existing	Proposed
PC	--	125/- p.m.	} 15% of basic pay to all categories
HC	--	125/- p.m.	
ASI/ ARSI	--	125/- p.m.	
SI/ RSI	--	200/- p.m.	
CI/ RI	--	Nil	

c. Sanction of Weapon Maintenance Allowance of Rs.500/- p.m. to all Police personal using weapons.

d. Sanction of Rs.2000/- p.m. as "Ration Allowance" to Police Constable/ Head Constable/ Asst. Sub-Inspector/ Sub-Inspector/ Circle Inspector.

e. Sanction of following rates of pollution allowance to the traffic wing.

P.C.	}	of traffic wing	--	Rs.500/- p.m.
H.C.				
A.S.I.				

S.I.	}	of traffic wing	--	Rs.300/- p.m.
C.I.				

P.C.	}	of all branches	--	Rs.200/- p.m.
H.C.				
A.S.I.				
S.I.				
C.I.				

f. Sanction of 90 days additional surrender leave for holidays.

- g. Sanction of 90 days additional surrender leave for working longer hours in a day.
- h. Sanction of Additional H.R.A. of 10% of basic pay without any ceiling.
- i. Sanction of special allowance to Armourer I.T. core teams.
- j. Sanction of 50% increase in special allowance to all members of Octopus, Intelligence and Counter Intelligence.
- k. Sanction of 50% increase in special allowance to those working in P.T.C. and the same may be extended to D.T.C's
- l. Sanction of enhancement of proficiency pay to Armed Reserve Police personnel as follows:

		<u>Existing</u>	<u>Proposed</u>
(i)	Constable	- Rs.40/- p.m.	Rs.100/- p.m.
(ii)	Head Constable	- Rs.60/- p.m.	Rs.150/- p.m.
m.	Sanction of Uniform allowance of Rs.5000/- per annum to the categories of Police Constables/ Head Constables/ Asst. Sub-Inspectors.		
n.	Sanction of enhanced recurring grant to the holders of A.P. Police Pathakams (medals) from Rs.25/- per month to one increment in the time scale of incumbent.		

This category is filled by direct recruitment. The minimum educational qualification is intermediate and certain physical measurements are prescribed in rules.

This category has been representing to the successive PRCs seeking parity with Secondary Grade Teachers. The same was not considered by the successive PRCs:

The following are the details of pay scales of Police Constable and the other categories over a period of time.

Category	1974	1978	1982	1986	1993	1999	2005
	(Rs.)						
Police Constable	180-350	350-550	-	810-1420 (improved by 2 stages)	1595-3020 (corresponding scale)	2990-5810 (corresponding scale)	4825-10845 (improved by 2 stages)

Category	1974	1978	1982	1986	1993	1999	2005
	(Rs.)						
Second Grade Teacher	175-300 (lower grade trained teacher) / 180-350 (higher grade training teacher) / 250-430 (S.G.B. Teacher)	350-550 (lower grade trained teacher) / 410-625 (higher grade training teacher) / 450-700 (S.G.B. Teacher)	530-850 (regrouped pay scale) (1982)	1010-1800 (corresponding scale)	1975-4010 (improved by one stage)	3750-7650 (corresponding scale)	5470-12385 (corresponding scale)
Junior Assistant	250-430	425-650	-	910-1625 (improved by 2 stages)	1745-3420 (improved by one stages)	3290-6550 (corresponding scales)	4825-10845 (corresponding scales)

It is thus seen that the pay scale of Police Constable has been substantially improved over a period of time and has now been equated with the Junior Assistant.

The comparison with Secondary Grade Teachers (Rs.5470-12385) is not valid, as the duties, responsibilities, qualifications are completely different. Further this category is not having parity with S.G.B. Teachers in successive pay revisions. The principle of pay fixation which has been accepted traditionally by all the Governments has been adopted in the present case of Police personnel as well.

The Commission recommends a revised corresponding scale of Rs.8440-24950.

The other requests regarding special pays and other allowances are dealt with the Volume-I of the report.

Head Constable : **Rs.5470-12385**
No. of posts : 16500

It is represented that this category is a primary registering and investigating Officer. He is in charge of Police Station in the absence of Sub Inspector of Police. He assists the Sub Inspector in investigation, recording statements of witnesses besides maintenance of records and also attends to courts. Hence it is requested for assigning a higher pay scale of Rs.6195-14175 on par with Senior Assistant.

This category is filled in by promotion from the category of Constable.

This category has been representing to the successive PRCs seeking parity with Senior Assistant. The same was not considered by the successive PRCs:

Category	1974	1978	1986	1993	1999	2005
	Rs.					
Head Constable	250-430	425-650	1010-1800 (improved by 4 stages)	1975-4010 (improved by one stage)	3750-7650 (corresponding scale)	5470-12385 (corresponding scale)
Senior Assistant	310-560	530-850	1100-2050 (improved by 2 stages)	2195-4560 (improved by one stage)	4190-8700 (corresponding scale)	6195-14175 (corresponding scale)

This category represented to the Anomalies Committee 2008 seeking a higher pay scale of Rs.6195-14175 on par with Sr. Assistant. The same was not considered by the above Committee.

While there is no similarity of functions between the Senior Assistant and Head Constable, the Commission notes that the field level functionaries in the Police Department are asked to shoulder stressful tasks relating in maintenance of law and order, bandobast arrangements, traffic regulations. The need to expeditiously complete investigation and pursue court cases, cyber crime etc. impose heavy strain on the field level Police Officers. The Commission, therefore, is inclined to improve the pay scale of the Head Constable by two stages. Hence, the Commission assigns the pay scale of Rs.10900-31550 corresponding to the pay scale of Rs.6195-14175 to the category of Head Constable which is presently in the pay scale of Rs.5470-12385.

Assistant Sub-Inspector of Police : **Rs.6195-14175**
No. of posts : 3821

It is represented that this category is an immediate sub-ordinate to Station House Officer of Police Station i.e., Sub-Inspector. He has a role in the Police Station in man management, investigation, holding inquest in death cases, arrest and filing of charge sheets in criminal cases etc. Hence it is requested for assigning a revised pay scale of Rs.7770-18575 on par with Superintendent.

This category is filled by promotion from the category of Head Constable.

This category has represented to the successive PRCs seeking higher pay scales and also seeking parity with Superintendents under common category. The same has not been accepted.

Category	1974	1978	1986	1993	1999	2005
	Rs.					
Assistant Sub-Inspector	275-475	475-760	1100-2050 (3 stages improvement)	2195-4560 (one stage improvement)	4190-8700 (corresponding scale)	6195-14175 (corresponding scale)
Superintendent	410-750 (Sub-ordinate Offices) / Superintendent (Directorates) 430-800	700-1200	1330-2630 (one stage improvement)	2600-5580 (one stage improvement)	5000-10600 (corresponding scale)	7770-18575 (one stage improvement)

This category represented to the Anomalies Committee, 2008 seeking a higher pay scale of Rs.7770-18575 on par with Superintendent. However, the same was not considered by the above committee.

The parity with Superintendent has no rational basis, as the duties, responsibilities. The qualifications are different. Further this category is not having parity with Superintendent in successive PRCs. Taking an overall view of the duties and responsibilities attached to the Police Cadres, the Commission assigns the pay scale of Rs.11860-34050 corresponding to the pay scale of Rs.6675-15500 to the Assistant Sub Inspector who is presently in the scale of Rs.6195-14175.

Sub-Inspector : **Rs.7200-16925**
No. of posts : 4992

It is represented that he is incharge of Police Station and is responsible for the administration and is accountable as a Station House Officer. The duties and responsibilities of this category are comparable to Mandal Level Officers like Mandal Revenue Officer, M.P.D.O., Mandal Education Officer. This category was assigned a lower pay scale of Rs.7200-16925 in 2005 revision, whereas the categories of M.R.O/ M.P.D.O/ Mandal Education Officer were assigned a higher pay scale of Rs.9285-21550. Hence it is requested for assigning scale of Rs.9285-21550. Another request is for conferring Gazetted status on par with M.R.O/ M.P.D.O/ Mandal Education Officer.

This category (Rs.575-950) was having a higher pay than Asst. Motor Vehicle Inspector of Transport Department (Rs.550-900) in 1978 revision. In

the subsequent revision of 1986, this category was assigned a lower pay scale of Rs.1280-2440, whereas Assistant Motor Vehicle Inspector was assigned a higher pay scale of Rs.1330-2630. In 1993, 1999 and 2005 revisions, this category was assigned lower pay scales of Rs.2525-5390, Rs.4850-10250 and Rs.7200-16925, whereas Asst. Motor Vehicle Inspector was assigned higher pay scales of Rs.2600-5580, Rs.5000-10600 and Rs.8815-20300.

It is further stated that the categories of Special Bureau Clerk of ACB / Head Nurse / Marketing Asst. who were on par with Sub-Inspector in the pay scale of Rs.4850-10250 in 1999 revision, were allowed a higher pay scale of Rs.7770-18575 in 2005 revision, whereas this category was assigned a lower pay scale of Rs.7200-16925. Further the categories of Accompanist of Cultural Affairs Dept. and Video-Graphers who were in lower pay scales of Rs.4430-9300 and Rs.4550-9600 in 1999 revision, were also allowed a higher pay scale of Rs.7770-18575 in 2005 revision.

This category is filled by direct recruitment and by promotion from Asst. Sub-Inspector and Head Constable. For direct recruitment, one must possess a Bachelors Degree.

This category has represented to the successive PRCs seeking higher pay scales and also seeking parity with M.R.O/MPDO/ Assistant Motor Vehicle Inspector of Transport Department. The same has not been accepted.

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Sub-Inspector	320-580	575-950	1280-2440 (3 stages improvement)	2525-5390 (one stage improvement)	4850-10250 (corresponding scale)	7200-16925 (corresponding scale)
M.R.O/ M.P.D.O/ M.E.O.	530-1050	800-1450	1550-3050 (one stage improvement)	3110-6380 (one stage improvement)	5980-12100 (corresponding scale)	9285-21550 (one stage improvement)
Asst. Motor Vehicle Inspector	320-580	550-900	1330-2630 (5 stages improvement)	2600-5580 (one stage improvement)	5000-10600 (corresponding scale)	8815-20300 (3 stages improvement)

This category represented to the Anomalies Committee, .2008 seeking parity with Mandal Revenue Officer (Rs.9285-21550). However, the same was not considered by the above committee.

The comparison with Mandal Revenue Officer on the one hand and with the Assistant Motor Vehicle Inspector on the other is not appropriate. The post of Mandal Revenue Officer is today held by an officer of the rank of

Tahsildar in the Revenue Department. The responsibilities of the Tahasildar who is also the Mandal Level Executive Magistrate are more varied and complex than those of a Sub Inspector. Similarly the Assistant Motor Vehicle Inspector discharges duties which are of a technical nature and he is necessarily an Engineering Degree / Diploma holder.

The Commission notes the pivotal role assigned to the Sub Inspector in the Police hierarchy. He is the head of the police station in most of the cases. The tasks relating to law and order, bandobust, crime investigation, protocol are of a complex and varied nature. There are any numbers of instances where he has to discharge his functions well beyond the call of duty to maintain law and order and to protect life and property. The Commission, therefore, is inclined to improve the scale of pay attached to the post of Sub Inspector. The request of this category has to be viewed in the context of hierarchy of the Revenue Department. The Sub-Inspector is below the Deputy Mandal Revenue Officer as of now while the Inspector is on par with the M.R.O. As (Tahsildar) part of the rationalization process, we have equated the Head Constable with U.D. Revenue Inspector. The Sub-Inspector is a promotion post for the Head Constable, while the Assistant Sub-Inspector is peculiar to the Police hierarchy and an intermediary post. Taking the rationalization process forward, the commission recommends equating the Sub-Inspector with the Deputy M.R.O. The commission assigns the pay scale of Rs.14860-39540 corresponding to the pay scale of Rs.8385-19125 to this category, which is presently in the pay scale of Rs.7200-16925.

Inspector of Police	:	Rs.9285-21550
No. of posts	:	1632

It is represented that the duties are investigation of important cases including grave crimes besides supervision of police work in his circle, maintenance of discipline among his subordinates etc., He is the first level Gazetted officer, having jurisdiction of 4-5 Police stations. Hence it is requested for a higher pay scale of Rs.10285-24200 on par with Accounts Officer/ Assistant Director.

According to service rules, this category is filled by transfer of Sub-Inspector of Police. This category has been representing to the successive PRCs seeking higher pay scales on par with Accounts Officer under common category. The same has not been accepted

The following is the progression of the pay scales:

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Inspector of Police	530-1050	800-1450	1550-3050 (one stage improvement)	3110-6380 (one stage improvement)	5980-12100 (corresponding scale)	9285-21550 (one stage improvement)
Accounts Officer / Asst. Director/ Assistant Administrative Officer of I.B. of Police	700-1200	1050-1600	1980-3500 (one stage improvement)	3640-7580 (corresponding scale)	6950-14425 (corresponding scale)	10285-24200 (corresponding scale)

This category represented to the Anomalies Committee, 2008 seeking parity with Accounts Officer (Rs.10285-24200). However, the same was not considered by the above committee.

Comparison with Assistant Administrative Officer of I.B. of Police (Rs.10285-24200) is not valid, as the qualifications, duties and responsibilities are completely different. Further the qualifications prescribed for Assistant Administrative Officer of I.B. of Police, is a degree together with technical qualifications both in Typewriting and shorthand. This category is not having parity with AAO in successive PRCs. This category is having parity with MRO in successive pay revisions. Traditionally the comparison is with the Revenue Department. The Inspector of Police is now on par with the MRO. We recommend that the existing parity be maintained and be assigned scale corresponding to Rs.9285-21550. The Commission accordingly recommends the corresponding pay scale of Rs.9285-21550 on par with Tahsildar/ MPDO i.e., 16150-42590.

We have made an attempt to rationalize the pay structure of the Police and in the process improved their pay scales, keeping in view the recent developments exposing the Police hierarchy to greater challenges in the areas of maintenance of law and order, traffic regulation, VIP Security, Crime Investigation etc. The following pay scales are assigned to the Police hierarchy upto and including Head Constable.

Police Constable : Rs.8440-24950
(Corresponding to Rs.4825-10845)

Head Constable	:	Rs.10900-31550 (Corresponding to Rs.6195-14175)
Assistant Sub-Inspector of Police	:	Rs.11860-34050 (Corresponding to Rs.6675-15500)
Sub-Inspector of Police	:	Rs.14860-39540 (Corresponding to Rs.8385-19125)
Inspector of Police	:	Rs.16150-42590 (Corresponding to Rs.9285-21550)

ANDHRA PRADESH SPECIAL POLICE 12th BATTALION, NALGONDA

Follower (Electrician)	:	Rs.3850-8600
No. of posts	:	
Follower (Tailor)	:	Rs.3850-8600
No. of posts	:	
Follower (Carpenter)	:	Rs.3850-8600
No. of posts	:	
Follower (Plumber)	:	Rs.3850-8600
No. of posts	:	

It is represented that though recruitment for the above categories is from persons with technical qualifications (ITI) they have been assigned the pay scale of Rs.3850-8600 on par with Attender. Hence it is requested for assigning pay scale under New Common Categories as per G.O.(P).No.508, Finance (PC-I) Department, dated 1-6-2004.

It is further stated that the Anomalies Committee,2008 recommended for the pay scale of Rs.5200-11755 for the categories of Electrician & Plumber and Rs.4370-9775 for the categories of Tailor and Carpenter, duly advising the administrative department for formulating service rules, the same has not been acted upon.

The following pay scales were assigned for the above categories in successive PRCs:

Name of the category	1978	1986	1993	1999	2005
	(Rs.)				
Electrician / Tailor / Carpenter / Plumber	350-550	740-1150	1375-2375	2550-4550	3850-8600

The above categories represented to the Anomalies Committee 2008 seeking new common category pay scales on the ground that they were appointed as Electrician, Tailor, Plumber, Carpenter in the 12th Battalion APSP, Nalgonda and sponsored with I.T.I. qualifications through Employment Exchange against the backlog SC, ST vacancies. Considering the above, the Committee recommended the pay scale of Rs.5200-11755 for the categories of Electrician & Plumber and Rs.4370-9775 for the categories of Tailor and Carpenter. The above Committee also recommended for the department to formulate service rules immediately for the above categories prescribing ITI in the relevant trade for recruitment. However, the above recommendations have not been acted upon at Government level.

The PRC,1986 introduced new common category pay scales in order to encourage Artisans and technicians cadre. As per the above recommendations, the categories of Fitter, Plumber, Electrician, Wireman, Mason, Painter, Turner, Mechanic and Welder were classified as one group. The qualified persons with I.T.I. certificate were entitled for a pay scale of Rs.1010-1800. The categories of Carpenter, Blacksmith and Tailor were classified as another group, the qualified persons with I.T.I. certificate in the relevant trade were entitled for a pay scale of Rs.860-1470. The PRC 1993 recommended abolition of new common category pay scales. However, the corresponding pay scales were assigned in successive PRCs of 1993 and 1999.

Based on the recommendations of Anomalies Committee, 2004, orders were issued in G.O.(P).No.508, Finance (PC-I) Department, dated 1-6-2004 for revival of new common category pay scales. As per the above orders, the Administrative Department has to look into the guidelines issued in the above orders and to obtain the concurrence of Finance (PC-I) Department for allowing new common category pay scales.

At present, the qualified Fitter, Plumber, Electrician, Wireman, Mason, Painter, Turner, Mechanic and Welder are in the pay scale of Rs.5200-11755 in the revised pay scales, 2005. The qualified Carpenter, Blacksmith and Tailor are in the pay scale of Rs.4370-9775.

In view of the above position, the Administrative Department i.e., Police Department has to obtain the relevant records / particulars available with 12th Battalion APSP, Nalgonda. The department has to formulate the service rules, so as to enable the individuals to get the benefit of new common category pay scales. Hence, the commission advises the Administrative Department to formulate the service rules, as suggested by the Anomalies Committee, 2008. After rules are framed, their cases may be considered by the Government in consultation with Finance (PC-I) Department for assigning appropriate pay scale. Till such time the rules are framed, the Commission recommends two stage advancement. The Commission assigns the pay scale of Rs.7100-21250 corresponding to the pay scale of Rs.4050-9050 to the category of Electrician, Tailor, Carpenter and Plumber, which is presently in the pay scale of Rs.3850-8600.

POLICE TRANSPORT ORGANIZATION:

Police Constable (Mechanic)	:	Rs.4825-10845
No. of Posts	:	40
Head Constable (Mechanic)	:	Rs.5470-12385
No. of Posts	:	165

No anomaly has been pointed out regarding pay scales. However, it is represented that prior to the year 1993, Police Constable(Mechanic) / Head Constable (Mechanic) were paid special pay @ Rs.30/- on par with the Police Constable(Driver) /Head Constable (Drivers). Subsequently the special pay for Police Constable (Drivers)/Head Constable (Drivers) was enhanced to Rs.275/- as per the recommendations of the PRC, 2005, whereas the categories of Police Constable (Mechanic)/Head Constable (Mechanic) were not considered. Hence it is requested for sanction of special pay of Rs.275/- p.m. to the P.C. (Mechanic)/H.C. (Mechanic) on par with P.C. (Driver) / H.C. (Driver).

The Association has also requested the following:

- a) To enhance the Special Pay from Rs.275/- p.m to Rs.1000/- p.m.
- b) Special Allowance for Driving maintenance repairs in the Technical Training Institute of P.T.O, Hyderabad.
- c) Special pay of 20% of the salary to the DMRITTI staff of PTC, PRS and APPA.
- d) Rs.500/- p.m as Pollution allowance for the staff of Police Transport Organization.

- e) By assigning a revised pay scale of Rs.4825-10845 in 2005 revision, the senior Police Constable were put to loss, when compared to their juniors. Both the categories were fixed in the same stage as on 1-7-2003. In order to mitigate their loss, it was requested for the following service weightages :

5 years service	---	One increment.
10 years service	---	Two increments.
15 years service	---	Three increments.
20 years service	---	Four increments.

- f) Kit Maintenance Allowance of Rs.100/- p.m.

The following pay scales were assigned for the above categories in successive PRCs:

Name of the category	1978	1986	1993	1999	2005
	(Rs.)				
Police Constable (Mechanic) / Police Constable (Civil)	350-550	810-1420	1595-3020	2990-5810	4285-10845
Head Constable (Mechanic) / Head Constable (Civil)	425-650	1010-1800	1975-4010	3750-7650	5470-12385

These categories are presently on par with similar categories of Police Constable and Head Constable in the department.

The other requests are dealt with in the relevant chapter of volume-I of the report.

Considering the existing parities the commission recommends the pay scales for these posts on par with Police Constable and Head Constable in the department.

Hence, the Commission assigns the pay scale of Rs.8440-24950 and Rs.10900-31550 corresponding to the pay scale of Rs.4825-10845 and Rs.6195-14175 to the categories of Police Constable and Head Constable respectively which are presently in the pay scales of Rs.4825-10845 and Rs.5470-12385.

FORENSIC SCIENCE LABORATORY:

This is the scientific supporting wing of State Police and other Criminal Justice agencies namely Prosecutions, Judiciary and other Law Enforcement Agencies. In addition to the main Laboratories at Hyderabad,

three Regional Laboratories are located at Visakhapatnam, Vijayawada and Ananthapur, The Director, Forensic Science Laboratories who is in the rank of Inspector General of Police (non-cadre), is assisted by four Joint Directors. The other categories include Assistant Directors, Scientific Officers, Scientific Assistants etc.

The general representation is that the various categories in this Wing are highly qualified and skilled and that their duties are arduous and are hazardous as they include visits to the remote scenes of crime. They are also involved in other spheres of police work such as V.I.P., security and giving evidence by way of tendering Expert's opinion in Courts. These features, it is stated, distinguish the scientific personnel of Forensic Science Laboratories from their counterparts in other scientific Laboratories. Within the lab also, they perform functions altogether different. These include handling of thousands of cases pertaining to Toxicology testing involving Post mortem material, cases involving blood-stains some time consisting of HIV +ve, Hepatitis viruses, explosives, IEDs, fire arms, radioactive material etc., These are, it is contended, risk prone jobs. There is limited scope for upward movement for the scientific personnel, inspite of their high technical qualifications.

The Director (FSL) has requested for 30% of Incentive Allowance for the staff of the Lab as their duties are specialized in nature.

Higher pay scales are sought for the following categories:

Lab Attendant (FSL)	:	Rs.4050-9050
No. of post	:	13

The Director of Forensic Science Laboratory, Hyderabad has requested for a higher pay scale of Rs.4375-9775 or Rs.4825-10845 on par with Police Constable for the category of Lab Attender.

The category of Lab Attendant (F.S.L) is filled by transfer of Attenders and also by direct recruitment and the minimum qualification for direct recruitment is a pass in 8th class.

This category has been representing to the successive PRCs for pay scales on par with Police Constable / Lab Attenders of Medical Department.

This was not agreed as there is no similarity between the duties and the functional responsibilities of these two categories.

The following are the pay scales assigned for the category of Lab Attender (FSL) and Police Constable / Lab Attender of Medical & Health Department in successive PRCs:

Name of the category	1974	1978	1986	1993	1999	2005
Police Constable (Civil)	180-350	350-550	810-1420	1595-3020	2990-5810	4825-10845 (two stages improvement)
Lab Attendant (FSL)	180-350	350-550	740-1150	1425-2525	2650-4850	4050-9050 (one stage improvement)
Lab Attender of M&H Department	240-420	410-625	810-1420	1535-2840	2990-5810	4370-9775

Hence the Commission recommends the scale of pay as applicable to the Lab Attender in Animal Husbandry Department. i.e., Rs.7100-21250 (Rs.4050-9050).

Lab Technician (FSL) : Rs.4595-10285
No. of post : 23

The request is for a pay scale of Rs.5200-11755 or Rs.5470-12385 on par with Police Head Constable.

The category of Laboratory Technician (FSL) is filled in by promotion from Lab Attendant and also by direct recruitment. The qualification prescribed for both the methods is a pass in 10th class examination.

This category has been representing to the successive PRCs for assigning pay scales on par with Head Constable and Lab Technicians of Medical & Health Department.

The following are the pay scales assigned to the categories of Lab Technician (FSL), Head Constable and Lab Technician of Medical & Health Department.

Name of the category	1974	1978	1986	1993	1999	2005
	Rs.					
Head Constable (Civil)	250-430	425-650	1010-1800	1975-4010	3750-7650	5470-12385
Lab Technician (FSL)	260-450	450-700	860-1470	1595-3020	2990-5810	4595-10285
Lab Technician of Medical & Health Department		500-800	1010-1800	1875-3750	3750-7650	5470-12385

In view of the above position, this category is not having parity with Lab Technician of Medical & Health Department and also with Head Constable of Police Department in successive PRCs, as the duties and responsibilities are entirely different. Taking into the responsibilities cost on this post, the Commission recommends a pay scale of Rs.8440-24950 (Rs.4825-10845).

Lab Assistant (FSL) : Rs.7200-16925
No. of post : 4

The request is for higher pay scale of Rs.7385-17475 or for a higher pay scale on par with Sub-Inspector of Police.

The category of Laboratory Assistant (FSL) is filled by promotion from Lab Technician and also by direct recruitment. The qualification prescribed for both the methods is pass in B.Sc. with Physics/Chemistry or Bio-Chemistry/Botany/Zoology and Chemistry, Physical/ Chemical/ Biology-Serology respectively.

This category has been representing to the successive PRCs for parity with Lab Assistant of Excise Department and also for parity with Sub-Inspector of Police Department.

The following are the details of progression of the scales of these 3 categories:

Name of the category	1974	1978	1986	1993	1999	2005
	Rs.					
Lab Assistant (FSL)	360-700	600-1050	1230-2330	2375-5040	4550-9600	7200-16925
Lab Assistant Gr-II of Excise Department (now known as Assistant Chemical Examiner)	430-800	700-1200	1280-2440	2375-5040	4550-9600	6675-15500
Sub-Inspector of Police	320-580	575-950	1280-2440	2525-5390	4850-10250	7200-16925

The PRC 2005, while discussing the categories viz., Lab Attender, Lab Technician (FSL), Lab Assistant (FSL) and Scientific Assistant, has observed that a higher pay scale was assigned to Scientific Assistant leaving the other 3 categories. He has improved the scales of Lab Attendant (FSL), Lab Technician (FSL) and Lab Assistant (FSL) by one stage. The PRC 2005

assigned a revised pay scale of Rs.7200-16925, which incidentally is the same scale as that of Sub Inspector of Police. The Commission recommends a pay scale corresponding to Rs.12550-35800 (Rs.7200-16925).

Scientific Assistant (FSL) : Rs.8385-19125
No. of post : 33

The request is for a higher pay scale of Rs.8815-20300.

The category of Scientific Assistant (FSL) is filled by promotion from Lab Assistant and also by direct recruitment. The qualification prescribed for promotion is a pass in B.Sc. with Physics/Chemistry or Bio-Chemistry/Botany/ Zoology and Chemistry for Lab. Assistant, Physical/ Chemical/ Biology-Serology respectively. M.Sc., in Second Division with Physics / Forensic Science and with Physics as special subject or chemistry / bio-chemistry/ Forensic science with chemistry or toxicology as special subjects or Biology/zoology/botany/micro-biology as the subjects for the respective Wings.

This category has been consistently representing for parity of scales with the Junior Lecturers.

The following is the progression of scales over a period of time.

Name of the category	1974	1978	1986	1993	1999	2005
	Rs.					
Scientific Assistant (FSL)	410-750	650-1100	1380-2750	2750-5960	5640-11300	8385-19125
Junior Lecturers of Intermediate Education	430-800	800-1450 (for first class or second class division P.G) / 750-1300 (for third class P.G.)	1550-3050	3110-6380	5980-12100	9285-21550
Inspector of Police	530-1050	800-1450	1550-3050	3110-6380	5980-12100	9285-21550

The request for parity with Junior Lecturer has no basis. This is on account of differences in the nature of work and the higher qualifications needed for Junior Lecturer.

The Commission recommends the corresponding scale of Rs. 14860-39540 (Rs.8385-19125).

The Director of FSL represented on behalf of the following categories.

Scientific Officer (FSL) : **Rs.9285-21550**
No. of post : 33

The request is for a pay scale of Rs.10285-24200 on par with Junior Scientific Officer (Analyst) of I.P.M. Department.

The category of Scientific Officer is filled in by promotion from Scientific Assistant of the concerned branches i.e., Physical, Chemical and Biology/Serology and qualification prescribed is M.Sc., with subject/subjects relevant for the branch.

This category represented to the earlier PRCs seeking higher pay scales on par with Lecturers of degree colleges and also on par with Junior Scientific Officer (Institute of Preventive Medicine).

The following is the progression of scales assigned from 1974 onwards for the categories of Scientific Officer (FSL), Junior Scientific Officer, Lecturers of Degree Colleges. The same was not agreed to by the earlier PRCs.

Category	1974	1978	1986	1993	1999	2005
	Rs.					
Scientific Officer (FSL)	--	800-1450	1550-3050	3110-6380	6350-13000	9285-21550
Junior Scientific Officer (IPM)	600-1100	900-1500	1810-3230	3310-6840	6350-13000	<u>9285-21550</u> 10285-24200 (AC-2008)
Lecturers of Degree Colleges	700-1200	1050-1600	1810-3230	3640-7580	6950-14425	10285-24200

In view of the above position, the Commission recommends corresponding scale of Rs.16150-42590 (Rs.9285-21550).

Assistant Director (FSL) : **Rs.10845-25600**
No. of post : 25

The request is for a higher pay scale of Rs.10845-25600 on par with Deputy Superintendent of Police.

The Assistant Director F.S.L. is appointed by transfer from Scientific Officer and if no suitable candidates are available by transfer, then by direct

recruitment. The qualification prescribed is M.Sc. in Chemistry / Physics / Biology with 5 years experience in a Forensic Science / Chemical / Police Laboratory.

This category has been representing for a higher pay scales in successive PRCs.

The following is the progression of pay scales from 1978 onwards.

Category	1978	1986	1993	1999	2005
	Rs.				
Assistant Director (FSL)	1050-1600	1980-3500 (on par with Assistant Directors of other departments)	3640-7580 (1993) 3880-8140 (vide G.O.Ms.No.83, Home Department, dt:17-2-1994)	7400-15475	10845-25600
Deputy Superintendent of Police	1150-1700	2150-3690	3880-8140	7400-15475	10845-25600
Addl. S.P.	1400-2000	2590-4300	5040-8700	9600-16525	14600-29250

This category is not having parity with Deputy Superintendent of Police in the revised pay scales of 1978 and 1986. The pay scale of this category was enhanced from Rs.3640-7580 to Rs.3880-8140 vide G.O.Ms.No.83, Home Department, dated 17/02/1994 in 1993. In subsequent revisions of 1999 and 2005, this category was assigned corresponding scales. There are no valid grounds that warrant improvement of the pay scale. The Commission accordingly assigns the pay scale of Rs.19050-45850 (Rs.10845-25600).

Joint Director (FSL) : Rs.14600-29250
No. of post : 5

The request is for a higher scale of Rs.15500-30000 on par with Superintendent of Police.

The category of Joint Director, F.S.L., is filled by promotion from Assistant Director (FSL).

The following is the progression of pay scales from 1978 onwards:

Category	1978	1986	1993	1999	2005
	Rs.				
Joint Director (FSL)	1300-1900	2410-4050 (on par with Deputy Directors of other departments)	<u>4400-8700</u> (1993) 5040-8700 (vide G.O.Ms.No.83, Home Department, dt:17-2-1994)	9600-16525	14600-29250
Superintendent of Police	--	--	5390-8980	10250-17050	15500-30000
Addl. S.P.	1400-2000	2590-4300	5040-8700	9600-16525	14600-29250

This category is not having parity with Superintendent of Police (Non-cadre) in the revised pay scales, 1978 and 1986. The pay scale of this category was enhanced from Rs.4400-8700 to Rs.5040-8700 vide G.O.Ms.No.83, Home Department, dated 17/02/1994 in 1993. In subsequent revisions of 1999 and 2005, this category was assigned the pay scales of Rs.9600-16525 and Rs.14600-29250. The Commission recommends the scale of Rs.27000-51760 (Rs.15500-30000).

Director (FSL) : **Rs.23500-30765**
 No. of post : 1

The request is for a pay scale of Rs.23500-30765 on par with I.G. of Police (non-cadre).

The category of Director (FSL) is appointed by promotion of Joint Director and the prescribed qualification is a P.G. Degree in the relevant subject.

The following is the progression of pay scales from 1978 onwards:

Category	1978	1986	1993	1999	2005
	Rs.				
Director (FSL)	1500-2100	2880-4930 (on par with Additional Directors of other departments)	<u>5770-9260(1993)</u> 7580-10100 (vide G.O.Ms.No.83, Home Department, dt:17-2-1994)	14425-19150	23500-30765
I.G. of Police (Non-Cadre)	--	--	<u>8140-10380(P.E.-I)</u> 7580-10100 (F.E.)	14425-19150	23500-30765

This category is not having parity with I.G. of Police (non-cadre) in the revised pay scales, 1978 and 1986. The pay scale of this category was enhanced from Rs.5770-9260 to Rs.7580-10100 vide G.O.Ms.No.83, Home Department, dated 17/02/1994 in 1993 pay scales. In subsequent revisions of 1999 and 2005, this category was assigned the same pay scales on par with Inspector General of Police (Non-cadre). Hence, the PRC recommends a pay scale of Rs.41550-55660 (Rs.23500-30765) on par with Inspector General of Police (Non-cadre).

Finger Print Bureau:

It is stated that the Finger Print Bureau of Police Department is playing a vital role in giving accurate information about criminals and offenders to the various investigating agencies. The work in the Bureau facilitates apprehending of the offenders by the Police. The officers and others of the Finger Print Bureau also play a vital role in the scrutiny of the disputed documents. The following are the requests from the various categories of this Bureau.

Police Constable (Finger Print Bureau - Photography) : Rs.4825-10845
(formerly known as Finger Print photo cleaner)
 No. of posts : 1

The request is for assigning a pay scale of Rs.7200-16925.

This category is filled by direct recruitment or if no qualified or suitable person is available, by transfer from other equivalent categories in the

Police Department. The qualification prescribed for the direct recruitment is a pass in SSC and experience in developing, printing and cleaning and drying of both black and white and colour films for a minimum period of one year.

The other requests relate to the re-designation of certain posts, conferring gazetted status to the category of Inspector of Police (FPB), sanction of hazardous allowance and special pay.

The following pay scales are assigned in the successive PRCs.

Category	1978	1986	1993	1999	2005
Police Constable (FPB) / (Photography) (formerly known as Finger Print Photo Cleaner)	350-550	780-1275	1475-2675	2990-5810 (on par with Police Constable)	4825-10845

The Commission finds that the request to sanction a higher pay scale has no rational basis as the educational qualifications required are only a pass in SSC. Hence, the corresponding scale is recommended. The revised scale is Rs. 8440-24950. As regards the other requests they are considered elsewhere by the Commission.

F.P. Assistant Sub Inspector of Police (Photography) : **Rs.4825-10845**
No. of posts : 1

Request is for sanction of a higher scale of Rs.7200-16925.

This category is filled in by promotion from Police Constable (FPB-Photography). If no person is eligible for promotion by transfer of persons holding equivalent or comparable scales of pay.

This category is also filled in by direct recruitment. The qualification prescribed for direct recruitment is a pass in Intermediate and a Degree from JNTU in photography with one year practical experience and ability to read and write in Telugu. This category forms the feeder category to the post of Sub-Inspector of Police (FPB-Photography) (Rs.7200-16925).

It is seen that for some strange and inexplicable reason the post of Assistant Sub Inspector of Police (Photography) and the Police Constable carry the same scale of pay i.e., Rs.4825-10845.

The following is the progression of scales of pay of the Police Constables (FPB) and Asst. Sub-Inspector of Police (Photography).

Category	1978	1986	1993	1999	2005
F.P. A.S.I. of Police (Photography)	475-760	950-1670	1745-3420	3290-6550	4825-10845
Police Constable (FPB) / (Photography) (formerly known as Finger Print Photo Cleaner)	350-550	780-1275	1475-2675	2990-5810 (on par with Police Constable)	4825-10845

The feeder category for this post is Police Constable who is in the same scale as F.P. A.S.I. To remove this anomaly, the Commission assigns a revised pay scale of Rs.10020-29200 (Rs.5750-13030).

Director (FPB) : **Rs.14600-29250**
 No. of posts : 1

The request is for a pay scale on par with Superintendent of Police (Non-Cadre) (Rs.15500-30000). At present this category is having a parity with Additional Superintendent of Police (Non-Cadre) (Rs.14600-29250).

The category of Director (FPB) is filled by promotion from Deputy Superintendent of Police (FPB) and one must have put in not less than 5 years of service in the category of Deputy Superintendent of Police.

The following is the progression of the scales of pay of the Director (FPB)/ Additional Superintendent of Police (Non-Cadre) / Superintendent of Police (Non-Cadre):

Category	1978	1986	1993	1999	2005
Addl. S.P.	1400-2000	2590-4300	5040-8700	9600-16525	14600-129250
Director (FPB)	1400-2000	<u>2410-4050</u> 2590-4300 (A/RGC-1989)	5040-8700	9600-16525	14600-29250
Superintendent of Police	--	--	5390-8980	10250-17050	15500-30000

Comparison with Superintendent of Police (non-cadre) (Rs.15500-30000) is not appropriate, as the duties and responsibilities are completely different. At present, this category is having parity with Additional Superintendent of Police (non-cadre) (Rs.14600-29250). Hence the

Commission recommends a pay scale of Rs.27000-51760 (Rs.15500-30000) on par with Additional Superintendent of Police (Non-Cadre).

Assistant Editor : **Rs.8385-19125**
No. of posts : 1

It is represented that the individual was taken into the service of Police department as Assistant Editor in the year 1981. At the time of joining as Assistant Editor, the circulation of Suraksha magazine was 1400 copies only and now above magazine successfully reached circulation upto 80000 copies.

In addition, he is shouldering the responsibilities of taking interest in the specialized aspects like Forensic science, Forensic Medical, Criminal and Legal matters and also to edit in the magazine. This post is the only solitary post in Police Department and there are no promotional chances.

Hence it is requested to equate the post with Deputy Superintendent of Police and assign a pay scale of Rs.10845-25600.

According to the Service Rules, this post is filled by direct recruitment or by transfer from any other service. The qualifications prescribed for the above methods are a degree and a P.G. degree or Diploma in Public Relations or in Journalism with five years experience as Sub- Editor in a leading Telugu Daily Newspaper or in a Government Department/Undertaking publishing an in-house Journal in Telugu.

This category was in the pay scale of Rs.1280-2440 in 1986 revision. This category represented to PRC 1993 seeking parity with Editor of I& PR Dept. The PRC did not agree and assigned a pay scale of Rs.2525-5390. Thus this category was given one stage improvement.

This category represented to the PRC 1999, seeking parity with Assistant Editor/Sub-Editor in Health Department. The PRC did not agree for parity but assigned a higher pay scale of Rs.5000-10600, thus giving one stage improvement.

This category represented to the PRC 2005 seeking parity with Asst. Editor/ Sub- Editor of M&H Dept. The PRC while re-iterating the views of 1999, did not agree but assigned a revised pay scale of Rs.8385-17905. This category was given 2 stage improvement. The same has been revised to Rs.8385-19125 based on the recommendations of OMC.

We see no reason to further improve upon this scale. A pay scale corresponding to Rs.14860-39540 (Rs.8385-19125) is therefore assigned to this post.

Senior Reporters	:	Rs.9285-21550
No. of Posts	:	27

It is represented that there is a separate wing with sanctioned strength of 27 Senior Reporters. This wing cannot be compared with or equated to any other unit in the entire State with regard to the arduous nature of duties and responsibilities and the workload of is altogether different.

The Reporters have to carefully monitor speeches of various political leaders including those of communal, student and extremist organizations and submit detailed reports. The Reporters should be proficient, and have command ability, talent, skill and dexterity in tackling hostile situations. They should be proficient, knowledgeable besides being qualified in the technical subjects to do justice to their job. It is a superior service, as rightly referred to by PRC 1986.

It is further stated that the private Secretaries to Secretaries to Govt., Reporters of Police Department and Reporters of Legislature Secretariat are all posts with higher responsibilities and keeping in with such responsibilities, they are in a similar scale of pay. The special pay attached to the Police Reporters is not only for higher qualifications but also for the difficult, risky and sensitive nature of their duties. Having regard to the special and arduous nature of duties Police personnel are given other incidental benefits. The same is not made applicable to Reporters of the Assembly. Hence, it is requested for continuance of parity with Section Officers and other Reporters.

It is requested to create promotional avenues to Senior Reporters in Intelligence Department by upgrading (3) posts of Senior Reporters to that of Deputy Chief Reporters in the scale of Rs.10845-25600.

Another request is for the up gradation of one post of Senior Reporter to that of Chief Reporter in the scale of Rs.14600-29250.

The further request is for sanction of CID special pay on par with other Officers equivalent to Senior Reporters in Intelligence Department.

The Additional I.G. of Police Intelligence Department, Hyderabad have also recommended for the above upgradations and also for sanction of CID special pay of Rs.275/- on par with other Officers equivalent to Senior Reporters of Intelligence Department.

This category is also filled by transfer of Senior Stenographers in Ministerial service of Police department. If persons are not available in the Ministerial Service, then it is filled by direct recruitment for which one must possess a Degree and Type writing in higher grade and shorthand in high speed.

This post was assigned pay scales of Rs.530-1050 in 1974, Rs.800-1450 in 1978 revisions. The PRC, 1986 assigned a revised pay scale of Rs.1550-3050, thus giving one stage improvement. In 1993 revision, a corresponding scale of Rs.2930-5960 was assigned. The same was revised to Rs.3110-6380 basing on the recommendations of Anomalies Committee, 1995 and thus giving one stage improvement. PRC 1999 assigned the corresponding pay scale of Rs.5980-12100.

This category represented to PRC, 2005 seeking for a higher pay scale of Rs.7400-15475 and also for an enhanced Short hand Special pay of Rs.600/-p.m, Intelligence Special Pay on par with other Officers was sought. The request was for extension of other allowances on par with common categories.

The PRC, 2005 observed that these posts at present have parity with posts in the Secretariat and the present pay is commensurate with the duties. Accordingly PRC recommended a revised pay scale of Rs.9285-19775, thus giving one stage advancement. The same was revised to Rs.9285-21550 as per recommendations of O.M.C.

The Commission is convinced that the existing scale is adequate. Hence the corresponding scale of Rs.16150-42590 is assigned.

The requests for sanction of special pays and other allowances are dealt with in Volume-I of the report.

Creation of promotional avenues does not fall within the purview of the Pay Revision Commission.

Junior Assistant	:	Rs.4825-10845
		(Common category)
No. of Posts	:	1380
Senior Assistant	:	Rs.6195-14175
		(Common category)
No. of Posts	:	563
Superintendent	:	Rs.7770-18575
		(Common category)
No. of Posts	:	246
Junior Administrative Officer	:	Rs.8385-19125
No. of Posts	:	
Administrative Officer	:	Rs.9285-21550
No. of Posts	:	56

Chief Administrative Officer : **Rs.10845-25600**
 No. of Posts : 1

It is represented that the category of Junior Administrative Officers (Rs.8385-19125) of Police Department are discharging duties and responsibilities, that are similar to those of Assistant Accounts Officer of Treasuries and Accounts Department. Hence the request is for assigning a pay scale of Rs.9285-21550. They are also seeking parity with Manager (IB) for the scale of Rs.9285-21550. It is further represented that the incumbent have already reached maximum of the scale and have few promotional avenues even after completion of 27 years of service.

It is represented that the category of Administrative Officers have responsibilities relating to administrative and accounts branches. They are also looking after the duties pertaining to stores i.e., assessment of annual requirements, local purchases by following codal rules, maintenance of various statutory records. Hence, they have greater responsibilities as compared to their counter parts i.e., Accounts Officer of Treasuries & Accounts Department (Rs.10285-24200), Asst. Administrative Officer, Intelligence Dept. of Police (Rs.10285-24200). It is further represented that the incumbents have already reached maximum of the scale and also have few promotional avenues.

It is represented that the post of Chief Administrative Officer is filled by promotion from Senior most Administrative Officer. The incumbent holding this is Senior Ministerial Officer functioning in the office of Director General of Police, Hyderabad. He is also an expert on service matters of Police Department. Hence it is requested for a higher pay scale of Rs.12385-27750 on par with Chief Accounts Officer of Treasuries and Accounts Department.

Apart from the above a further request is made by the staff of DGP Office for extension 30% of incentive / special allowance to the Ministerial staff of Police Headquarters on par with staff of ACB. Another request is for conferring Gazetted status to the post of Office Superintendent.

The post of Junior Administrative Officer is in the office of the Hyderabad City Police and in Octopus. This category is filled by transfer of Superintendent in A.P. Ministerial staff of the City Commissioner of Police Office, Hyderabad. For this purpose, one must have put in not less than 3 years of service as Superintendent.

The category of Administrative Officer is filled by transfer of Superintendent of the A.P. Ministerial Service in the Police Department and

Junior Administrative Officer in the Office of Commission of Police Officer, Hyderabad.

The category of Chief Administrative Officer is filled by promotion from Administrative Officer. For this purpose one must have not less than 3 years of service in the feeder category.

Representations were made before the Pay Revision Commission, 1993 & 1999 seeking higher pay scales for the ministerial staff of Police Department than their counter parts in other departments. This was not agreed to.

These categories represented to PRC 2005 that ministerial staff of Police Department i.e., Junior Assistant, Senior Assistant, Superintendent, Administrative Officer and Chief Administrative Officer were interchangeable with I.D. Assistant, Assistant Manager, Manager, Assistant Administrative Officer and Administrative Officer respectively of Intelligence Department. Hence it was requested for pay scales on par with the above categories of Intelligence Department.

The PRC, 2005 did not agree for parity with Intelligence Department and recommended the pay scales for the posts of Junior Assistant, Senior Assistant and Superintendent as in common categories. PRC, 2005 also assigned the corresponding pay scales of Rs.9285-19775 and Rs.10845-22955 respectively for the posts of Administrative Officer and Chief Administrative Officer.

The above pay scales have been revised to Rs.9285-21550 and Rs.10845-25600 respectively as per the recommendations of OMC.

The categories of Junior Assistant, Senior Assistant and Superintendent of Police still have parity with similar categories in all other departments.

The Commission elsewhere in this report under common categories has recommended for assigning a higher scale of Rs.8385-19125 to Superintendents. The Commission accordingly recommends Rs.8385-19125 to the category of Superintendent. The revised pay scale for this would be Rs.14860-39540.

Junior Administrative Officer is a promotional post for the Superintendent working in the Commissioner of Police establishment. The Commission recommends the revised scale of Rs.16150-42590 (Rs.9285-21550) for this category.

The Administrative Officer is a promotional post to the Superintendent as well as Junior Administrative Officer. Hence the Commission intends to assign a higher scale keeping in view the scale proposed to the Junior

Administrative Officer. Accordingly the Commission recommends the corresponding scale of Rs.18030-43630 (Rs.10285-24200).

In the case of Chief Administrative Officer in the office of the D.G.P., it is a promotion post for Administrative Officer. He is also on par with Deputy Superintendent of Police. This is the only post one can aspire for promotion. The Commission taking into consideration relative parity with Deputy Superintendent of Police and other factors is inclined to assign a higher scale of Rs.20680-46960 (Rs.11755-26300) to the Chief Administrative Officer of office of the Director General of Police.

Consequently the Junior Assistant, Senior Assistant and Superintendent will get the scales assigned to them in the common categories. The following scales are assigned to other categories.

Junior Administrative Officer	:	Rs.16150-42590 (Corresponding to Rs.9285-21550 against the existing pay scale of Rs.8385-19125)
Administrative Officer	:	Rs.18030-43630 (Corresponding Rs.10285-24200 against the existing pay scale of Rs.9285-21550)
Chief Administrative Officer	:	Rs.20680-46960 (Corresponding Rs.11755-26300 against the existing pay scale of Rs.10845-25600)

INTELLIGENCE BRANCH

Intelligence Branch Assistant	:	Rs.7770-18575
No. of Posts	:	110

The A.P. Intelligence Department Employees Association requested for assigning a higher pay scale on par with A.S.O (SC) of GAD on the following grounds:

This category has to maintain secrecy and prepare drafts and information/reports received from various agencies and Government offices. Apart from drafting and maintaining records he has to computerize prime

data. This category has to maintain secrecy in compiling information which is highly confidential in nature.

Hence it is requested for a pay scale on par with ASO (SC).

This category also requested for enhanced Additional HRA in the place of existing Additional HRA of 10% basic pay subject to a maximum of 500/-. They further requested for enhanced special pay of 30% of basic pay instead of existing special pays.

As per service Rules, appointment to this post is by transfer from Senior Stenographer of A.P. Ministerial Services of Police Dept. If no qualified or suitable candidates are available by transfer, then it is filled by direct recruitment. For direct recruitment the qualification is a degree with a pass Shorthand and Typewriting (Higher grade).

This category was in the pay scale of Rs.650-1100 in 1978 revision. The PRC, 1986 and 1993 improved the scales by one stage in each revision.

The PRC, 1999 assigned a corresponding pay scale of Rs.4850-10250. This category represented to the PRC 2005 seeking parity with Assistant Section Officer (SC). However a revised pay scale of Rs.7770-17455 was assigned. Thus this category was given two stages improvement. The same has been revised to Rs.7770-18575 based on the recommendations of OMC.

The Intelligence Branch Assistant deals with the matters pertaining to security which are top secret. These officers collect all the relevant information and submit to the criminal investigation sections in the State and the Intelligence Bureau of Government of India. They should be graduates and have qualifications in typewriting and shorthand higher grade. Their work is different from the normal clerical work. They are not allowed to be the members of the service associations lest it should interfere with their official duties. These posts are therefore manned by selected persons in whom the department has ample confidence. These posts are not within the purview of the Public Service Commission and they are appointed only by the IG of Police. They have great responsibility and must have high sense of confidentiality about the information they collect and pass on to the higher authorities. These points they argue should be considered while assigning their scales of pay.

The Commission, while assigning the pay scales to the various categories in Intelligence Branch has given due weightage for the unique duties performed by this category.

In the context of the above position and also the qualifications prescribed for the post, the Commission is inclined to assign the scale of Rs.14860-39540 (Rs.8385-19125).

The other requests such as Additional HRA enhancement of Special Pay are dealt with in Volume-I.

Assistant Manager	:	Rs.8385-19125
No. of Posts	:	34

This category deals with all important and sensitive work in the section. In absence of the Manager this category has to shoulder responsibility of the entire section in addition to attending to computerization of data.

In view of the above, it is requested for a higher pay scale on par with Section Officer of General Section (Rs.9285-21550).

At present this category is having the benefit of Additional H.R.A. and also a special pay of Rs.200/- p.m.

As per service rules, there is no Direct Recruitment for this category. This category is filled by promotion from I.B. Assistant. One must have a degree and must have passed Shorthand and Typewriting (Higher-grade).

This category was in the pay scale of Rs.750-1300 in 1978 revision. The PRCs 1986 and 1993 improved the scale by one stage in each revision.

The PRC 1999 assigned the corresponding pay scale of Rs.5300-11300. This category represented to the PRC 2005 seeking parity with Section Officer of Secretariat. The PRC observed that the nature of duties is broadly similar to the strictly confidential section in the Secretariat, though they are not identical. PRC, 2005 assigned the pay scale of Rs.8385-17905. Thus this category was given one stage improvement. The same scale has been revised to Rs.8385-19125 as per recommendations of OMC.

In the Secretariat, there is a post of Assistant Section Officer (S.C) and Section Officer (S.C) in General Administration Department and Home Department. There is a parity in the pay scale of I.B. Assistant with Assistant Section Officer (S.C) in Secretariat. The next promotion post in I.B of Police is Assistant Manager and in the case of Secretariat, the promotion post is Section Officer (S.C) who is assigned the scale of Rs.10285-24200. In the case of Section Officer (S.C), it is filled in by transfer of Section Officer of Single Unit and also by promotion from the category of Assistant Section Officer (S.C). The I.B. Assistant is on par with Assistant Section Officer (S.C), but in the case of promotion, the promotion post should also carry the scale of Rs.10285-24200. The qualifications of Asst. Manager are higher than

the qualifications prescribed for Strictly Confidential Sections. Taking into consideration the promotional avenues available for Ministerial posts in the I. B of Police Department and also higher qualifications importance attached to Intelligence Branch the Commission is of the view that the Assistant Manager be assigned the scale of Rs.15280-40510 (Rs.8815-20300).

Manager : **Rs.9285-21550**
 No. of Posts : 1

This category is the 1st level Gazetted post. The Manager is the head of the section with multidimensional duties and responsibilities. He has to supervise the work of 5 to 7 subordinates in section. This category has to coordinate and evaluate the work in the sections.

It is contended that the duties and responsibilities are more onerous than that of Section Officer (SC) of secretariat. Hence the request is for a higher pay scale of Rs.10285-24200 on par with Section Officer (SC) of secretariat.

As per service rules, there is no Direct Recruitment for this category. It is filled by transfer from Assistant Manager. One must have a degree and must have passed Shorthand and Typewriting (Higher-grade).

This category was in the pay scale of Rs.800-1450 in 1978 revision. The PRC 1986 assigned a revised pay scale of Rs.1550-3050 giving a one stage improvement. The PRCs 1993 and 1999 assigned corresponding scales.

This category represented to the PRC 2005 seeking parity with Section Officer (SC) of secretariat. The PRC observed that the natures of duties are broadly similar to the strictly confidential section in the Secretariat though they are not identical. Accordingly a revised pay scale of Rs.9285-19775 was assigned. Thus this category was given 2 stages improvement. The same pay scale has been revised to Rs.9285-21550 based on the recommendations of OMC.

This category is the next promotion post of Assistant Manager. The commission accordingly recommends the pay scale of Rs.18030-43630 (Rs.10285-24200), taking into account the overall importance attached to the Intelligence Branch.

Assistant Administrative Officer : **Rs.10285-24200**
 No. of Posts : 17

This post is the second level Gazetted post in the department. In the absence of Administrative Officer, he has to discharge additional duties. He

has to supervise the work of six sections headed by Managers and subordinate staff. He has to maintain confidentiality of the work.

Further the post of Chief Administrative Officer which is also 2nd level Gazetted post is on par with Chief Administrative Officer of D.G.P. office. This latter post carries a higher pay scale of Rs.10845-25600, whereas a lower pay scale of Rs.10285-24200 was assigned to this category.

In view of the above position, it is requested to assign a higher pay scale of Rs.10845-25600.

As per service rules, there is no Direct Recruitment and it is filled in by promotion from the Manager. One must have a degree and must have passed Shorthand and Typewriting with Higher-grade.

This category was in the pay scale of Rs.900-1500 in 1978 revision.

The PRC 1986 assigned a higher pay scale of Rs.1810-3230, giving one stage improvement. The PRCs 1993 and 1999 assigned corresponding pay scales.

This category represented to the PRC 2005 seeking parity with Accounts Officer of Police Department. It was stated that up to 1986 all the posts of Intelligence Department had parity with higher posts to which they were equated earlier. Accordingly the PRC assigned a revised pay scale of Rs.10285-21835. Thus this category was given one stage improvement. The same pay scale was revised to Rs.10285-24200 on the recommendations of O.M.C.

This post is a promotion category to the post of Manager. Noticing the importance attached to the Intelligence Branch and also qualifications, the commission recommends the scale of Rs.19050-45850 (Rs.10845-25600).

Administrative Officer	:	Rs.10845-25600
No. of Posts	:	1

The holder of this post is the head of the Intelligence Department Ministerial Staff. He is the link between the Additional Director General of Police Intelligence and other I.P.S. Officers. He has to look after the administration of nearly 15 sections headed of Gazetted officers. This category also deals with confidential as well as sensitive matters.

In view of the above position, it is requested to assign a higher pay scale of Rs.12385-27750 on par with Assistant Secretary to Government of Andhra Pradesh.

As per service rules, there is no Direct Recruitment for this post. It is filled by promotion from Assistant Administrative Officer. One must have a degree and must have passed Shorthand and Typewriting with Higher-grade.

This category was in the pay scale of Rs.1150-1700 in 1978 revision. The PRC 1986 assigned a higher pay scale of Rs.2150-3690. Thus this category was given one stage improvement.

The PRC 1993 and 1999 assigned corresponding pay scales.

This category represented to the PRC 2005 seeking parity with Assistant Secretary to Govt. However, PRC assigned a corresponding pay scale of Rs.10845-22955. The same has been revised to Rs.10845-25600 as per the recommendations of O.M.C.

This category is having parity with Deputy Superintendent in Police Department. The Commission keeping the relativities among the cadres in Intelligence Branch of Police Department and noticing that this is the highest post available to the I.B. personnel, assigns the pay scale of Rs.20680-46960 (Rs.11755-26300) on par with Deputy Superintendent of Police.

The other requests are dealt with in Volume I of the Report.

**Deputy Superintendent of Police /
Assistant Commissioner of Police/
Asst. Commandant. APSP/
Deputy Superintendent of Police
(Communications)/Technical Assistant
Director of Police Transport (DSP cadre)
Deputy Superintendent of Police
(Home Guards / Armed Reserved) : Rs.10845-25600**

No of Posts : 566

**Addl. Superintendent of Police Civil/
Addl. Deputy Commissioner of Police/
Addl. Commandant/Commandant.
(Home Guards/ Armed Reserved)/
Superintendent of Police (Communications)/
Superintendent of Police (Technical)
Police Transport Organization : Rs.14600-29250**

No of Posts : 138

Superintendent of Police (Non-Cadre) : Rs.15500-30000

No of Posts : 11

Deputy Inspector General of Police : Rs.19625-30765

(Non-Cadre)

No. of posts :

Inspector General of Police : Rs.23500-30765

(Non-Cadre)

No. of posts :

No representation has been received.

According to the service rules, appointment to the post of Deputy Superintendent of Police is by direct recruitment and by promotion of Inspector of Police. Appointment to the remaining higher categories is by promotion. These posts carried the pay scales as mentioned below in the last 35 years.

Name of the Category	1974	1978	1986	1993
	Rs.			
Dy. Superintendent of Police	750-1300	1150-1700	2150-3690	3880-8140
Additional Superintendent of Police (Non-Cadre)	1000-1550	1400-2000	2590-4300	5040-8700
Superintendent of Police (Non-Cadre)	--	--	--	5390-8930
D.I.G. of Police (Non-Cadre)	--	2000-2500	3590-9300	6610-9820
I.G. of Police (Non-Cadre)	--	--	--	<u>8140-</u> <u>10380(EI)</u> 7580- 10100(FE)

The category of Deputy Superintendent of Police represented to the PRC, 1999 seeking a higher pay scale of Rs.4400-8700 and the category of Additional Superintendent of Police sought a pay scale of Rs.5390-8980. The category of Superintendent of Police (Non-Cadre) sought a higher pay scale of Rs.5770-9260 on par with Deputy Secretary to Government. The P.R.C.1999 while assigning the corresponding pay scale of Rs.7400-15475, Rs.9600-16525, and Rs.10250-17050 respectively for these posts has made the following observations:

“Fifteen posts of Non-Cadre Superintendents of Police were created by up-grading such of the existing posts of Additional Superintendent of Police whose job content was felt to be comparable to that of Superintendent of Police level Officer. These posts were created on the

scale of Rs.5390-8980. Citing the revised pay scales given to IPS – Superintendents of Police, the pay scale of Rs.5770-9260 on par with Deputy Secretary to Government is suggested for this post.

The post of Deputy Superintendent of Police is filled both by direct recruitment and promotion from the category of Inspector of Police. Appointment to the remaining higher categories is by promotion. Deputy Superintendent of Police is one of the categories included in Group-I services for the purpose of recruitment and is placed on par with the categories of Deputy Collector and Commercial Tax Officer in regard to pay scale which is the highest pay scale in Group-I services. The parity is also continued in respect the next promotion posts viz., Additional Superintendent of Police, Special Grade Deputy Collector and Assistant Commissioner of Commercial Taxes. As mentioned supra, the newly created category of Superintendent of Police (non-cadre) was assigned the scale of Rs.5390-8980 which is the pay scale given to the category of Joint Directors in major departments like Agriculture etc., Similarly the present pay scale of D.I.G., of Police (non-cadre) is on par with the pay scale given to Additional Directors of major departments which are headed by non-cadre officers, i.e., the highest level available to the departmental officers. In the circumstances and for reasons already discussed supra there is no scope for any further scale improvement.”

These categories represented to PRC, 2005 for the higher scales in the minimum of pay scale of Rs.11800, Rs.15300, and 16300 respectively.

Considering the existing parities and relativities, the PRC, 2005 assigned the following pay scales:

DSP/ACP/Asst. Commandant. APSP/ DSP Communication/DSP PTO DSP/Home Guards		Rs.10845-22955
Addl. SP. Civil/Addl. DCP/ Addl. Commandant / Commandant Home Guards/SP Communication/ SP PTO	:	Rs.14305-25965
Non Cadre S.P.	:	Rs.15025-26615

The above scales have been revised to Rs.10845-24200, Rs.14600-29250 and Rs.15500-30000 respectively based on the recommendations of O.M.C.

The Commission notes that the category of Deputy Superintendent of Police (Rs.10845-25600) has parity with Deputy Collector / Commercial tax Officer.

In Group-I services, the R.D.O. / D.S.P. / C.T.O. /Assistant Conservator of Forests carry the same scales of pay on account of the responsibilities associated with these posts.

Sri E. Lakshmana swamy, S.P. (Technical), P.T.O. Commandants, Home Guards and Addl. Commandant A.P.S.P. and Squadron Commander – Addl. Commandant have represented that they are working as Commandants of Home Guards, Armed Reserve, Commandant (A.P.S.P.) and Addl. Commandant (A.P.S.P.), S.P. (Communications), S.P. (Technical) P.T.O., Squadron Commandants in Grey Hounds and the duties and responsibilities of the above categories are one and the same and on par with Superintendent of Police (Non cadre). They are also delegated with equal administrative and financial powers.

They have further stated that they were assigned the lower pay scales of Rs.9600-16525 and Rs.14600-29250 in 1999 and 2005 revisions respectively, whereas Superintendent of Police (Non-cadre) was assigned higher pay scales of Rs.10250-17050 and Rs.15500-30000 in 1999 and 2005 Pay Revisions. They have therefore requested for assigning a higher pay scale of Rs.15500-30000 on par with Superintendent of Police (Non-cadre).

It is further stated that the Anomalies Committee 2008 recommended enhancement of pay scale to Rs.15500-30000 to the category of Superintendent of Police (Technical) Police Transport Organization on par with Superintendent of Police (Non-cadre). However, the above recommendations were not considered by the Government.

Various representations are examined category-wise with reference to the existing rules.

**Commandant
(Armed Reserve) : Rs.14600-29250**

It is stated that the duties and responsibilities of Commandant are to attend Law & Orders during festivals, Assembly session and other fairs and festivals. These are in addition to their normal and other administrative responsibilities. Hence it is requested for assigning a higher pay scale of Rs.15500-30000 on par with Superintendent of Police (Non-cadre).

The above category is filled in by promotion from Deputy Superintendent of Police (Armed Reserve). One must have put in not less than 5 years of service in the category of Deputy Superintendent of Police (Armed

Reserve). This category is having parity with Additional Superintendent of Police (Non-Cadre) and the successive PRCs assigned a pay scale of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300, Rs.5040-8700, Rs.9600-16525 and Rs.14600-29250 in the 1974, 1978, 1986 1993, 1999 and 2005 revisions on par with Additional Superintendent of Police (Non-Cadre).

The request for pay scale on par with Superintendent of Police (Non-Cadre) was rejected by successive Pay Commissions on the ground that the feeder category for this post is only a Deputy Superintendent of Police (Armed Reserve). Since the normal channel of promotion for a Deputy Superintendent of Police (Civil) is Additional Superintendent of Police (Non-Cadre) and the Deputy Superintendent of Police, Armed Reserve and the Deputy Superintendent of Police (Civil) are in the same pay scale, it is only appropriate that the Commandant, Armed Reserve should be placed on par with Additional Superintendent of Police (Civil) (Non-Cadre). In view of this compelling reason, the Commission is unable to accept the plea for equating it with Superintendent of Police (Non-Cadre). The scale of pay which is assigned to a non-cadre Additional Superintendent of Police is assigned to the Commandant, Armed Reserve also.

**Commandant
(Home Guards) : Rs.14600-29250**

It is stated that the duties of this post include enrollment training, deployment of force. Apart from above this category attends to law and order duties during Assembly sessions, fairs and festivals. Hence it is requested for assigning a higher pay scale of Rs.15500-30000 on par with Superintendent of Police (Non-cadre).

This category is filled by promotion from Deputy Superintendent of Police (Armed Reserve) including Assistant Commandant (City Armed Reserve), Assistant Commandant (SARCPL), Vice Principal, P.T.C, Anantapur, Deputy Superintendent of Police (Home Guards). One must have put in not less than 5 years of service.

This category was assigned pay scale of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300, Rs.5040-8700, Rs.9600-16525 and Rs.14600-29250 in the 1974, 1978, 1986 1993, 1999 and 2005 pay revisions on par with Additional Superintendent of Police (Non-Cadre).

The feeder category being Deputy Superintendent of Police or Assistant Commandant, the appropriate scale for promotion category of Commandant, Home Guards is that of Additional Superintendent of Police (Non-Cadre). This has been the stand taken by successive Pay Commissions and we see no reason to deviate from it. We, therefore, assign the pay scale

which we have recommended for Additional Superintendent of Police (Non-Cadre) to the Commandant, Home Guards.

Commandant (A.P.S.P.) : Rs.14600-29250

It is stated that this category has Supervisory, administrative and disciplinary jurisdiction of the personnel of APSP. They also look after the welfare of the personnel. Apart from that, they have to perform law and order duties not only in the state but also in other states. It is further represented that the role of the Commandant and Additional Commandant is unique. The Additional Commandant wears only Ashoka Emblem like that of an Addl. Superintendent of Police and the Commandant wears one Ashoka Emblem and a star like the Superintendent. The Commandant who was equivalent to Superintendent of Police (Non-cadre) was assigned a lower pay scale of Rs.9600-16525 in 1999 revision whereas Superintendent of Police (Non-cadre) was assigned a higher pay scale of Rs.10250-17050 in 1999 Pay Revision. Hence it is requested for assigning a higher pay scale of Rs.15500-30000 on par with Superintendent of Police (Non-cadre).

This category is the feeder category to the post of Deputy Inspector General of Police (non-cadre) A.P.S.P. (Rs.16925-30765).

This category was assigned pay scale of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300 and Rs.5040-8700 in the 1974, 1978, 1986 and 1993 revisions on par with Additional Superintendent of Police (Non-cadre). This category represented to the PRC 1999, seeking parity with Superintendent of Police (Non-Cadre) (Rs.5390-8980). The PRC, 1999 did not agree and assigned a pay scale of Rs.9600-16525 on par with Additional Superintendent of Police (Non-Cadre).

The above category represented to PRC 2005 seeking parity with Superintendent of Police (non-cadre) (Rs.10250-17050(1999 scale)). The PRC, 2005 did not agree and assigned a pay scale of Rs.14305-25965 on par with Additional Superintendent of Police (Non-Cadre).The above scale was revised to Rs.14600-29250 as per the recommendations of One Man Committee.

The Director General of Police who was consulted in the matter as to whether Additional Commandant is the feeder category for the post of Commandant had stated that that as per special rules for AP Police (Special Police Battalions) services issued in G.O. Ms. No.140, Home (Police - E) Department, dated 2-7-1997, the method of appointment to the post of commandants, APSP Battalion is as follows:

“Vacancies in the category of Commandant, APSP shall be filled by posting the senior most persons in the category of Addl. Commandant from a combined seniority list of Addl. Commandant / Commandant.”

He has further stated that action is being taken to request the Government in Home Department for amending the special rules to the effect that the feeder category to the post of Commandant is Addl. Commandant, APSP Battalion only and to make the post of Commandant as a promotion post.

The Director General of Police in his letter No.414/G3/ 2009, dated, 19/10/2009 has also forwarded draft rules for amending the rules issued in G.O.Ms.No.140, Home Department dated: 2-7-1997 with a request to issue orders providing Additional Commandant as a feeder category to the post of Commandant. He has furnished the duties of Commandants / Additional Commandants to make the position clear. The duties of Additional Commandant and Commandant are entirely different as in the case of Additional Superintendent of Police (Non-Cadre) and Superintendent of Police (Non-Cadre). In view of the above background, he has proposed to amend rules, by making Commandant a higher post than the Additional Commandant, APSP and making Additional Commandant, as a feeder category for the post of Commandant.

As and when the rules are amended and notified providing for making the Additional Commandant as the sole feeder category for the post of Commandant, the pay scale recommended by this Commission for Superintendent of Police (Non-Cadre) should be extended to him. Till then, we propose that the Commandant, APSP Battalion should continue to be in the pay scale of Additional Superintendent of Police (Non- Cadre).

**Superintendent of Police
(Communications) : Rs.14600-29250**

It is stated that in addition being head of officer, the S.P. (Communications) has jurisdiction of seven districts. There is also managerial role of all Police Radio Stations. Hence this category is responsible for interception of extremist communication, effective communication arrangements during VIP visits, Fairs and Festivals, Law & Order problems, Elections etc. Hence it is requested for assigning a higher pay scale of Rs.15500-30000 on par with Superintendent of Police (Non-cadre).

The above category is filled by promotion from Deputy Superintendent of Police (Communications). One must have put in not less than 5 years of service in the category of Deputy Superintendent of Police (Communications). One must also have a degree in Radio Engineering or

Electronics and Communications Engineering. This category forms the feeder category to the post of Addl. Director (PC) (Rs.16925-30765).

This category was assigned pay scales of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300 and Rs.5040-8700 in the 1974, 1978, 1986 and 1993 revisions on par with Additional Superintendent of Police(Non-Cadre).

This category represented to PRC 1999 seeking parity with Superintendent of Police (non-cadre) (Rs.5390-8980). The PRC 1999 observed that the pay scale of Superintendent of Police (Communications) was on par with Additional Superintendent of Police. Superintendent of Police (non-cadre) was a new higher category created in the pay scale of Rs.5390-8980 as discussed earlier. As such the PRC did not find any justification to disturb the existing parity with Additional Superintendent of Police (Non- Cadre). Hence, the PRC, 1999 assigned a pay scale of Rs.9600-16525 on par with Additional Superintendent of Police (Non- Cadre).

This category was assigned a pay scale of Rs.14600-29250 in 2005 revision on par with Additional Superintendent of Police (Non-Cadre).

This category is similar to the Commandant, Home Guards and Commandant, Armed Reserve. We agree with the recommendations of the earlier Commissions and recommend the pay scale of Superintendent of Police (Communications) on par with Additional Superintendent of Police (Non- Cadre).

**Superintendent of Police
(Technical),**

Police Transport Organization : Rs.14600-29250

It is stated that S.P. (Technical) is charged with the responsibility of proper maintenance of all Police vehicles. He is to conduct periodical inspections of motor vehicle maintenance units in Hyderabad. He is also involved in the work of fabrication of bullet proof vehicles for protection of V.V.I.P's. Hence it is requested for assigning a higher pay scale of Rs.15500-30000 on par with Superintendent of Police (Non-cadre).

The above category is filled by promotion from Technical Assistant to Director of Police Transport. If no eligible candidate is available, then it is filled by deputation on tenure basis of a Divisional Manager or a Regional Manager from APSRTC. One must have not less than 3 years of service in the category of Technical Assistant to Director of Police Transport. This category is the feeder category to the post of Director, Police Transport Organization (Rs.16925-30765).

This category was assigned pay scales of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300, Rs.5040-8700 and Rs.9600-16525 in the 1974, 1978, 1986 1993 and 1999 revisions on par with Additional Superintendent of Police (Non-Cadre).

This category represented to the PRC, 2005 seeking parity with Superintendent of Police (Non-Cadre) (Rs.10250-17050). The PRC, 2005 did not agree and assigned a pay scale of Rs.14305-25965 on par with Additional Superintendent of Police (Non-Cadre). The same scale was revised to Rs.14600-29250 as per recommendations of One Man Committee.

This category represented to the Anomalies Committee, 2008 seeking pay scale of Rs.15500-30000 on par with Superintendent of Police (non-cadre). The recommendation of the above committee for giving a pay scale of Rs.15500-30000 has not been accepted. Incidentally the committee gave no reasons for conceding the demand.

We agree with the decision of the Government in rejecting the recommendations of the Anomalies Committee, 2008 for assigning of pay scale on par with Superintendent of Police (Non-Cadre). This issue has been considered by several Commissions and all of them came to the conclusion that Superintendent of Police (Technical) should be on par with Additional Superintendent of Police (Non-Cadre). We also assign the pay scale which is on par with Additional Superintendent of Police. We have recommended separately for the Additional Superintendent of Police (Non-Cadre).

Squadron of Greyhounds : Rs.14600-29250

The above category is filled by promotion from the Deputy Superintendent of Police. One must have put in not less than 3 years of service. Hence it is requested for assigning a higher pay scale of Rs.15500-30000 on par with Superintendent of Police (Non-cadre).

This category was assigned pay scales of Rs.1000-1550, Rs.1400-2000, Rs.2590-4300, Rs.5040-8700, Rs.9600-16525 and Rs.14600-29250 in the 1974, 1978, 1986 1993, 1999 and 2005 revisions on par with Additional Superintendent of Police (Non-Cadre).

This is also a category for which traditionally the pay scale recommended for Additional Superintendent of Police (Non-Cadre) is assigned. We find that such a decision is rational and hence assign a pay scale on par with Additional Superintendent of Police (Non-Cadre).

The Commission has reviewed the pay scales of the police in the context of the increasing responsibilities devolving on this department due to population explosion, increased economic activity, unbridled and unregulated

growth of the towns and cities making traffic an extremely complicated issue, increased level of pollution, increase in white-colored crime which together place a heavy burden on the police force. The force also had to equip itself and improve their awareness as the recent spate of crimes are lot more difficult to unravel than the traditional crimes for which they received training. We are aware of the onerous responsibilities that the Police Force and the immediate supervisory authority have to discharge. We have, therefore, decided to increase the pay scale by one grade in the case of Deputy Superintendent of Police (Non-Cadre), Additional Superintendent of Police (Non-Cadre) and Superintendent of Police (Non-Cadre).

The following are the pay scales assigned:

Deputy Superintendent of Police / Assistant Commissioner of Police/ Asst. Commandant. APSP/ Deputy Superintendent of Police (Communications)/Technical Assistant Director of Police Transport (DSP cadre) Deputy Superintendent of Police (Home Guards / Armed Reserved)	:	Rs.20680-46960 (Rs.11755-26300)
Addl. Superintendent of Police Civil/ Addl. Deputy Commissioner of Police/ Addl. Commandant/Commandant. (Home Guards/ Armed Reserved)/ Superintendent of Police (Communications)/ Superintendent of Police (Technical) Police Transport Organization	:	Rs.27000-51760 (Rs.15500-30000)
Superintendent of Police (Non-Cadre)	:	Rs.29200-53060 (Rs.16925-30765)
Deputy Inspector General of Police (Non-Cadre)	:	Rs.34050-54360 (Rs.19675-30765)
Inspector General of Police (Non-Cadre)	:	Rs.41550-55660 (Rs.23500-30765)

22 (b). PRISONS DEPARTMENT

The Prisons department as an important constituent of criminal justice system, is responsible for the implementation of the various provisions of the Indian Prisons Act, 1894. Prisoners Act 1900, Identification of Prisoners Act, 1920 Transfer of Prisoners Act, 1950, Borstal School Act, 1925, and Attendance in Courts Act, 1955 and the rules under these acts. There are seven Central Prisons, nine District Jails, two Open Air Jails, two State Jails for Women, one Borstal School, twenty District Sub-Jails and (147) sub-jails.

The department is headed by the Director General and Inspector General of Prisons and Correctional Services. He is assisted by an Additional Inspector General of Prisons and other supporting staff. The three Regional Offices are headed by Officers of the rank of Deputy Inspector General of Prisons. The Deputy Inspector General of Prisons at the regional level and the Superintendent at institutional level, discharge the statutory duties and administrative responsibilities.

In general, a strong plea was made on behalf of the department for parity of pay scales of various categories in this department with the corresponding categories in the Police department on the ground of similarity of functions. The point stressed is that the task of guarding and looking after the needs of under trail prisoners who outnumber the convicted prisoners (a restive group) is arduous resulting in great stress and strain on the guarding staff, namely Warders and Head Warders.

The persistent demand of the Staff and Officers of the Prisons Department has been parity of pay scales with the Staff and Officers of the Police Department. This request has been articulated on the basis of a number of Prison Reforms Committees which have gone into this issue. In particular, reference is made to Mulla Committee (1980-83), Kapoor Committee (1987) and Committee headed by Justice Sri I .Pandurangarao (1999). All these Committees have apparently recommended parity of pay scales of the Staff and Officers of Prisons Department with the corresponding categories of Police Department.

This issue has also been examined by Anomalies Committee (2008) of our state which has also recommended parity of pay scales with Police personnel. However, Government have not accepted the recommendations of the Anomalies Committee.

This issue of parity of pay scales between Police staff and the staff belonging to the Prisons Department and other Uniformed Services has been discussed extensively by the earlier PRCs. The earlier PRCs have not agreed for parity of pay scales. This Commission has also dealt with this issue in

Volume-I of its Report. This Commission considers the duties of Police Officers are a more complex and demanding than those of Prisons Staff. It is, therefore, considered not reasonable to assign pay scales to the Staff and Officers of Prisons Department on par with the Staff and Officers of the Police Department. The Commission, however, is aware of the need for improvement in the pay scales of Uniformed Services which is reflected in our recommendations.

The following are the details of the various categories and the requests relating to their pay scales.

Warder/Female Warder	:	Rs.4595-10285
No. of Posts	:	1938
Head Warders/Female Head Warders		
(Including Asst. Armourer)	:	Rs.5200-11755
No. of Posts	:	516
Chief Head Warder		
(Including Asst. Drill Instructor & Armourer)	:	Rs.5470-12385
No. of Posts	:	31

The A.P. Prisons Officers Association, Hyderabad requested for the scales of pay for Warder/ Female Warder on par with Police Constable. They have also sought the pay scale of Head Constable for Head Warder and that of A.S.I of police for Chief Head Warder.

The Andhra Pradesh Prisons Department Guarding Force Association, Hyderabad stated that, this category of Warder/ Female Warder was assigned higher pay scale than police Constable from the year 1952 to 1962. It is represented that in the subsequent revisions of 1969, 1974 and 1978, this category was assigned pay scales of Rs.70-130, Rs.180-350 and Rs.350-550 respectively on par with Police Constable. In 1986 revision, this category was assigned a scale of Rs.780-1275, where as one stage higher scale of Rs.810-1420 was given to Police Constable. In the subsequent revisions of 1993 and 1999, this category was assigned lower pay scales of Rs.1535-2840 and Rs.2870-5470, where as Police Constable was assigned higher pay scale of Rs.1595-3020 and Rs.2990-5810. Hence the difference between the minimum pay scales of both categories has been widened from one revision to another.

It is further represented that in 2005 revision, this category was assigned a lower pay scale of Rs.4595-10285 (improved by two stages), where as the Police Constable was assigned a higher pay scale of Rs.4825-10845. It is further stated that the qualifications prescribed for this category have been revised to a pass in Intermediate on par with the qualifications

prescribed for police Constable. As there is no disparity in the educational qualifications, duties and responsibilities, the scale of Rs.4825-10825 is sought on par with Police Constable.

As per service rules, this category is filled by direct recruitment. One must have passed Intermediate or its equivalent examination. Preference is given to candidates who have undergone training in Civil Defence and gained experience as Home Guards.

The following is the progression of the pay scales of the two categories and the improvements made from time to time over the last three decades.

Name of the category	1978	1986	1993	1999	2005
	Rs.				
Warder/ Warder (Women)	350-550	780-1275 (one stage)	1535-2840 (one stage)	2870-5470 (C.S.)	4595-10285 (two stages)
Police Constable	350-550	810-1420 (two stage)	1595-3020 (one stage)	2990-5810 (C.S.)	4825-10845 (two stages)

Though Anomalies Committee, 2008 recommended parity between the two departments, Government has not been accepted the same.

Successive Pay Revision Commissions have not agreed to the request for parity between the personnel of this department with Police. Consciously structured and differently evolved pay scales cannot be treated as Anomaly. When Four Pay Revision Commissions and three Anomalies Committees have not found any anomaly in pay scales between the Warder or Police Constable, it is quite surprising for the Anomalies Committee 2008 alone to equate the Warder with Police Constable. The Commission has extensively discussed the relative position among the uniformed categories in Volume-I. Keeping in view the above approach, the Commission is of the view that the existing scale assigned by the PRC 2005 is adequate and accordingly assigns corresponding scale.

Head Warder /Head Warder (Women): Rs.5200-11755

The request is for assigning the pay scale of Rs.5470-12385 on par with Head Constable.

The following is the progression of the pays scales of Head Warder / Head Warder (Woman) and Head Police Constable.

Name of the category	1978	1986	1993	1999	2005
	Rs.				
Head Warder / Head Warder (Women)	425- 650	950- 1670 (three stages)	1875- 3750 (one stage)	3550- 7150 (C.S.)	5200- 11755 (C.S.)
Head Constable	425- 650	1010- 1800 (four stages)	1975- 4010 (one stage)	3750- 7650 (C.S.)	5470- 12385 (C.S.)

The issue of assigning scales on par with Police cadres was examined by the earlier PRCs and other uniformed cadres in other departments. They are always placed one stage below the Head Constable of Police Department. The Commission has improved the scales of Head Constable of Police Department. Keeping in view the improvement, the Commission assigns the pay scale of Rs.10020-29200 which corresponds to Rs.5750-13030 to the category Head Warder / Head Warder (Female), as against the scale of Rs.5200-11755.

Chief Head Warder : Rs.5470-12385

It is stated that this category is a promotion post for the post of Head Warders and in 1986 revision, this category was assigned a lower pay scale of Rs.1010-1800, whereas Assistant Sub-Inspector (Police Department) was assigned a higher pay scale of Rs.1100-2050. The PRC 1986 observed that the disparity persisted as a result of the increase in basic qualifications of Constable. The Association stated that the basic qualification of the post of Warder has been revised as a pass in SSC / Matriculation after 1986 on par with that of Police Constables. In view of the above, this category is requesting for a higher pay scale on par with Assistant Sub Inspector of Police. It is further stated that the Anomalies Committee 2008 recommended a higher pay scale of Rs.6195-14175 on par with the Assistant Sub Inspector of Police.

This category is filled in by promotion from Head Warder(Male)/ Head Warder(Female). One must have also passed Intermediate or its equivalent examination.

This category represented to the successive PRCs seeking parity with Assistant Sub-Inspector of Police, the same has not been accepted. The following is the progression of the pay scales.

Name of the category	1978	1986	1993	1999	2005
	Rs.				
Chief Head Warder / Assistant Drill Instructor	450- 700	1010- 1800 (3 stages)	1975- 4010 (one stage)	3750- 7650 (C.S.)	5470- 12385 (C.S.)
Assistant Sub- Inspector	475- 760	1100- 2050 (4 stages)	2195- 4560 (one stage)	4190- 8700 (C.S.)	6195- 14175 (C.S.)

Though Anomalies Committee, 2008 recommended parity between the two departments, Government has not been accepted the same.

As this is a promotion post for the Head Warder, and also feeder category for Dy. Jailor, and having regard to the improvement in the qualifications for the feeder categories, the Commissions assigns the pay scale of Rs.10900-31550, which corresponds to Rs.6195-14175 to the category of Chief Head Warder, as against the pay scale of Rs.5470-123852.

Deputy Jailor : **Rs.6675-15500**
No. of posts : 51

**Jailor/Jailor(Women)/Welfare
Officer (Women)** : **Rs.8385-19125**
No. of Posts : 45

**Deputy Superintendent of Jails/
Deputy Superintendent of Jails
(Women)** : **Rs.10285-24200**
No. of Posts : 19

Superintendent of Jails : **Rs.12385-27750**
No. of Posts : 9

**Dy. Inspector General of
Prisons** : **Rs.15500-30000**
No. of Posts : 3

**Addl. Inspector General
of Prisons** : **Rs.18025-30765**

No. of Posts : 2

A.P. Prisons Officers Association, Hyderabad has represented seeking parity of the above categories with various categories of Police personnel.

This parity of pay scales of Jail staff on par with Police Personnel has been sought on the basis recommendations of various Committees on Jail Reforms. This has however, not been accepted by successive PRCs.

The Association has requested for the following other benefits:

- i) Pay and Fringe benefits on par with Police.
- ii) Sanction of uniform allowance, annually.
- iii) Sanction of Risk Allowance.
- iv) Sanction of (45) earned leaves per year.
- v) Encashment of (30) days earned leave per year.
- vi) Compensatory Pay for extra hours of duty.

The request for allowances and other benefits have been observed elsewhere in the report.

The following are the details relating to the pay scales of various categories.

Deputy Jailor : **Rs.6675-15500**
 No. of posts : 51

The request is for parity with Sub-Inspector of Police (Rs.7200-16925).

According to the Service Rules, appointment to the category of Deputy Jailor is by direct recruitment and by promotion from Assistant Matrons as also by transfer of Senior Assistant in the department. For direct recruitment and for transfer, one must possess a bachelor's degree and for promotion, one must have the minimum general educational qualification and a pass in Accounts Test for Sub-ordinate Officers Part-I and Jails department Test Part-I and III.

This category has been representing to the successive PRCs seeking parity with Sub-Inspector of Police, the same has not been accepted. The following is the progression of the pay scales of Deputy Jailor / Sub-Inspector of Police.

Name of the category	1978	1986	1993	1999	2005
	Rs.				
Deputy Jailor	550-900	1230-2330 (3 stage)	2375-5040 (one stage)	4550-9600 (C.S.)	6675-15500 (C.S.)
Sub Inspector of Police	575-950	1280-2440 (3 stages)	2525-5390 (one stage)	4850-10250 (C.S.)	7200-16925 (C.S.)

While taking note of all factors into consideration, the Commission is not inclined to equate the post with Sub-Inspector of Police. However in consonance with the approach to the uniformed services the Commission assigns the scale of Rs.13660-38570 which corresponds to Rs.7770-18575 to the category of Deputy Jailor as against the pay scale of Rs.6675-15500 an improvement by three stages.

Jailor/ Jailor (Women)/ Welfare Officer (Women) : **Rs.8385-19125**
 No. of posts : 62

The request is for parity with Inspector of Police (Rs.9285-21550).

Appointment to the category of Jailor is by transfer from the category of Deputy Jailor and also by transfer from the category of Superintendent (Men) in the ministerial service of the department. One must possess a degree, must have passed Jails Department Tests Paper I, II, III and IV and must have passed Account Test for Executive Officers or Accounts Test for Subordinate Officers part I & II.

In the case of Jailor (Women) it is by transfer of Assistant Matron and Superintendent (Women) in ministerial service. One must possess qualifications as prescribed in the case of Jailor (Man).

This category has been representing to the successive PRCs seeking parity with Inspector of Police. The same has not been accepted. The following is the progression of scales pay between Jailor / Jailor (Women) and Inspector of Police over a period of time.

Name of the category	1978	1986	1993	1999	2005
	Rs.				
Jailor/Jailor (Women)	750-1300	1380-2750 (one stage improvement)	2930-5960 (2 stages improvement)	5640-11300 (corresponding scale)	8385-19125 (corresponding scale)
Inspector	800-1450	1550-3050 (one stage improvement)	3110-6380 (one stage improvement)	5980-12100 (corresponding scale)	9285-21550 (one stage improvement)

It is noticed that the scale of Jailor has been revised to Rs.8385-19125 as per the recommendations of OMC, as against the revised pay scale of Rs.9285-21550 to the Inspector of Police by PRC, 2005.

The Commission noticed that the scale was improved to Rs.8385-19125 in 2005 PRC. The Commission, keeping in view the approach to the scales of pay to be assigned to the uniformed categories, recommends the scale of Rs.15280-40510 which corresponds to Rs.8815-20300 to the category of Jailor/ Jailor (Women) / Welfare Officer (Women) an improvement by one stage.

**Deputy Superintendent of Jails/
Deputy Superintendent of Jails
(Women) : Rs.10285-24200**
No. of posts : 15

The request is for parity with Deputy Superintendent of Police (Rs.10845-25600).

Appointment to the post of Deputy Superintendent of Jails is by promotion from the category of Jailor and also by direct recruitment. The qualification prescribed for direct recruitment is a degree. The qualifications prescribed for method of promotion is a degree, in addition a pass in Jails Department Tests Paper I, II, III and IV and Account Test for Executive Officers or Accounts Test for Subordinate Officers part I & II.

The following is the progression of scales and their improvement over a period of time between DSP (Jails) and DSP (Police).

Name of the category	1978	1986	1993	1999	2005
	Rs.				
Deputy Superintendent of Jails	1050-1600	1980-3500 (one stage)	3640-7580 (C.S.)	6950-14425 (C.S.)	10285-24200 (C.S.)
Deputy Superintendent of Police	1150-1700	2150-3690 (one stage)	3880-8140 (C.S.)	7400-15475 (C.S.)	10845-25600 (C.S.)

It is noticed that the scale has been revised to Rs.10285-24200 as per the recommendations of OMC. The category of Deputy Superintendent of Police was assigned the scale of Rs.10845-25600 in 2005 PRC.

As already observed the duties of Deputy Superintendent of Jails cannot be equated with Dy. Superintendent of Police. The Commission recommends the scale of Rs.19050-45850 which corresponds to Rs.10845-25600 to the category of Deputy Superintendent of Jails / Deputy Superintendent of Jails (Women) as against the pay scale of Rs.10285-24200 an improvement by one stage.

Superintendent of Jails : **Rs.12385-27750**
 No. of posts : 9

The request is for parity with Superintendent of Police (Non-Cadre) (Rs.15500-30000).

Appointment to the post of Superintendent of Jails is by promotion from the category of Deputy Superintendent of Jails.

This category has been representing to the successive PRCs seeking parity with Superintendent of Police. The same has not been accepted. The following is the progression of pay scales of Superintendent of Jails, Additional Superintendent of Police and Superintendent of Police.

Name of the category	1978	1986	1993	1999	2005
	Rs.				
Superintendent of Jails	1250-1800	2240-3860 (one stage)	4400-8700 (one stage)	8400-16525 (C.S.)	12385-27750 (C.S.)
Additional Superintendent of Police	1400-2000	2590-4300 (one stage)	5040-8700 (one stage)	9600-16525 (C.S.)	14600-29250 (C.S.)

Superintendent of Police	--	--	5390-8980	10250-17050 (C.S.)	15500-30000 (C.S.)
--------------------------	----	----	-----------	-----------------------	-----------------------

The Commission is of the view that there is need for improving the scales of Senior positions, also while improving the pay scales of lower categories. The Commission accordingly recommends the scale of Rs.25600-50560 which corresponds to Rs.14600-29250 to the category of Superintendent of Jails as against the pay scale of Rs.12385-27750 an advancement of 2 stages.

Deputy Inspector General of Prisons : **Rs.15500-30000**
No. of posts : 2

The request is for parity with Deputy Inspector General of Jails (Rs.19675-30765).

This category is filled by promotion from Superintendent of Jails including Assistant Inspector General of Prisons.

The following is the progression of the pay scales of Deputy Inspector General of Prisons and Deputy Inspector General of Police (Non-Cadre).

Name of the category	1978	1986	1993	1999	2005
	Rs.				
Deputy Inspector General of Jails	1500-2100	2690-4440 (one stage)	5390-8980 (one stage)	10250-17050 (C.S.)	15500-30000 (C.S.)
Deputy Inspector General of Police (Non-Cadre)	2000-2500	3580-5380 (one stage)	6610-9820 (C.S.)	12550-18625 (C.S.)	19675-30765 (C.S.)

While reiterating the views expressed by PRC 2005, the Commission recommends the scale of Rs.29200-53060 which corresponds to Rs.16925-30765 to the category of Deputy Inspector General of Prisons as against the pay scale of Rs.15500-30000 an advancement by one stage.

Additional Inspector General of Prisons : **Rs.18025-30765**
No. of posts : 2

The request is for parity with Inspector General of Police (Rs.23500-30765).

This category is filled by promotion from Inspector General of Prisons.

The following is the progression of the pay scales of Additional Inspector General of Prisons and Inspector General of Police (Non-Cadre).

Name of the category	1978	1986	1993	1999	2005
	(Rs.)				
Additional Inspector General of Prisons	1800-2350	3090-5140	6150-9820 (one stage)	11650-18625 (C.S.)	18025-30765 (C.S.)
Inspector General of Police (Non-Cadre)	--	--	<u>8140-10380(EI)</u> 7580-10100(FE)	14425-19150 (C.S.)	23500-30765 (C.S.)

While reiterating the views of PRC 2005, the Commission, however recommends the scale of Rs.34050-54360 which corresponds to Rs.19675-30765 to the category of Additional Inspector General of Prisons as against the pay scale of Rs.18025-30765 as he is next to Inspector General of Prisons and Director of Correctional Services.

22 (c). FIRE AND EMERGENCY SERVICES DEPARTMENT

Fireman (including Fireman Sentry and Fireman Orderly)	:	Rs.4595-10285
No. of posts	:	2857
Leading Fireman	:	Rs.5200-11755
No. of posts	:	603
Driver Operator	:	Rs. 5200-11755
No. of posts	:	890
Station Fire Officer	:	Rs.6675-15500
No. of Posts	:	245
Assistant Divisional Fire Officer:		Rs.8385-19125
No. of Posts	:	24
Divisional Fire Officer	:	Rs.10285-24200
No. of posts	:	12
Regional Fire Officer	:	Rs.12385-27750
No. of posts	:	3
Additional Director of Fire Services	:	Rs.16925-30765
No. of posts	:	1

On behalf of the above categories and also for Driver Operator/ Leading Fireman, the following arguments were advanced for grant of higher pay scales.

- a) The main functions of the department are operational, preventive and regulatory.
- b) The Department is identified as Multi Hazard First Responder and is entrusted with the task of safeguarding Life and property whenever Fires, Floods, Cyclones, earthquakes, N.B.C. Disasters, occur.
- c) The department has also been entrusted with the statutory responsibilities following enactment of A.P. Fire Service Act, 1999. The department is to initiate steps relating to a number of preventive measures, in addition to the granting/ amending/

renewing of licenses, inspection of premises and all associated work relating to enforcement of fire prevention measures.

- d) The staff of Fire services are discharging their duties, at times risking their lives. They are also exposed to the hazards associated with poisonous gases, dust etc. It has been stated that the educational qualification for the post of Fireman was enhanced from a pass in SSC to Intermediate.

D.G. of Fire & Emergency Services has recommended parity with Police personnel which is as follows:

Name of the category in Fire & Emergency Services	Parity sought with Police Department
Fireman(Rs.4595-10285)	Police Constable (Rs.4825-10845)
Leading Fireman/ Driver Operator (Rs.5200-11755)	Head Constable of Police (Rs.5470-12385)
Station Fire Officer (Rs.6675-15500)	Sub-Inspector of Police (Rs.7200-16925)
Asst. Divisional Fire Officer (Asst. District Fire Officer) (Rs.8385-19125)	Circle Inspector of Police (Rs.9285-21550)
Divisional Fire Officer (District Fire officer) (Rs.10285-24200)	Deputy Superintendent of Police (Rs.10845-25600)

The following are the details relating to the requests of various categories of Fire and Emergency Services Department.

Fireman (Rs.4595-10285):

The request is for pay scale on par with Police Constable. According to the Service Rules, appointment to this category of Fireman is by Direct Recruitment(90%) and by selection from eligible Home Guards(10%). The minimum qualification is a pass in Intermediate with prescribed physical measurements.

The post was given the pay scale of Rs.180-350 in 1974, Rs.350-550 in 1978, the pay scale of Rs.780-1275 was assigned in 1986 revision and improved by one stage. The revised pay scale of Rs.1535-2840 was assigned in 1993 revision and thus improved by one stage.

This category represented to PRC,1999, seeking parity with Police Constable on the ground that the educational qualifications for this post was also enhanced to 10th class on par with Police Constable. The PRC did not

agree for parity with Police Constable and observed that the duties of a Police Constable were more multifarious. Accordingly the corresponding pay scale of Rs.2870-5470 was assigned.

This category represented to PRC,2005, seeking parity with Police Constable . The PRC,2005 while reiterating the views of the PRC,1999 did not agree parity with Police Constable and assigned a revised pay scale of Rs.4595-10285, thus improving it by 2 stages.

The Anomalies Committee 2008 assigned the pay scale of Rs.4825-10845 on par with Police Constable

However, the above recommendations were not considered by the Government.

The following statement indicates the pay scales drawn by Fireman and Police Constables since 1986 Pay Revision.

Category	1986	1993	1999	2003
Fireman	780-1275	1535-2840	2870-5470	4595-10285
Police Constable	810-1420	1595-3020	2990-5810	4825-10845

The Commission noticed that Fireman of Fire and Emergency Services Department is always drawing a pay scale less than the pay scale assigned to the Police Constable. The duties of the Police personnel can not be compared to that of Fireman. The Commission has extensively discussed the issue of assigning appropriate scales to all uniformed categories (In Volume I o the Report). In pursuance of the above approach, the Commission recommends the corresponding scale to this post. The revised pay scale of Rs. 7960-23650 is assigned.

Leading Fireman (Rs.5200-11755) :

The request is for pay scale on par with Head Constable of Police. According to service Rules, appointment to this category is by promotion from the category of Fireman and one must have passed the Training Course for Leading Fireman.

The post was given the pay scales of Rs.250-430 in 1974 and Rs.425-650 in 1978. A revised pay scale of Rs.860-1470 was assigned in 1986 revision. Based on the recommendations of Anomalies and Regrouping Committee,1989, this category was assigned a higher pay scale of Rs.950-1670 and thus improved by 2 stages. In 1993 revision, the pay scale was enhanced to Rs.1875-3750. The corresponding pay scale of Rs.3550-7150 was assigned in 1999 revision.

Though this category represented to PRC,2005 seeking a higher pay scale on par with Head Constable of Police Department, the PRC,2005 did not agree for parity with Head Constable and assigned a corresponding pay of Rs.5200-11715. The same has been revised to Rs.5200-11755 based on the recommendations of O.M.C.

Driver Operator (Rs.5200-11755):

The request is for pay scale on par with Head Constable of Police. According to service Rules, appointment to this category is by direct recruitment and also by promotion from the category of Fireman. The minimum qualification prescribed for direct recruitment is a pass in S.S.C or equivalent examination and heavy transport license valid for a period of two years. For promotion, one must have undergone the training for Driver Operator and must possess Heavy Transport Driving which valid for a period of two years.

This category was given the pay scales of Rs.240-420 in 1974, Rs.450-700 in 1978. In 1986 revision, this category was assigned a revised pay scale of Rs.950-1670, thus improved by 2 stages. In 1993 revision, a revised pay scale of Rs.1875-3750 was assigned, thus improved by one stage. The corresponding pay scale of Rs.3550-7150 was assigned on par with Leading Fireman in 1999 revision.

This category represented to PRC, 2005, seeking a higher pay scale of Rs.4190-8700 and also requested for sanction of Operation Allowance on par with Drivers of Ground Water Department for operating Rigs.

Considering the existing parities, PRC assigned a corresponding pay scale of Rs.5200-11715, the same was revised to Rs.5200-11755 based on the recommendations of OMC.

A perusal following table reveals that the leading Fireman was never on par with the Head Constable.

Category	1986	1993	1999	2003
Leading Fireman / Driver Operator	950-1670	1875-3750	3550-7150	5200-11755
Head Constable	1010-1800	1975-4010	3750-7650	5470-12385

The post of Leading Fireman is a promotional post for Fireman and similarly the Head Constable is a promotional post for the Constable. It

should be noted that Head Constable is incharge of the Police Station in the absence of Sub Inspector of Police. The Commission has outlined its approach to uniformed services in Volume I of the Report. It was stated therein that the uniformed services need improvement in pay scales and it also established relativities among the posts in the various uniformed services. The Commission accordingly recommends the pay scale of Rs.10020-29200 corresponding to the scale of Rs.5750-13030 to the category of Leading Fireman / Driver Operator both of whom are presently in the pay scale of Rs.5200-11755.

Station Fire Officer (Rs.6675-15500):

Appointment to this post is by direct recruitment, for which the qualification is a Degree, and also by promotion from the categories of Leading Fireman and Driver Operator, for which one must possess the following qualifications :

1. Must have under gone training for five months in the A.P.Fire Service State Training School for Station Fire Officers and must have passed A.P. Fire Service Manual, must have passed Account test for Subordinate Officers Part-I and must have passed certificate course of Competence in wearing and instruction on breathing apparatus.

This Category was given the pay scale of Rs.575-950 in 1978 revision. The same was revised to Rs.1230-2330 in 1986 revision. In 1993 revision, a revised pay scale of Rs.2375-5040 was assigned which was a one stage improvement.

This category represented to PRC, 1999 seeking parity with Sub-Inspector of Police PRC ruled out comparison with Police personnel and assigned a corresponding pay scale of Rs.4550-9600.

This category represented to PRC, 2005 seeking parity with Sub-Inspector of Police. The PRC did not agree for parity with Sub- Inspector of Police and assigned a corresponding pay scale of Rs.6675-15025. The same was revised to Rs.6675-15500 as per recommendations of OMC.

The A.C.2008, has recommended the scale of Rs.7200-16925 on par with Sub- Inspector of Police. But the Government had not accepted the above recommendations.

The Station Fire Officer is incharge of the Fire station. But they were never on par with each other as can be seen from the following statement.

Category	1986	1993	1999	2003
Station Fire Officer	1230-2330	2375-5040	4550-9600	6675-15500
Sub Inspector of Police	1280-2440	2525-5390	4850-10250	7200-16925

In the light of the approach for assigning improved pay scales to the uniformed services, the Commission is convinced that the scale of Station Fire Officer needs to be improved. Accordingly the commission recommends the scale of Rs.13660-38570 corresponding to the pay scale of Rs.7770-18575 to the category of Station Fire Officer, which is presently in the pay scale of Rs.6675-15500. Thus an improvement of three stages.

Assistant Divisional Fire Officer (Rs.8385-19125):

According to the Service Rules, appointment to the category of Assistant Divisional Fire Officer is by promotion from the category of Station Fire Officer.

This post was given the scale of Rs.480-900 in 1974 and Rs.750-1300 in 1978 revisions. This post was assigned a revised pay scale of Rs.1550-3050 in 1986 revision. In 1993 revision, a corresponding pay scale of Rs.2930-5960 was assigned. This category represented to PRC, 1999 seeking parity with Circle Inspector of Police and also requested for conferring Gazetted Status. The PRC while ruling out parity with Circle Inspector of Police recommended a corresponding pay scale of Rs.5640-11300 and observed that conferment of gazette status was an issue to be decided by the Government.

This category represented to PRC, 2005 that it be brought on par with Circle Inspector of Police and also requested for conferring Gazetted status. The PRC did not agree for parity with Police Circle Inspector and recommended the corresponding pay scale of Rs.8385-17905, the same was revised to Rs. 8385-19125 based on the recommendations of OMC.

The A.C.2008 has recommended the pay scale of Rs.9285-21550 on par with Inspector of Police. However, the above recommendations were not agreed to by the Government.

Assistant Divisional Fire Officer is a promotional post for the Fire Station Officer, the qualifications being a pass in Station Officer and Instructors Course of the National Fire Services College of the Government of India. Comparison with the Inspector of Police is not correct, as the duties of Inspector of Police are different altogether. The following statement illustrates the scales of pay assigned for both the categories.

Category	1986	1993	1999	2003
Asst. Divisional Fire Officer	1550-3050	2930-5960	5640-11300	8385-19125
Inspector of Police	1550-3050	3110-6380	5980-12100	9285-21550

The scales of the both the posts are improved during 2005 Pay Revision. In line with the approach to the scales of pay of the uniformed services the Commission assigns the pay scale to this category which is one stage below the Circle Inspector. Accordingly the Commission assigns the pay scale of Rs.15280-40510 corresponding to the pay scale of Rs.8815-20300 to the category of Assistant Divisional Fire Officer, which is presently in the pay scale of Rs.8385-19125.

The request for Gazetted status is dealt with separately in Volume I.

Divisional Fire Officer : Rs.10285-24200

According to the Service Rules, appointment to Divisional Fire Officer is by transfer from the category of Assistant Divisional Fire Officer and also by Direct Recruitment. The qualifications for appointment by transfer are a pass the examination in Manual of Fireman ship, a certificate of competence in wearing and instruction in the use of breathing apparatus and pass in prescribed departmental tests. For Direct Recruitment, one must hold a degree in Engineering (Fire) or its equivalent exam. If no candidates with B.E.(Fire) qualification are available, candidates with the degree in any discipline are considered.

This post was given the scale of Rs.600-1100 in 1974 and Rs.900-1500 in 1978 revision. This category was assigned a revised pay scale of Rs.1810-3230 in 1986 revision. In 1993 revision, a revised pay scale of Rs.3640-7680 was assigned which was an improvement by one stage. In 1999 revision, the corresponding pay scale of Rs.6950-14425 was assigned.

This category represented to PRC, 2005 seeking a higher pay scale of Rs.8400-16525, PRC, 2005 assigned the scale of Rs.10285-21835. The same was revised to Rs.10285-24200, based on the recommendations of OMC.

The A.C.2008 recommended the pay scale of Rs.10845-25600 on par with Deputy Superintendent of Police. However, the above recommendations were not considered by the Government.

Divisional Fire Officer is the first level gazetted post in the department and this is the promotional post for the Assistant Divisional Fire Officer. The following statement illustrates the scales of pay assigned for both the

categories i.e. the Divisional Fire Officer and Deputy Superintendent of Police from 1986 onwards.

Category	1986	1993	1999	2003
	Rs.			
Divisional Fire Officer	1810-3230	3640-7580	6950-14475	10285-24200
Deputy Superintendent of Police	2150-3690	3880-8140	7400-15475	10845-25600

The duties of Divisional Fire Officer are to ensure maintenance of fire control vehicles related equipments. He is also to ensure fire safety of all premises, undertake risky operations in natural calamities like earthquakes, floods and landslides etc. The comparison with Police is not valid. However, taking an overall view of pay structure of the uniformed services, the Commission intends to give a fillip to the uniformed services and accordingly assigns the pay scale of Rs.19050-45850 corresponding to the pay scale of Rs.10845-25600 to category of Divisional Fire Officer, which is presently in the pay scale of Rs.10285-24200.

Regional Fire Officer : Rs.12385-27750

The next promotional post is Regional Fire Officer. The following statement illustrates the scales of pay assigned to Regional Fire Officer and Additional Superintendent of Police (Non cadre) with whom parity is sought.

Category	1986	1993	1999	2003
	Rs.			
Regional Fire Officer	2410-4050	4400-8700	8400-16525	12385-27750
Addl. Supdt. of Police (Non cadre)	2590-4300	5040-8700	9600-16525	14600-29250

The association has not represented any grievance before the PRC about this category. However, as earlier observed the Commission improves the pay scales of the senior level officers' assigns the pay scale of Rs.25600-50560 corresponding to the pay scale of Rs.14600-29250 to the category of Regional Fire Officer, which is presently in the pay scale of Rs.12385-27750.

Additional Director of Fire Services :

There is no representation from the association. This Commission assigns the pay scale of Rs.31550-53060 corresponding to the pay scale of Rs.18025-30765 to the category of Additional Director of Fire Services, which is presently in the pay scale of Rs.16925-30765 an improvement of one stage.

22 (d). PRINTING STATIONERY AND STORES PURCHASE DEPARTMENT

The Department consists of three wings, namely Printing, Stationery and Stores Purchase. The Department has four major administrative units viz., the Government Central Press, the Secretariat Press at Hyderabad, and the Government Regional Press at Kurnool and Government Central Press at Vijayawada. In addition, the Department also operates from the premises of the Legislative Assembly and Commissionerate of Family Welfare to cater to their specific requirements. There is a Publication Bureau. It is a Centralized agency for sale and distribution of all standard forms, Registers, State and Central Publication and Government Gazettes. In addition, the Bureau prints Diaries and Calendars every year and distributes them to VIPs. Further, it supplies Codes, Manuals, State Administration Reports to all the Government Departments and Government Organizations.

The Stationery wing used to procure and supply Stationery items like Paper, Type-writers, Duplicators, File Pads, Calculators etc., to all Government Departments. Governments vide G.O. Ms. No. 320, Home dated 18-11-1997 de-centralized procurement of Stationery. The wing is headed by an Assistant Director and it procures paper and paper Boards required for the various printing jobs of all Government Printing Presses. The Stores Purchase Wing procures all stores and materials required for the Department.

The Department is headed by the Commissioner, a Cadre officer. He is assisted by an Additional Director, three Assistant Directors in charge of Stores Purchase, Stationery and Administration, a Chief Accounts Officer and other supporting categories in the Commissionerate. The printing units at Government Central Press, Hyderabad and the Regional Printing Presses at Kurnool and Vijayawada are headed by Deputy General Managers (Works). The Manager Secretariat Press works under the supervision and control of the Commissioner. The majority of the employees in the department belong to technical categories spread over 24 sections; each section headed by an Assistant manager (formerly known as Foreman).

There are 186 categories in the department. The general representation made on behalf of the employees of the department is that this is a technical department and the nature of duties of the various categories in this department is different from that of the normal government employees and they are required to be technically assessed by assigning appropriate scales. Their main grievance is that the anomalies which allegedly arose out of the revisions made in 1978, 1986, 1993, 1999 and 2005 have not been rectified. One of the grievances of the employees is that lower qualifications are prescribed for the posts and this is resulting in these categories being assigned lower pay scales by the successive Pay Revision Commissioners.

The Andhra Pradesh Government Central Press Telugunadu Trade Union categorized the employees into six groups and requested to assign the higher pay scales as indicated below:

Category / Group	Existing scale	Scale sought
	Rs.	
Deputy Foreman /Senior Reader	6195-14175	7200-16925
Highly skilled category	5750-13030	6195-14175
Promotion category posts like Junior Reader etc	5200-11755	5750-13030
Job Clerk etc.,	4595-10285	4825-10845
Skilled category	4260-9520	4595-10285
Semi-skilled category	4050-9050	4260-9520

The Andhra Pradesh Government Press Majdoor Sangh represented that injustice has been done to the various categories of the employees of the Government Central Press and proposed higher scales. The Andhra Pradesh Government Press Employees Association (INTUC) Kurnool in addition to proposing higher scales represented among others for liberalized Automatic Advancement Scheme by allowing Automatic Advancement Grades on completion of 6/12/18/24 years of service and enhancement of limit of accumulation of earned leave from 300 to 360 days.

The service rules as recommended by the One Man Commission were issued vide G.O.Ms.No.65, Home(Printing) Department, dated 19.03.2001 read with G.O. Ms. No. 260 Home (Printing) Department dated 01.09.2003 in respect of the subordinate services and vide G.O. Ms. No. 552, Home (Printing) Department dated 16.07.1994 and G.O.Ms.No.95, Home(Printing) Department, dated 08.04.2003 in respect of Gazetted Officers.

The Commission finds that there are multiple categories. The promotion channel is not in line. There are multiple promotion channels to many categories and majority of posts have multiple feeder channels. Any attempt to reclassify or regroup may disturb the hierarchical set up and feeder and promotion posts getting the same scale of pay.

The requests for higher scales have been examined by grouping the categories into thirteen groups. The categories carrying same scale are grouped as one category for this purpose. The Commission does not want to disturb the well established equities and parities evolved over years. Hence, the existing classification is continued. At the same time, we keep in view the amendments in Service Rules issued subsequent to the last Pay Revision and

the effect of the implementation of the recommendations of the Anomalies Committee while making our recommendations.

Generally, ITI is the minimum qualifications for the Technical categories. However, the Commission notes that the minimum qualification of 7th class is prescribed for many of the categories. At this stage, the qualifications cannot be enhanced. Or the employees at the advanced age can not improve their qualifications. Therefore, the Commission is convinced that with the experience gained during the last two decades, the employees can stand on par with those who possess the ITI qualifications. Further, all these categories are assigned the corresponding scales by the successive Pay Revision Commissions. Hence, it is felt that there is imminent need to improve the pay scales particularly in respect of Technical categories.

The following are the various categories.

Cycle Repairer	:	Rs.3850-8600
No. of Posts	:	1
Cycle Orderly	:	Rs.3850-8600
No. of Posts	:	9
Motor Cleaner / Motor Attendant/ Lorry Cleaner	:	Rs.3850-8600
No. of Posts	:	3
Searcher / Watchman	:	Rs.3850-8600
No. of Posts	:	31
Lascar	:	Rs.3850-8600
No. of Posts	:	47
Mazdoor/Attendent/Boy/ Labourer	:	Rs.3850-8600
No. of Posts	:	195
Lorry Cleaner (Kurnool)	:	Rs.3850-8600
No. of Posts	:	NIL
Messenger	:	Rs.3850-8600
No. of Posts	:	2
Graining Machine Man	:	Rs.3850-8600
No. of Posts	:	NIL
Farrash	:	Rs. 3850-8600
No. of posts	:	1

Mali/Malan	:	Rs.3850-8600
No. of posts	:	6
Sweeper/Scavenger/ Sweeper cum Scavenger	:	Rs.3850-8600
No. of posts	:	21
Office Subordinate	:	Rs.3850-8600
No. of posts	:	48
Worker (Special Class Employees) (Redeployed from Allwyn)	:	Rs.3850-8600
No. of posts	:	20

It is represented that the duties attached to these categories are technical. Further these persons are governed by eight hour duty shift. Hence, it is requested to assign the pay scale of Rs.6480-14480 to these categories. The other requests include :-

- (i) assigning the pay scale of Rs.7550-15210,
- (ii) allowing a minimum pay of Rs.10,000/- and
- (iii) assigning next higher scale i.e. a higher pay scale one stage above the pay scale applicable to the Class-IV scale to the category of Searcher.

The pay scales applicable to this Group in the successive Pay Revisions are as under:

Category	1986	1993	1998	2005
	Rs.			
Grinding Machine Man	740-1150	1375-2375	2550-4550	3850-8600
Office Subordinate (Formerly Attender)	740-1150	1375-2375	2550-4550	3850-8600
Messenger	740-1150	1375-2375	2550-4550	3850-8600
Watchman	740-1150	1375-2375	2550-4550	3850-8600
Chowkidar	740-1150	1375-2375	2550-4550	3850-8600
Sweeper cum Scavenger	740-1150	1375-2375	2550-4550	3850-8600

Sweeper / Scavenger	740- 1150	1375- 2375	2550- 4550	3850- 8600
Mali Malan	740- 1150	1375- 2375	2550- 4550	3850- 8600
Lorry Cleaner(Kurnool)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Van Cleaner (Stationery Wing)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Farrash	740- 1150	1375- 2375	2550- 4550	3850- 8600
Labour	740- 1150	1375- 2375	2550- 4550	3850- 8600
Boy	740- 1150	1375- 2375	2550- 4550	3850- 8600
Attender(Khalasi)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Mazdoor	740- 1150	1375- 2375	2550- 4550	3850- 8600
Lascar	740- 1150	1375- 2375	2550- 4550	3850- 8600
Cycle Rider	740- 1150	1375- 2375	2550- 4550	3850- 8600
Searcher	740- 1150	1375- 2375	2550- 4550	3850- 8600
Motor Attendant	740- 1150	1375- 2375	2550- 4550	3850- 8600
Motor Cleaner	740- 1150	1375- 2375	2550- 4550	3850- 8600
Cycle Orderly	740- 1150	1375- 2375	2550- 4550	3850- 8600
Cycle Repairer	740- 1150	1375- 2375	2550- 4550	3850- 8600
Motor Cycle Orderly	740- 1150	1425- 2525	2550- 4550	3850- 8600

According to the orders issued in G.O. Ms. No. 65, Home Dated 19.3.2001, the post of Searcher is to be filled in by Direct Recruitment and the qualification is Seventh Class. It is not a promotion post to the Last Grade service as was the contention. The Pay Revision Commissioner, 2005 did not improve the pay scale of the Searcher in view of the above. The Commission sees no reason to deviate from the stand taken by the last Pay Revision Commission.

All the above categories do not require any skill warranting improvement of pay scale. However, the Cycle Repair and Grinding Machine

Man are promotion posts to the posts of Attendant. The Commission therefore improves the pay scale of Cycle Repairer and Graining Machine Man and assigns the pay scale of Rs. 6900-20680 corresponding to the pay scale of Rs.3950-8815 which is presently in the pay scale of Rs.3850-8600 and all other categories get corresponding scale of Rs. 6700-20110.

Rotary Jogging Machine Man	:	Rs.3950-8815
No. of Posts	:	1
Junior Fitter	:	Rs.3950-8815
No. of Posts	:	4
Assistant Roller Moulder	:	Rs.3950-8815
No. of Posts	:	1
Assistant Dispatcher	:	Rs.3950-8815
No. of Posts	:	2

It is requested to assign a pay scale of Rs. 6850-12250 to the Asst. Dispatcher and Rs.6480-14480 for the remaining categories.

The category of Assistant Dispatcher is filled by promotion from Counter cum Packer. If no qualified person is available by promotion, the post is filled in by direct recruitment. For both the methods a pass in 7th class is prescribed.

The category of Junior Fitter is filled by promotion of Attendant. If no qualified person is available, appointment is made by direct recruitment. For both the methods one must be literate in English and Telugu or Urdu or Hindi and have pass in 7th class with 3 years experience in any Printing Press. The post of Assistant Roller Moulder including Rotary Jogging Machine Man has been deleted from the Service Rules vide G.O. Ms. No. 260, Home (Printing) Department dated 1.9.2003.

The pay scales of the above categories from time to time are as under:

Category	1986	1993	1998	2005
	Rs.			
Assistant Dispatcher	740-1150	1425-2525	2650-4850	3950-8815
Junior Fitter	740-1150	1425-2525	2650-4850	3950-8815
Rotary Jogging Machine Man	740-1150	1425-2525	2650-4850	3950-8815
Assistant Roller Modler	740-1150	1425-2525	2650-4850	3950-8815

The Anomalies Committee improved the pay scale of Counter cum Packer from Rs.3850- 8600 to Rs.4050-9050 observing that the Counter cum Packer is a promotion post to the Attendant. The Commission notes that the Counter cum Packer is a feeder category to the Assistant Dispatcher.

As regards the post of Junior Fitter, the Commission is convinced that though, the qualifications prescribed is a pass in Seventh Class, the duties are technical in nature.

In view of the above, the Commission is inclined to assign a higher pay scale of Rs. 7520-22430 which corresponds to the pay scale of Rs. 4260-9520 to the category Assistant Dispatcher and Junior Fitter which is presently in the pay scale of Rs.3950-8815. Others get corresponding scale of Rs. 6900-20680.

Cobbler	:	Rs.4050-9050
No. of Posts	:	4
Roller Moulder	:	Rs.4050-9050
No. of Posts	:	1
Assistant Machine Minder (Formerly known as Litho Corrector)	:	Rs.4050-9050
No. of Posts	:	NIL
Dafedar Searcher	:	Rs.4050-9050
No. of Posts	:	1
Tailor	:	Rs.4050-9050
No. of Posts	:	2
Wax Moulder	:	Rs.4050-9050
No. of Posts	:	2
Head Watch & Ward	:	Rs. 4050-9050
No. of Posts	:	5
Assistant Machine Minder (LP) (including form Carrier)	:	Rs.4050-9050
No. of Posts	:	159

Turner / Junior Turner (Formerly known as Press Turner)	:	Rs.4050-9050
No. of Posts	:	1
Rotary Cutter	:	Rs.4050-9050
No. of Posts	:	1
Roller Caster	:	Rs.4050-9050
No. of Posts	:	1
Junior Carpenter / Carpenter	:	Rs.4050-9050
No. of Posts	:	5
Junior Blacksmith	:	Rs.4050-9050
No. of Posts	:	1
Chromium Assistant	:	Rs. 4050-9050
No. of posts	:	2
Wattman	:	Rs.4050-9050
No. of Posts	:	1
Machine Attendant	:	Rs.4050-9050
No. of Posts	:	25
Grainning Machine Minder	:	Rs.4050-9050
No. of Posts	:	1
Counter cum Packer	:	Rs.4050-9050
No. of Posts	:	65

It is requested to assign a DA merged scales of Rs.7750-17350 for Machine Attender, Rs.8300-18750 to Assistant Machine Minder (LP), Rs.6850-12250 for Cobbler, Roller Moulder, Litho Corrector, Dafedar Searcher, Tailor, Head Watch & Ward and Form Carrier and Rs. 6480-14480 for the remaining categories. Certain Associations requested for the DA merged scale of Rs.8490-17030 and the scale of Rs.4260-9520 in the existing scales.

The post of Junior Blacksmith is filled in by direct recruitment and the prescribed qualification is a pass in 7th class with 3 years experience in relevant trade. The post of Offset Machine Attendant including Plate Minder Grade-II, Cobbler and Cleaner is filled by promotion of Attendants and one must have knowledge of working on all kinds of Offset-Machines. The Post of Tailor is filled in by direct recruitment and the prescribed qualification is a

pass in SSC and Tailoring certificate with 3 years experience in Tailoring. Assistant Process Operator (including posts formerly designated as Etcher, Chromium Assistant, Wax moulder) is filled in by promotion from Attendants. The prescribed qualification is pass in 7th class and practical experience in Electrical stretching with colour retouching.

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005
	Rs.			
Grinding Machine Minder	740-1150	1475-2675	2750-5150	4050-9050
Machine Attendant	780-1275	1475-2675	2750-5150	4050-9050
Wattman	780-1275	1475-2675	2750-5150	4050-9050
Chromium Assistant	780-1275	1475-2675	2750-5150	4050-9050
Junior Blacksmith	780-1275	1475-2675	2750-5150	4050-9050
Junior Carpenter/ Carpenter	780-1275	1475-2675	2750-5150	4050-9050
Roller Caster	780-1275	1475-2675	2750-5150	4050-9050
Rotary Cutter	780-1275	1475-2675	2750-5150	4050-9050
Turner/ Junior Turner (Formerly known as Press Turner)	780-1275	1475-2675	2750-5150	4050-9050
Assistant Machine Minder (LP) (including Farm Carrier)	780-1275	1475-2675	2750-5150	4050-9050
Head Watch & Ward (incl. Dafedar)	780-1275	1475-2675	2750-5150	4050-9050
Wax Moulder	780-1275	1475-2675	2750-5150	4050-9050
Tailor	780-1275	1475-2675	2750-5150	4050-9050
Dafedar Searcher	780-1275	1475-2675	2750-5150	4050-9050
Assistant Machine Minder (LP) (Formerly known as Litho Corrector)	780-1275	1475-2675	2750-5150	4050-9050
Roller Moulder	780-1275	1475-2675	2750-5150	4050-9050
Cobbler	780-1275	1475-2675	2750-5150	4050-9050
Counter cum Packer	740-1150	1375-2375	2550-4550	<u>3850-8600</u> 4050-9050*

* improved by the Anomalies Committee,2008.

The Commission keeping in view the nature of duties and existing equations and parities assigns the corresponding scales to all the above categories.

Dispatcher/Assistant Gazette		
Distributor	:	Rs.4260-9520
No. of Posts	:	22
Engraver	:	Rs.4260-9520
No. of Posts	:	1
Time Keeper	:	Rs.4260-9520
No. of Posts	:	11
Dresser	:	Rs.4260-9520
No. of Posts	:	2
Machine Minder	:	Rs.4260-9520
No. of Posts	:	80
Assistant Offset Mechanic	:	Rs.4260-9520
No. of Posts	:	2
Electrician	:	Rs.4260-9520
No. of Posts	:	4
Binder (including Cutter		
Grade. I and II)	:	Rs.4260-9520
No. of Posts	:	552
Cutter (Kurnool Press)	:	Rs.4260-9520
No. of Posts	:	NIL
Binder-cum-Ruler	:	Rs.4260-9520
No. of Posts	:	NIL
Metal Caster	:	Rs.4260-9520
No. of Posts	:	1
Junior Mechanic	:	Rs.4260-9520
No. of Posts	:	3
Lino/Bar Attendant	:	Rs.4260-9520
No. of Posts	:	5

Senior Carpenter	:	Rs.4260-9520
No. of Posts	:	2
Senior Fitter	:	Rs.4260-9520
No. of Posts	:	3
Senior Blacksmith	:	Rs.4260-9520
No. of Posts	:	1
Checker (Stationery Wing)	:	Rs.4260-9520
No. of Posts	:	3
Junior Turner	:	Rs.4260-9520
No. of Posts	:	1
Junior Machine Minder (Single Colour)	:	Rs.4260-9520
No. of Posts	:	8
Asst. Machine Minder (Double Colour)	:	Rs.4260-9520
No. of Posts	:	5
Senior Counter (SP)/Counter Grade - II	:	Rs.4260-9520
No. of Posts	:	22
Senior Graining Machineman	:	Rs.4260-9520
No. of Posts	:	2
Gate Officer	:	Rs.4260-9520
No. of Posts	:	2
Assistant Process Operator (Formerly known as Etcher)	:	Rs.4260-9520
No. of Posts	:	5
Assistant Machine Minder (Double Colour)(Kurnool Press):	:	Rs.4260-9520
No. of Posts	:	NIL

It is requested to assign a DA merged scale of Rs.8100-18550 for Cutter Grade-I and II and Rs.6850-12250 for the remaining categories. Another request is to assign a DA merged scale of Rs.8990-17990 and Rs.4595-10265 in the existing scale.

The Binders represented that they attend to the work of numbering, stitching, gathering, writing pad & Tappal pad work, leather binding, folding work, Diary & calendar work, cutting work, rolling, Book binding, embossing work, Lapata work, sewing work etc. The Binders are the technical employees and come under Class III category employees, but their pay scales are low as compared to the other category employees in the Printing Dept. The gap between the pay scales Counter and Binder is very narrow. It is requested to assign the pay scale of Rs.4595-10285 on par with the other technical employees & Class III categories like Warehouseman, ETS. Operator etc.

The post of Assistant Process Operator (formerly known as Etcher) is filled by promotion of Attendant and one must have a pass in Seventh class with practical experience in Electrical Strenching work with colour retouching.

The post of Senior Graining Machine Man is filled by promotion of Graining Machine Man / Attendant and one must be Literate in English and Telugu or Urdu or Hindi and have the ability to maintain and run the Graining Machine with a practical experience of 3 years in Offset Section.

The post of Assistant Machine Minder (DC) including Junior Machine Minder (SC), Asst., and Offset Machine Man is filled in by promotion of Offset Machine Attendant. One must be able to run fully automatic Offset Machines, acquainted with Mechanism and adjustments of various parts of fully automatic machines with practical experience on automatic Offset Machines.

The post of Senior Blacksmith is filled by promotion of Junior Blacksmith. If no qualified person is available by promotion, then it is filled by direct recruitment. The qualification prescribed for both the methods is that one must be Literate in one of the Languages namely viz., Telugu, English or Urdu and a trade certificate in Blacksmith Trade.

The post of Senior Carpenter is filled in by promotion of Junior Carpenter. If no qualified person is available by promotion then it is filled by direct recruitment. The qualification prescribed for both the methods is one must be Literate in one of the Languages namely viz., Telugu, English or Urdu and a trade certificate in Carpentry Trade.

The post of Lino/Bar Attendant is filled in by promotion of Attendant and the prescribed qualification is a pass in 7th class with practical knowledge and experience in Linotype or Linotype sections for atleast three years.

The post of Metal Caster is filled in by promotion of Attendants and by direct recruitment. A pass in 7th class with 2 years practical experience in

any recognized or reputed institution is the qualifications prescribed for direct recruitment and it is a pass in 7th class for promotion.

The post of Electrician is filled by promotion of Attendants and by direct recruitment. The qualification is a trade Certificate in Electrician Trade for promotion and for direct recruitment it is a trade certificate in Electrician Trade with 3 years experience in wiring.

The post of Dresser is filled by promotion of Attendants and by direct recruitment. The qualification prescribed for promotion is a pass in 7th class with experience of 3 years as Attendant in the dispensary attached to the Press and for direct recruitment (1) Minimum General Education Qualification (2) a certificate of passing First aid Course Examination with practical experience of 2 years as Dresser in Hospital and Nursing Home.

The post of Engraver is filled in by direct recruitment, the qualification being (1) Minimum General Education qualification, and (2) three years of experience in the job in a reputed or recognized institutions.

The pay scales of these categories from time to time are as mentioned below:

Category	1986	1993	1999	2005
	Rs.			
Assistant Process Operator (Formerly known as Etcher)	780- 1275	1535- 2840	2870- 5470	4260- 9520
Gate Officer	780- 1275	1535- 2840	2870- 5470	4260- 9520
Senior Graining Machine Man		1535- 2840	2870- 5470	4260- 9520
Senior Counter(SP)/ Counter II	780- 1275	1535- 2840	2870- 5470	4260- 9520
Assistant Machine Minder (Double Colour)(Kurnool Press)	810- 1420	1535- 2840	2870- 5470	4260- 9520
Assistant Machine Minder (Double Colour)	810- 1420	1535- 2840	2870- 5470	4260- 9520
Junior Turner	810- 1420	1535- 2840	2870- 5470	4260- 9520
Checker (Stationery Wing)	810- 1420	1535- 2840	2870- 5470	4260- 9520
Senior Blacksmith	810- 1420	1535- 2840	2870- 5470	4260- 9520

Category	1986	1993	1999	2005
	(Rs.)			
Senior Fitter	810-1420	1535-2840	2870-5470	4260-9520
Senior Carpenter	810-1420	1535-2840	2870-5470	4260-9520
Lino/Bar Attendant	810-1420	1535-2840	2870-5470	4260-9520
Junior Mechanic	810-1420	1535-2840	2870-5470	4260-9520
Metal Caster	810-1420	1535-2840	2870-5470	4260-9520
Binder cum Ruler	810-1420	1535-2840	2870-5470	4260-9520
Cutter (Kurnool Press)	810-1420	1535-2840	2870-5470	4260-9520
Binder (including Cutter Gr. I&II)	810-1420	1535-2840	2870-5470	4260-9520
Electrician	810-1420	1535-2840	2870-5470	4260-9520
Assistant Offset Mechanic	810-1420	1535-2840	2870-5470	4260-9520
Machine Minder	810-1420	1535-2840	2870-5470	4260-9520
Dresser	810-1420	1535-2840	2870-5470	4260-9520
Time Keeper	810-1420	1535-2840	2870-5470	4260-9520
Engraver	810-1420	1535-2840	2870-5470	4260-9520
Dispatcher/Assistant Gazette Distributor	810-1420	1535-2840	2870-5470	4260-9520

Considering the service put in by the employees in these categories and practical experience gained, the Commission assigns the corresponding scale i.e Rs. 7520-22430 (4260-9520).

Junior Compositor

(Formerly known as Distributor) : **Rs.4260-9520**

Copy Holder : **Rs.4370-9775**

No. of Posts : 22

Compositor : **Rs.4370-9775**
No. of Posts : 63

Senior Compositor : **Rs.5200-11755**
No. of Posts : 134

It is requested to assign the DA merged scale of Rs.9550-19030 to Copy Holder and Compositor.

The post of Copy Holder is filled by direct recruitment and by promotion from Attendant. The qualification for Direct Recruitment is a pass in Intermediate with two years experience as Copy Holder or Proof Reader in a reputed or recognized printing or publishing firm is prescribed for direct recruitment. The qualification for promotion is a pass in 10th class..

The post of Compositor is filled by promotion from the category of Attendants. The qualification prescribed is pass in 7th class and possession of a setting speed of average of 800 corrected as per hour including distribution and have practical experience of distributing type matter and ability to distinguish type faces and type materials and with three years experience in the section.

Category	1986	1993	1999	2005
	Rs.			
Junior Compositor		1535-2840	2870-5470	4260-9520
Copyholder	860-1470	1595-3020	2990-5810	4370-9775
Compositor	860-1470	1595-3020	2990-5810	4370-9775
Senior Compositor	950-1670	1875-3750	3550-7150	5200-11755

At present, composing is done on Desktops. In view of this, the Commission feels that there is no relevance for the above posts. Hence, corresponding scales are allowed to these categories.

Job Clerk : **Rs.4595-10285**
No. of Posts : 12

Senior Indenting Clerk : **Rs.4595-10285**
No. of Posts : 1

Junior Indenting Clerk : **Rs.4595-10285**
No. of Posts : 4

Progress Checker	:	Rs.4595-10285
No. of Posts	:	6
Warehouseman	:	Rs.4595-10285
No. of Posts	:	22
Caretaker	:	Rs.4595-10285
No. of Posts	:	2
Examiner (Secretariat Press)	:	Rs.4595-10285
No. of Posts	:	10
E.T.S. Operator	:	Rs.4595-10285
No. of Posts	:	6

There are three requests. One request is to assign a DA merged scale of Rs.9200-20700/ Rs.10110-20070. Another request is assign the pay scale of Rs.4825-10825 in the existing scale. The post of Job Clerk including Indenting Clerk Progress Checker and Treasury Clerk is filled in by direct recruitment and by promotion of Attendants. The qualification prescribed for direct recruitment is Minimum General Education qualification.

In respect of ETS Operators it is represented that that the E.T.S. Operators in A.P. Leg. Assembly Press, Hyd., were appointed in the year 1994 as part of modernization of Govt. Printing Dept. As per the policy decision of the Govt., the Hot Metal Unit Viz., Hand composing, Mono Key Board, Mono Casting and Lino Type Setting units were closed and Electronic Type Setting was introduced with sophisticated D.T.P. Setting on Computers. There are six E.T.S. Operators. Thus they are less in number. They do not have any further promotional chances. It is requested to assign the pay scale of Rs.6195-14175 to the ETS Operator on par with Lino Operator and Mono Keyboard Operators.

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005
	Rs.			
ETS Operator	810-1420	1535-2840	3130-6150	4595-10285
Examiner (Secretariat Press)	860-1470	1595-3020	3130-6150	4595-10285
Caretaker	810-1420	1665-3200	3130-6150	4595-10285

Warehouseman	860-1470	1665-3200	3130-6150	4595-10285
Progress Checker	860-1470	1665-3200	3130-6150	4595-10285
Junior Indenting Clerk	860-1470	1665-3200	3130-6150	4595-10285
Senior Indenting Clerk	810-1420	1665-3200	3130-6150	4595-10285
Job Clerk	810-1420	1665-3200	3130-6150	4595-10285

The existing scale is adequate. We assign the corresponding scale of Rs. 7960-23650 (Rs.4595-10285).

Zareeda Distributor : **Rs.4825-10845**
No. of Posts : 1

Assistant Store Keeper (Formerly known as Store Clerk) : **Rs.4825-10845**
No. of Posts : 12

Dispatching Clerk : **Rs.4825-10845**
No. of Posts : 8

Typographer (formerly known as Tracer-cum-Artist) : **Rs.4825-10845**
No. of Posts : 1

Assistant Cameraman : **Rs.4825-10845**
No. of Posts : 1

Comptometer Assistant : **Rs.4825-10845**
No. of Posts : 1

Junior Typewriter Mechanic : **Rs.4825-10845**
No. of Posts : 2

It is requested to assign the DA merged pay scale of Rs.7750-17350/10730-21270.

The pay scale of these categories in the earlier Pay Revisions is as indicated below:

Category	1986	1993	1999	2005
	Rs.			
Junior Typewriter Mechanic	910- 1625	1665- 3200	3290- 6550	4825- 10845
Comptrometer Assistant	910- 1625	1745- 3420	3290- 6550	4825- 10845
Assistant Cameraman	910- 1625	1745- 3420	3290- 6550	4825- 10845
Typographer (formerly known as Tracer cum Artist)	910- 1625	1745- 3420	3290- 6550	4825- 10845
Zareeda Distributor	910- 1625	1745- 3420	3290- 6550	4825- 10845

The Commission is convinced that the existing scale commensurate with the qualifications. So, we assign a corresponding scale of Rs. 8440-24950 (Rs.4825-10845).

Junior Reader : **Rs.5200-11755**
No. of Posts : 60

Mono Caster : **Rs.5200-11755**
No. of Posts : 34

Senior Machine Minder : **Rs.5200-11755**
No. of Posts : 62

Junior Process Operator : **Rs.5200-11755**
No. of Posts : 1

**Senior Mechanic (Formerly
known as Senior Turner)** : **Rs.5200-11755**
No. of Posts : 1

**Senior Mechanic (Formerly
known as Turner) /
Offset Mechanic** : **Rs.5200-11755**
No. of Posts : 2

**Senior Mechanic (Formerly
known as Offset Mechanic)** : **Rs.5200-11755**

No. of Posts	:	1
Welder	:	Rs.5200-11755
No. of Posts	:	2
Rota Print Operator	:	Rs.5200-11755
No. of Posts	:	2
Senior Binder (Formerly Selection Grade Binder)	:	Rs.5200-11755
No. of Posts	:	28
Plate Printer (Grade-I&II)	:	Rs.5200-11755
No. of Posts :		7
Assistant Rotary Machine Man	:	Rs.5200-11755
No. of Posts	:	1
Rotary Stereo Caster	:	Rs.5200-11755
No. of Posts	:	1
Senior Machine Minder (Single Colour)	:	Rs.5200-11755
No. of Posts	:	13
Junior Machine Minder (Double Colour)	:	Rs.5200-11755
No. of Posts	:	2
Senior Machine Minder (Single Colour) (Kurnool Press)	:	Rs.5200-11755
No. of Posts	:	NIL

The requests are to assign the DA merged pay scales Rs.10400-23450/Rs.11350-22470 and Rs.5750-12955 of the pre DA merged pay scale.

The post of Senior Machine Minder (SC) including Junior Machine Minder (DC) and formerly designed as Offset Machine Minder and Rota Print Operator is filled by promotion of Assistant Machine Minder (DC) including Junior Machine Minder (SC) and the qualifications prescribed are as follows:

- (i) Must be able to run fully automatic offset machines independently with an average prescribed output,
- (ii) Must be acquainted with the mechanism and adjustments of various parts of fully automatic machines

- (iii) Must have practical experience on automatic Offset Machines.

The Post of Rotary Stereo Caster is filled in by promotion of Assistant Process Operator (formerly known as Etcher, Chromium Assistant and Wax Moulder). The qualifications are Literate in English, Telugu or Hindi or Urdu, knowledge of the Printing Metal of various temperature and Pressures, ability to handle and maintain Stereo Casting Plates both fault and curved.

The post of Senior Binder is filled by promotion of Binder and one must be literate in English, Telugu, Hindi or Urdu.

The post of Welder is filled in by direct recruitment; the prescribed qualification is a pass in 7th class, able to carry out Gas and Electrical welding with 3 years experience in a reputed recognized institutions.

The post of Senior Mechanic (formerly known as Offset Mechanic including Senior Turner) is filled in by Mechanic including Assistant Offset Mechanic, Senior Fitter and Junior Turner. The prescribed qualification is a trade certificate in Mechanic Trade and ability to repair printing and binding machines.

The post of Junior Process Operator is filled in by promotion of Assistant Process Operator (formerly known as Etcher, Chromium Assistant and Wax Moulder). The qualifications prescribed are as follows:

- (i) Must have passed 7th Class examination.
- (ii) Must have atleast three (3) years experience in the section and must have ability to make line and halftone negatives with wet and dry plates of films and have knowledge of chemicals used.
- (iii) Must be capable of producing first class chromium faces stereos.
- (iv) Must have ability to prepare various chemical solutions for electroplating and must be able to judge the deposit on the plates.
- (v) Must have ability to maintain and run electro-plating plant and have working knowledge of all operations involved in the making of chromium and nickel on copper faced plates.

The post of Senior Machine Minder including Rotary Machine Minder is filled in by promotion of Machine Minder, the qualifications prescribed are as follows:

- (i) Must be literate,
- (ii) Must have ability to handle independently letter press printing machines both handfed and automatic.
- (iii) Must be able to make ready single and multi-colour printing of various kinds of forms, letter press process blocks.

The post of Mono Caster is filled in by promotion of Stores Metal Caster/Compositor. The qualification is working knowledge of Mono Type Casting Machine and ability to change mould and materials and cost and spools on the machine and make simple adjustments for casting type rules etc. The qualification for Junior Readers/Copy Holder is Intermediate. The qualification for Computer, Artist and Junior Store Keeper etc., working in the same department is SSC.

The pay scale of these categories from time to time are as indicated below:

Category	1986	1993	1999	2005
	Rs.			
Senior Machine Minder (Single Colour)(Kurnool Press)	950-1670	1875-3750	3290-6550	5200-11755
Junior Machine Minder(Double Colour)	950-1670	1875-3750	3550-7150	5200-11755
Senior Machine Minder (Single Colour)	950-1670	1875-3750	3550-7150	5200-11755
Rotary Stereo Caster	950-1670	1875-3750	3550-7150	5200-11755
Assistant Rotary Machineman	950-1670	1875-3750	3550-7150	5200-11755
Plate Printer (Grade I&II)	950-1670	1875-3750	3550-7150	5200-11755
Senior Binder (formerly known as Offset Mechanic)	950-1670	1875-3750	3550-7150	5200-11755
Senior Mechanic (Formerly known as Turner)/Offset Mechanic	950-1670	1875-3750	3550-7150	5200-11755
Senior Mechanic (Formerly known as Senior Turner)	950-1670	--	3550-7150	5200-11755
Junior Process Operator	950-1670	1875-3750	3550-7150	5200-11755

Senior Machine Minder	950- 1670	1875- 3750	3550- 7150	5200- 11755
Mono Caster	950- 1670	1875- 3750	3550- 7150	5200- 11755
Senior Compositor	950- 1670	1875- 3750	3550- 7150	5200- 11755
Junior Reader	950- 1670	1875- 3750	3550- 7150	5200- 11755

The existing scale is commensurate with the qualifications and duties attached to the post. Hence we assign a corresponding scale of Rs. 9200-27000 (Rs.5200-11755).

Senior Dispatching Clerk	:	Rs.5470-12385
No. of Posts	:	2
Senior Electrician	:	Rs.5470-12385
No. of Posts	:	4
Pharmacist Gr.II	:	Rs.5470-12385
No. of Posts	:	3
Senior Mechanic	:	Rs.5470-12385
No. of Posts	:	5
Computer (Including Estimator/ Task Writer	:	Rs.5470-12385
No. of Posts	:	32
Rota Print Mechanic	:	Rs.5470-12385
No. of Posts	:	1
Assistant Artist	:	Rs.5470-12385
No. of Posts	:	1
Assistant Artist & Calligraphist	:	Rs.5470-12385
No. of Posts	:	1
Senior Machine Minder(Double Colour)	:	Rs.5470-12385
No. of Posts	:	4

Senior Machine Minder (Double Colour) (Kurnool Press) : Rs.5470-12385
No. of Posts : NIL

The requests are to assign the pay DA merged pay scale of Rs. 8750-19700/ Rs.12050-23770.

The pay scales of these categories in the earlier Pay Revisions are as indicated below:

Category	1986	1993	1999	2005
	Rs.			
Senior Machine Minder (Double Colour)(Kurnool Press)	950-1670	1975-4010	3750-7650	5470-12385
Senior Machine Minder (Double Colour)	950-1670	1975-4010	3750-7650	5470-12385
Assistant Artist and Calligraphist	1010-1800	1975-4010	3750-7650	5470-12385
Assistant Artist	1010-1800	1975-4010	3750-7650	5470-12385
Rota Print Mechanic	1010-1800	1975-4010	3750-7650	5470-12385
Computer(including Estimator/Task writer)	1010-1800	1975-4010	3750-7650	5470-12385
Senior Mechanic	1010-1800	1975-4010	3750-7650	5470-12385
Senior Electrician	1010-1800	1975-4010	3750-7650	5470-12385
Senior Dispatching Clerk	1010-1800	1975-4010	3750-7650	5470-12385

The existing scales are adequate. Hence, the Commission assigns the corresponding scale of Rs.9460-27700 (Rs.5470-12385).

Booking Clerk : Rs.5750-13030
No. of Posts : 1

Junior Manager (Order Section) (Formerly known as Asst. Technical Manager) : Rs.5750-13030
No. of Posts : 2

Transcriber (including Vary Typist and Artist & Caligraphist)	:	Rs.5750-13030
No. of Posts	:	1
Inter/Lino Type Operator	:	Rs.5750-13030
No. of Posts	:	9
Ludlow Operator	:	Rs.5750-13030
No. of Posts	:	2
Mono Operator	:	Rs.5750-13030
No. of Posts	:	10
Junior Store Keeper	:	Rs.5750-13030
No. of Posts	:	2
Type Store Keeper	:	Rs.5750-13030
No. of Posts	:	2
Offset Cameraman/Cameraman:		Rs.5750-13030
No. of Posts	:	1
Artist	:	Rs.5750-13030
No. of Posts	:	2
Artist (Commercial)	:	Rs.5750-13030
No. of Posts	:	1

The requests are to assign the DA merged pay scale of Rs. 11520-26000/ to the Junior Manager (Order Section) (formerly Assistant Technical Manager) and Rs.9200-20700 for remaining categories. There are also other requests to assign the DA merged pay scale of Rs.12750-25070 /Rs.6195-14175 of the existing pay scale to these categories.

The post of Booking Clerk is to be filled in by promotion from the category of Senior Dispatching Clerk and the qualification is a pass in SSC with three years experience.

The post of Junior Manager (formerly designated as Assistant Technical Manager) is to be filled in by promotion from Job Clerk and the qualification is pass in SSC with three years experience.

The post of Transcriber (including Vary Typist and Artist and Caligrapher) is to be filled in by promotion from Assistant Artist and Caligraphist and by Direct Recruitment. The qualification for promotion is minimum general educational qualification and good handwriting in English,

Telugu and Urdu. The qualification for promotion are minimum general educational qualifications, Diploma in Drawing awarded by the Andhra Pradesh Technical Educational Board, good handwriting in English, Telugu and Urdu and three years experience in drawing.

The post of Inter/Lino Type Operator is filled by promotion from Senior Compositor. The qualification for promotion is that one must have an out turn of 4,500 corrected ens per hour in English and 4000 corrected ens in Telugu and have a good working knowledge of Intertype / Linotype machines and should be in a position to make minor adjustments so as to run the machines to the given size.

The post of Ludlow Operator is to be filled in by promotion from Senior Compositor. The qualification for promotion is one must have thorough knowledge of various type faces and the knowledge of operating and mechanism of Ludlow Machine.

The post of Mono Operator is filled by promotion from Senior Compositor and by direct recruitment. The qualification for promotion one must have passed 7th Class examination and must have an average setting speed of minimum 5000 corrected ens in English and 4000 corrected ens in languages, must be fully conversant with correct fingering of the Key Board. He must have the theoretical and practical knowledge of Key Board Mechanism and complete knowledge of the lay out of the characters of the fount in the Matrix cases of the casting machines and the set of the fount which will decide the key measure of the line and work out the units for columns of statements and must have knowledge of English and Telugu or Hindi. For direct recruitment the qualifications are the same as per promotion except that qualification is minimum general educational qualification instead of the passing 7th class examination.

The post of Junior Store Keeper is filled by promotion from Asst. Store Keeper. The qualification for promotion is a pass in SSC or equivalent examination and practical experience of at least three years in stores as a Asst. Stores Keeper formerly designated as Store Clerk.

The post of Type Store Keeper is filled by promotion from Senior Compositor. The qualification for promotion one must have thoroughly knowledge of type faces in English, Telugu, Hindi and Urdu.

The post of Offset Cameraman is filled by promotion from Asst. Cameraman. The qualification for promotion one must have practical experience of exposing and developing of wet and dry plates, cut films and should be able to carry out colour separation from Artist's originals as well as colour transparencies and should have thorough knowledge of optics, filters making reverse process etc. and must have practical experience in Camera

Section of Offset and Block Making Work and must have passed 10th Class examination or its equivalent examination.

The post of Artist and Artist (Commercial) is filled by Asst. Artist & Calligraphist. The qualification for promotion for both the posts (i) one must have passed 10th examination or its equivalent examination. (ii) Must possess a Diploma or a Certification in Higher Grade from any recognized institute in Drawing. (iii) Must be able to retouch negatives, positives both halftone and line. (iv) Must be well acquainted with colour schemes, colour separation work and camers. (v) Must be able to prepare all kinds of masks,, for colour work and opaque and maintain densitometers.

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005
	Rs.			
Artist (Commercial)	1050-1945	2075-5270	3950-8150	5750-13030
Artist	1050-1945	2075-5270	3950-8150	5750-13030
Offset Cameraman/ Cameraman	1050-1945	2075-5270	3950-8150	5750-13030
Type Store keeper	1050-1945	2075-5270	3950-8150	5750-13030
Junior Store Keeper	1050-1945	2075-5270	3950-8150	5750-13030
Mono Operator	1050-1945	2075-5270	3950-8150	5750-13030
Ludlow Operator	1050-1945	2075-5270	3950-8150	5750-13030
Inter/Line Operator	1050-1945	2075-5270	3950-8150	5750-13030
Transcriber (including Vary Typist and Artist and Calligraphist)	1050-1945	2075-5270	3950-8150	5750-13030
Junior Manager (Order Section)(formerly known as Assistant Technical Manager)	1050-1945	2075-5270	3950-8150	5750-13030
Booking Clerk	1050-1945	2075-5270	3950-8150	5750-13030

The existing scale is adequate. The Commission assigns corresponding scale of Rs. 10020-29200 (Rs.5750-13030).

**Assistant Manager (Dispatch)
(Formerly Known as Manager
(General Dispatch)** : **Rs.6195-14175**
No. of Posts : 1

**Assistant Manager (Dispatch)
(Formerly known as Head
Dispatcher)** : **Rs.6195-14175**
No. of Posts : **NIL**

**Additional Assistant Material
Manager (Formerly known as
Senior Store Keeper)** : **Rs.6195-14175**
No. of Posts : 2

Senior Reader : **Rs.6195-14175**
No. of Posts : 21

Process Cameraman : **Rs.6195-14175**
No. of Posts : 1

U.D Cashier/Cashier : **Rs.6195-14175**
No. of Posts : 4

Head Accountant : **Rs.6195-14175**
No. of Posts : 1

Assistant Store Keeper : **Rs.6195-14175**
No. of Posts : 12

Head Computer : **Rs.6195-14175**
No. of Posts : 9

U.D. Accountant : **Rs.6195-14175**
No. of Posts : 1

**Junior Manager (Formerly
Known as Deputy Foreman)** : **Rs.6195-14175**
No. of Posts : 46

Inter/Lino Type Mechanic : **Rs.6195-14175**

No. of Posts	:	1
Mono Mechanic	:	Rs.6195-14175
No. of Posts	:	4
Junior Manager (Formerly known as Mono Key Board Mechanic)	:	Rs.6195-14175
No. of Posts	:	1
Typewriter Mechanic	:	Rs.6195-14175
No. of Posts	:	1

The requests are to assign the scale of Rs.12430-27930 (DA merged) to the Assistant Manager (Dispatch) (formerly Manager (General Dispatch) / Head Dispatcher) and Rs.9900-22000 (DA merged) for remaining categories. There is another request to assign the pay scale of Rs.13550-26470 (DA merged) and Rs.7200-16925 (existing) for these categories.

The post of Assistant Manager Dispatch, formerly designated as Manager (Dispatch) including Manager (Gazette Distribution and Head Dispatcher), Kurnool is filled by promotion from Senior Dispatching Clerk /Booking Clerk. If no suitable candidate is available the post is filled in by Direct Recruitment. The qualification is SSC with three years experience as Senior Dispatching Clerk or experience of one year as Booking Clerk. The qualification for Direct Recruitment is SSC and three years experience in any reputed firm.

The post of Additional Assistant Materials Manager (formerly designated as Senior Stores Keeper) is filled by promotion from the category of Junior Store Keeper. The qualification is SSC or equivalent, thorough knowledge of materials used in printing press and stores accounting and three years experiences as Junior Store Keeper.

The post of Senior Reader is filled by promotion from the category of Junior Reader and the qualification is minimum general educational qualification.

The post of Process Cameraman is filled by promotion from the category of Junior Process Operator, Assistant Cameraman, Rotary Stereo Caster. If no qualified person is available for promotion the post is filled in by Direct Recruitment. The qualification for promotion is a pass in Seventh class, three years practical experience as Assistant Cameraman in any reputed/ recognized institution and good knowledge of handing different

types of cameras expose and development line and halftone negatives with wet and dry plates of films and knowledge of Chemicals used.

The post of Junior Manager (formerly known as Deputy Foreman) is filled in by Direct Recruitment and promotion from Senior Compositor, Senior Machine Minder (LP), Senior Binder, Binder and Senior Machine Minder (S.C) with necessary experience etc. The qualification for Direct Recruitment is minimum general educational qualification and a Diploma in printing technology with two years experience as a supervisor in any reputed and recognized Institution. The qualification for promotion is a pass in Seventh Class with five years experience in that section.

The post of Inter/Lino Type Mechanic is filled by promotion from the category of Inter Lino Operator and the qualification is adequate knowledge of mechanism of Intertype and Lino Type Mechanism.

The post of Mono Mechanic is filled by promotion from Mono Caster. The qualification is adequate knowledge of Mono Key Board Mechanism and Mono type casting mechanism.

The post of Junior Manager (Formerly known as Mono Key Board Mechanic) is filled by promotion from the category of Mono Operator. The qualification is possession of adequate knowledge in Mono Key Board.

The post of Typewriter Mechanic is filled by promotion from Junior Typewriting Mechanic. The qualification is Minimum General Educational Qualfication and a certificate in Mechanical Engineering issued by recognized Institute with practical experience of five years in the repairs Typewriters and Duplicators.

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005
	Rs.			
Typewriter Mechanic	1010-1800	2075-5270	4190-8700	6195-14175
Junior Manager (formerly known as Mono Key Board Mechanic)	1100-2050	2195-4560	4190-8700	6195-14175
Mono Mechanic	1100-2050	2195-4560	4190-8700	6195-14175
Inter/Lino Type Mechanic	1100-2050	2195-4560	4190-8700	6195-14175

Junior Manager (Formerly known as Deputy Foreman)	1100-2050	2195-4560	4190-8700	6195-14175
Process Cameraman	1050-1945	2195-4560	4190-8700	6195-14175
Senior Reader	1100-2050	2195-4560	4190-8700	6195-14175
UD Accountant	1100-2050	2195-4560	4190-8700	6195-14175
Head Computer	1100-2050	2195-4560	4190-8700	6195-14175
Head Accountant	1100-2050	2195-4560	4190-8700	6195-14175
UD Cashier/Cashier	1100-2050	2195-4560	4190-8700	6195-14175
Assistant Storekeeper	1100-2050	2195-4560	4190-8700	6195-14175
Additional Assistant Material Manager Formerly known as Senior Store Keeper)	1150-2110	2195-4560	4190-8700	6195-14175
Assistant Manager (Despatch) (Formerly known as Head Dispatcher)	1150-2110	2195-4560	4190-8700	6195-14175
Assistant Manager (Dispatch) (Formerly known as Manager (General Despatch)	1150-2110	2195-4560	4190-8700	6195-14175

The existing scale is commensurate with the qualifications. Hence, the Commission assigns corresponding scale of Rs. 10900-31550 (Rs.6195-14175).

The Head Accountant, UD Cashier/Cashier and UD Accountant are on par with the Senior Assistant in Common Category. We continue that parity and assign the pay scale as applicable to the Senior Assistant under Common Category.

Chief Printer : **Rs.6505-15025**
No. of Posts : 3

Chief Printer (Kurnool Press) : **Rs.6505-15025**
No. of Posts :

It is represented that there are four posts of Chief Printer. The Chief Printer in the Printing Press operates five Units (Web Offset) viz., four Colour Units and one numbering unit. In the Text Book Press, the Chief Printer operates only four units (Web Offset). But the pay scale of Chief Printer in Printing Stationery and Stores Purchase Department is Rs.6505-15025 whereas the Chief Printer in Text Book Press carries a higher pay scale of Rs.7770-18575. Hence it is requested to equate the Chief Printer in Printing Stationery and Stores Purchase Department with the Chief Printer in the Text Book Press. It is also requested to assign the DA merged pay scale of Rs.10400-23450/ Rs.14350-27870 to the category of Chief Printer.

The post is filled by promotion from Senior Machine Minder (DC) and the qualifications prescribed is ability to operate and maintain all kinds of fully automatic offset machines and train personnel on them.

The pay scale of the Chief Printer of this Department and the Chief Printer in the Andhra Pradesh Text Book Press from time to time are as indicated below:

Category	1986	1993	1999	2005
	Rs.			
Chief Printer (Kurnool Press)	1230-2330	2315-4880	4430-9300	6505-15025
Chief Printer	1230-2330	2315-4880	4430-93000	6505-15025
Chief Printer (Text Book Press)	1330-2630	2600-5580	5000-10600	7770-18575

It was represented before the last Pay Revision Commission, to equate this post with the Superintendent. The Pay Revision Commissioner, 2005 ruling out the comparison with the Superintendent assigned the pay scale of Rs.6505-15025.

Comparison with the Superintendent is not correct. The Commission finds that the pay scale of the Chief Printer is always less than the pay scale of the Chief Printer of the A.P. Text Book Press from the inception. Hence, the Commission is not in favour of equating the post of Chief Printer with the Chief Printer of the Text Book Press.

The Commission assigns the corresponding scales to the above posts ie., Rs. 11530-33200 (Rs. 6505-15025) to Chief Printer (Kurnool Press) and Rs. 13660-38570 (Rs. 7770-18575) to Chief Printer (Text Book Press).

Chief Designer : **Rs.7200-16925**
No. of Posts : 1

Chief Computer/Estimator : **Rs.7200-16925**
No. of Posts : 1

Chief Time Keeper : **Rs.7200-16925**
No. of Posts : 1

**Assistant Manager (Mechanical)
(Formerly known as Mechanical
Supervisor)** : **Rs.7200-16925**
No. of Posts : 1

**Assistant Material Manager
(Formerly known as Superintendent
(Stores) (G.C.P., Hyderabad)** : **Rs.7200-16925**
No. of Posts : 1

Motor Mechanic-cum-Foreman : **Rs.7200-16925**
No. of Posts : 1

It is requested to assign DA merged scale of Rs.11520-26000. It is also requested to assign a DA merged pay scale of Rs.16070-30870 to the Chief Time Keeper.

The post of Chief Time Keeper is filled by promotion from Time Keeper. The qualification prescribed is H.S.C. or equivalent examination.

The post of Motor Mechanic –cum Foreman is filled by promotion of Driver (HV). If no qualified driver is available, appointment is made by direct recruitment, the qualification being possessing certificate in Motor Mechanic trade.

The post of Assistant Material Manager (Formerly known as Superintendent (Stores)(G.C.P., Hyderabad) is filled by promotion from the category of Additional Assistant Material manager (formerly known as Senior Store Keeper). The qualification is a pass in SSC, through knowledge of various materials used in Printing Press and Stores Accounting with practical experience of 3 years as Additional Assistant Material manager (formerly known as Senior Store Keeper).

The post of Assistant Manager (Mechanical) is filled by promotion of Senior Mechanic (including Rota Print, Offset Mechanic or Senior Turner or by Direct Recruitment. The qualification for both the methods, a Diploma in

Mechanical Engineering with 3 years experience of Workshop and Power house of reputed institution or in the Government Press.

The post of Chief Computer and Estimator (formerly known as Chief Computer) is filled by promotion of Head Computer/ Head Estimator and by direct recruitment. For promotion a pass in S.S.C., with 5 years experience in the Computing Section as Head Computer or Head Estimator and for direct recruitment a pass in S.S.C., with a diploma in printing technology with

3 years experience in large printing concern as Computer/Estimator is the requirement.

The post of Chief Designer and Chief Artist is filled by promotion of Artist and Calligraphist/Transcriber and Engraver. The qualification is a minimum general education qualification.

The pay scales of these categories from time to time are as indicated below:

Category	1986	1993	1999	2005
	Rs.			
Motor Mechanic cum Foreman	1330-2630	2525-5390	4850-10250	7200-16925
Assistant Material Manager (Mechanical) (Formerly known as Superintendent Stores) GCP Hyd)	1330-2630	2525-5390	4850-10250	7200-16925
Chief Time Keeper	1330-2630	2525-5390	4850-10250	7200-16925
Chief Computer/Estimator	1330-2630	2525-5390	4850-10250	7200-16925
Chief Designer	1330-2630	2525-5390	4850-10250	7200-16925

The Commission is convinced that the existing scale is adequate. Accordingly the Commission assigns the corresponding scale of Rs. 12550-35800 (Rs.7200-16925).

Store Keeper	:	Rs.7770-18575
No. of Posts	:	1
Accountant (Stores Purchase)	:	Rs.7770-18575
No. of Posts	:	2

**Assistant Manager (Formerly
Known as Foreman)** : **Rs.7770-18575**

No. of Posts : 1

**Assistant Manager (Electrical)
(Formerly known as Electrical
Supervisor)** : **Rs.7770-18575**

No. of Posts : 24

**Assistant Manager (Order Section)
(Formerly known as Technical
Manager)** : **Rs.7770-18575**

No. of Posts : 1

**Assistant Manager (Reading)
(Formerly known as Head
Reader)** : **Rs.7770-18575**

No. of Posts : 1

**Assistant Manager (Mechanical
Composing) (Formerly known
as Mechanical Composing
Supervisor)** : **Rs.7770-18575**

No. of Posts : 6

The existing scale is adequate. Hence, the Commission assigns a corresponding scale.

It is represented that all the Assistant Managers (formerly known as Foreman) are Diploma Holders in Printing Technology. The Assistant Manager post is a supervisory post. He reports to the Manager (Works) and is responsible for the timely delivery of all the works entrusted. He plans and executes the works as per time schedule. He allots work to the men and allots Machine. He coordinates the officers and the union leaders/workers. There is acute shortage of Assistant Managers and there is considerable pressure of work. There is wide gap between the pay scales of the Manager (Works) Assistant Manager respectively. One request is to equate these posts with the Assistant Engineer in the Engineering Departments. It is also requested to assign a DA merged pay scale of Rs.12430-27930/17030-32470.

The post is filled by promotion from Chief Printer, Junior Manager (formerly known as Deputy Foreman). The qualification prescribed for promotion from Junior Manager (formerly known as Deputy Foreman) is Minimum General Educational Qualification and Diploma in Printing

Technology with three years experience as Junior Manager or a pass in Seventh Class and five years experience as Junior Manager with GTE Certificate/ten years experience as Junior Manager without GTE Certificate. The qualification for promotion from Chief Printer is Minimum General Educational Qualifications with Diploma in Printing Technology and five years experience as Chief Printer.

The pay scale of these categories from time to time is as indicated below:

Category	1993	1999	2005
	Rs.		
Assistant Manager (Reading) (Formerly known as Head Reader)	1330-2630	2600-5580	7770-18575
Assistant Manger (Order Section) (Formerly known as Technical Manager)	1050-1945	2600-5580	7770-18575
Assistant Manager (Electrical) (Formerly known as Electrical Supervisor)	1330-2630	2600-5580	7770-18575
Assistant Manager (Formerly known as Foreman)	1330-2630	2600-5580	7770-18575
Accountant (Stores Purchase)	1330-2630	2600-5580	7770-18575
Store Keeper	1330-2630	2600-5580	7770-18575

Except in case of Accountant and Store Keeper, the Commission assigns corresponding scale of Rs. 13660-38540 (Rs.7770-18575).

The posts of Accountant and Store Keeper are on par with the Superintendent and Store Keeper Grade I under Common Category. The Commission continues that parity.

22 (e). JUDICIAL DEPARTMENT

In respect of Sub-ordinate Judiciary service the Honourable Supreme Court of India directed the First National Judicial Pay Commission to examine and recommend the ways and means to improve the service conditions of the employees of subordinate courts. The Commission made specific recommendations in respect of each State including the State of Andhra Pradesh. The Registrar General, High Court of Andhra Pradesh requested for implementation of the recommendations of the Commission, based on orders of the Hon'ble Supreme Court of India dated 26-3-2008 & 15-7-2008, wherein it was directed to implement the recommendations of Shetty Commission to the employees of Subordinate courts w.e.f. 1-4-2003.

Accordingly Government have issued orders, enhancing pay scales of some categories duly upgrading certain posts as per recommendations of Judicial Pay Commission and also allowing certain allowances vide G.O.Ms.No.50, Law (LA &J –Home-Courts. D) Department, dated 23-4-2009. The salient features of the above orders are as follows:

- a) The category of Stenographers are classified as (i) Stenographer Gr-III (Rs.4190-8700) (ii) Stenographer Gr-II (Rs.4430-9300) (iii) Stenographer Gr-I (Rs.5000-10600).
- b) The pay scale of Field Assistant (formerly known as Amin / Bailiff) is enhanced from Rs.3130-6150 to Rs.3290-6550.
- c) The pay scale of Process Server is enhanced from Rs.2550-4550 to Rs.3130-6150.
- d) The category of Superintendent is regrouped as (i) Superintendent / Sheristedar (Rs.4430-9300) and (ii) Senior Superintendent / Senior Sheristedar (Rs.5000-10600).
- e) The category of Administrative Officer is upgraded as Senior Administrative Officer and was assigned a revised pay scale of Rs.7400-15475.
- f) A Medical Allowance of Rs.100/- p.m. shall be paid to all the Court Employees who are below the cadre Jr. Assistants and Drivers.
- g) A special allowance of Rs.100/- p.m. shall be paid to the staff working in the Record Room / Property Room.
- h) One increment at the initial stage rate of scales shall be added to the holders of the categories who had not been assigned higher pay

scales other than Chief Administrative Officer, Field Assistant and Process Servers who had been assigned higher pay scale.

The above orders which came into force with effect from 1-4-2003 were corresponding to 1999 pay scales. These need to be integrated in the revised pay scales now.

The individual categories are discussed below:

Attender	:	(Rs.3850-8600)(2005)
No. of Posts	:	--

As per G.O.Ms.No.50, Law (LA&J–Home-Courts.D) Department, dt:23-4-2009, no enhancement of scale was recommended to Attenders. As per the above orders, this post along with Jamedar forms feeder category to the post of Process Server. Hence the Association requested for scales as in common categories.

This category is governed by A.P. Last Grade Service Rules, one must have passed 8th class. This is covered in Common Categories. This category has been assigned pay scales of Rs.290-425, Rs.740-1150, Rs.1375-2375, Rs.2550-4550 and Rs.3850-8600 in 1978, 1986, 1993, 1999 and 2005 revisions on par with Attenders under common Category.

The pay scale as in common a category is recommended.

Process Server	:	Rs.2550-4550) (1999) (Rs.3130-6150) (Judicial Pay Commission)
No. of Posts	:	--

This category represented for a higher pay scale of Rs.4825-10845 on par with Police Constable.

This category is governed by A.P. Last Grade service rules. As per the service rules, one must have passed 8th standard examination for direct recruitment and for appointment by transfer of Attenders / Jamedars, one must have put in not less than 3 years of service in addition to a pass in 8th standard examination.

The Judicial Commission separated the category of Process Servers from the category of Attenders/ Jamedars and made them as feeder categories as G.O.Ms.No.50, Law (LA&J–Home-Courts.D) Department, dt:23-4-2009. This category is filled by promotion from Attender/ Jamedars upto 50% of posts. For this purpose, one must have passed 8th class and must have put in not less than three years of service. The category is also filled in by direct recruitment to the extent of 50% and for this purpose , one must have passed 8th class.

This category was assigned pay scales on par with Attenders in successive PRCs of 1978, 1983 and 1993. This category represented to P.R.C.1999 seeking a higher pay scale of Rs.1535-2840 on par with Bailiff or at least on par with Dafedar (Rs.1425-2525). The P.R.Cs. 1999 and 2005 did not agree for parity of this category with Bailiff/ Amin.

Based on the recommendations of Judicial Pay Commission, the pay scale of this category has been enhanced from Rs.2550-4550 to Rs.3130-6150 in the revised pay scales of 1999 vide G.O.Ms.No.50, Law Department, dt:23/4/2009. This was a one stage advancement and the corresponding scale for the above post (Rs.3130-6150) would be Rs.4595-10285 in 2005 pay revision.

Comparison with Police Constable is not appropriate, as the qualifications, duties and responsibilities are different. In view of the above this Commission recommends a scale of Rs.7960-23650 corresponding to Rs.4595-10285.

Record Assistant : **Rs.4260-9520**
No. of Posts : 490

The Association requested for assigning pay scale on par with other departments in common categories.

This post is governed by A.P. General Subordinate service rules and is covered under common categories. The above category was assigned pay scales of Rs.350-550, Rs.780-1275, Rs.1535-2840, Rs.2870-5470 and Rs.4260-9520 in 1978, 1986, 1993, 1999 and 2005 revisions. As per G.O.Ms.No.50, Law (LA&J–Home-Courts. D) Department, dated 23-4-2009, no enhancement of scale was recommended for this category.

The commission recommends the pay scale as in common categories.

Driver (LV) : **Rs.4595-10285**
No. of Posts : 122

The Association requested for assigning the pay scale on par with similar posts in other departments. This post is governed by A.P. General Subordinate Service Rules and covered under common categories.

The above category was assigned pay scales of Rs.410-625, Rs.810-1420, Rs.1595-3020, Rs.2990-5810 and Rs.4370-9775 in 1978, 1986, 1993, 1999 and 2005 revisions. Based on the recommendations of One Man Committee, the same has been enhanced to Rs.4595-10285. As per G.O.Ms.No.50, Law (LA&J-Home-Courts. D) Department, dt:23-4-2009, no enhancement of scale was recommended for this category.

The pay scale as in common a category is recommended.

Examiner (formerly known as Examiner and Reader)	:	(Rs.4595-10285)
No. of Posts	:	353

It is represented that the above category was in the scale of Rs.3130-6150 in 1999 revision and in the scale of Rs.4595-10285 in 2005 revision. It is requested for a reasonable pay scale in the present revision.

According to A.P. Judicial Ministerial Service Rules issued in G.O.Ms.No.129, Law (L.A. & J-Home-Courts-D), dt.12-11-2003, appointment to the post of Examiner is by direct recruitment, or by conversion of Field Assistants (Rs.4595-10285)(Formerly Amin/Bailiff) and by appointment by transfer of Record Assistants (Rs.4260-9520) in A.P. General Subordinate Services. The qualifications prescribed for all the above methods are a pass in Intermediate examination or its equivalent examination.

This category was in the pay scale of Rs.425-650 in 1978 revision. In the 1986 revision, a revised pay scale of Rs.910-1625 an advancement of 2 stages. In 1993 Revision, a corresponding pay scale of Rs.1665-3200 was assigned. This category did not represent to PRC 1999, however a corresponding scale of Rs.3130-6150 was assigned.

This category represented to P.R.C.2005 seeking a higher pay scale of Rs.5000-10600. The P.R.C.2005 did not agree and assigned the corresponding pay scale of Rs.4595-10285. The First National Judicial pay commission did not recommend any enhancement of pay scale for this category. However the above commission recommended one increment at the initial stage rate of scales shall be added to the holders of the categories who had not been recommended higher pay scales. Hence the above category was allowed one increment at the initial rate of the scale in 1999 pay scales.

In view of the above, the Commission is inclined to assign the corresponding pay scale of Rs.7960-23650 (Rs.4595-10845).

Copyist : **Rs.4595-10285**
 No of posts :

It is represented that this category was in the scale of Rs.3130-6150 in 1999 and in the corresponding scale is Rs.4595-10285 in 2005. Hence it is requested for a pay scale corresponding to Rs.4825-10845.

Appointment to the posts of Copyist is made by Direct Recruitment or by conversion of Field Assistant with higher grade in Typewriting. One must have passed Intermediate and also Typewriting (English) by higher grade. In addition to the above qualifications, candidates who passed Andhra Pradesh Government Technical Examination in Typewriting by Lower Grade in Telugu on Standard Key Board shall be given preference for appointment by direct recruitment.

The category of Copyists was in the pay scale of Rs.425-650 in 1978 revision. It was revised to Rs.910-1625 in 1986. This was a two stage improvement. In 1993 revision, this category represented for a pay scales of Rs.1050-1945 / Rs.1550-3050 on the ground that the duties of this category were to type the certified copies of the judgments, exhibits etc.,. The PRC 1993 did not agree and assigned a corresponding pay scale of Rs.1665-3200.

This category did not represent to PRC 1999. The corresponding scale of Rs.3130-6150 was assigned. This category represented to PRC, 2005 seeking a higher scale on par with Junior Assistant. The PRC, 2005 did not agree and assigned the corresponding scale of Rs.4595-10285. Hence this category is not having parity with Junior Assistant in successive PRCs. The First National Judicial Pay Commission did not make any recommendations for this category.

In view of the above this Commission recommends corresponding pay scale of Rs.7960-23650 (Rs.4595-10285).

Lower Division Clerk / Typist : **Rs.4825-10845**
 No. of Posts : 1483

It is represented that this category was in the scale of Rs.3290-6550 in 1999 revision and the corresponding scale is Rs. 4825-10845 in 2005 revision. Hence it is requested for a pay scale corresponding to Rs.4825-10845.

Appointment to the post of Lower Division Clerk / Typist is made by direct recruitment (75%) and by promotion from the cadres of Process Servers and Attenders/Jamedars(25%) in the ratio of 1:2, every 3rd vacancy being filled by promotion of Process Servers. The qualification prescribed for the above methods of appointment is a pass in Intermediate Examination or its equivalent examination and a pass in Andhra Pradesh Technical Examination

in English Typewriting by Higher Grade. If candidates with a pass in higher grade in technical examination are not available, those who have passed the examination by Lower Grade can be considered. In addition to the above qualifications, the candidate who passed Andhra Pradesh Government Technical Examination in Typewriting by Lower Grade in Telugu on standard Key Board shall be given preference for appointment by direct recruitment. One must have such knowledge or qualification in Computer Operation as may be specified by the High Court.

The categories of Lower Division Clerk / Typist are having a parity with Junior Assistant in successive PRCs. The First National Judicial Pay Commission did not make any recommendations for these categories.

In view of the above this Commission assigns the scale of Rs.8440-24950 (Rs.4825-10845) to the category of Junior Assistant/ Typist on par with Junior Assistant under common category.

Field Assistant (Formerly Amin/Bailiff)	:	<u>Rs.3130-6150(1999)</u> (Rs.3290-6550) (1999) (Judicial Pay Commission)
---	---	---

No. of Posts	:	890
--------------	---	-----

The Association requested for a corresponding scale of Rs.4825-10845 in the present revision.

As per the service rules issued in G.O.Ms.No.129, Law Dept. dt:12-11-2003, this category is filled in by direct recruitment and by transfer of Record Assistant and the Attenders in Judicial Department in the ratio of 1:1. For both the methods, one must have passed Intermediate or its equivalent exam.

This category was in the pay scale of Rs.410-625 in 1978 revision. In 1986, a revised pay scale of Rs. 810-1420 was assigned which was a one stage improvement. This category represented to the PRC, 1993 seeking parity with Sub-Inspector of Police and Assistant Sub-Inspector of Police stating that while executing the warrants, decrees etc., they face hostile situations like Police personnel and have to deal tactfully in such situations. The PRC did not agree for comparison with S.I. and A.S.I., as the qualifications, duties and responsibilities were completely different. Accordingly the PRC assigned the corresponding pay scale of Rs.1665-3200.

This category did not represent to P.R.C. 1999. The corresponding pay scale of Rs.3130-6150 was assigned. In 2005 revision, this category represented for the pay scale of Rs.5000-10600. While reiterating the views of

PRC 1993, the PRC 2005 assigned a corresponding pay scale of Rs.4595-10285.

Subsequently based on the recommendations of First National Judicial Pay Commission, the pay scale of this category was enhanced from Rs.3130-6150 to Rs.3290-6550 in 1999 scales. Thus given one stage advancement. The corresponding scale for the above post (Rs.3290-6550) would be Rs.4825-10845 in 2005 revision.

In view of the above this Commission assigns the scale of Rs.8440-24950 corresponding to Rs.4825-10845.

Junior Assistant	:	(Rs.4825-10845)
No. of Posts	:	3244

The Association did not represent this category.

This category is governed by A.P. Ministerial Service rules and having a parity in the pay scales on par with Junior Assistants as a common category. This category was assigned pay scales of Rs.425-650, Rs.910-1625, Rs.1745-3420, Rs.3290-6550 and Rs.4825-10845 in 1978, 1986, 1993, 1999 and 2005 revisions on par with Junior Assistant under common category.

In view of the above, Commission assigns corresponding pay scale of Rs.8440-24950 (Rs.4825-10845).

Stenographer Gr-III	:	(Rs.4190-8700)(1999)/ (Rs.6195-14175) (corresponding scale in 2005)
----------------------------	---	---

No. of posts	:	
--------------	---	--

Stenographer Gr-II	:	(Rs.4430-9300)(1999) (Rs.6505-15025) (corresponding scale in 2005)
---------------------------	---	--

No. of posts	:	
--------------	---	--

Stenographer Gr-I	:	(Rs.5000-10600)(1999) (Rs.7385-17475) (corresponding scale in 2005)
--------------------------	---	---

No. of posts	:	
--------------	---	--

Consequent on the recommendations of the Justice Sri K. Jagannatha Shetty and the orders of the Hon'ble Supreme Court of India, the Stenographers are classified into three categories.

- 1) As against Steno Typist formerly Personal Assistant. Category (1) Stenographer Grade I (restructured category of Steno Typist),

scale of pay assigned in Revised Pay Scale, 1999 is Rs.5000-10600.

- 2) Stenographer Grade II (Restructured category of Steno Typist) Rs.4430-9300.
- 3) Stenographer Grade III (Restructured category of Steno Typist) Rs.4190-8700.

It is noticed that there used to be only one category known as Steno-Typists which has been subsequently re-designated as Personal Assistant in the A.P. Judicial Ministerial Services. This category among others has been examined by the Justice Sri Jagannath Shetty Commission for possible restructuring. As a result of the restructuring of this category in the wake of the recommendations orders were issued in G.O.Ms.No.50 Law(LA&J-Home Court-D) Department, dated 23-04-2009, restricting into the following three categories.

- 1) Stenographer, Grade I : Scale of pay assigned in the revised pay scale of 1999 is Rs.5000-10600.
- 2) Stenographer, Grade II : Scale of pay assigned in the revised pay scale of 1999 is Rs.4430-9300.
- 3) Stenographer, Grade III : Scale of pay assigned in the revised pay scale of 1999 is Rs.4190-8700.

Though these orders were issued in April 2009, the pay scales have been given in the revised pay scales of 1999. By the time the Government issued orders in April 2009, the Pay Revision Commission,2005 has issued the corresponding scale to the category of Steno-Typists and this was in the scale of Rs.4825-10845.

In the light of the above position, the above 3 categories have to be equated with that of Junior Stenographer, Senior Stenographer and Special Category Stenographer, as per the rules issued in G.O.Ms. No. 50, Law (L.A.&J Court-D) Dept., dt.23.4.2009. In respect of these 3 categories of Stenographers, the promotions are from the category of Stenographer Grade III to Stenographer Grade II and from Stenographer Grade II to Stenographer Grade I. There is direct recruitment for the post of Stenographer Grade II to the extent of 25% and for the post of Stenographer Grade III to the extent of 60%. The Stenographer Grade III can be filled by promotion from the categories of L.D.C / Typist / Copyist. It may also be observed that the scale of pay of L.D.C./Typist / Copyist is less than the scale of pay of the post of Stenographer Grade III. But under Common Categories, the Junior Assistant,

Junior Steno, Lower Division Steno were assigned the scale of Rs.3290-6550(RPS,1999) while the Senior Steno / Upper Division Steno were assigned the scale of Rs.4190-8700 in Revised Pay Scales, 1999. The Special Category Steno and Superintendent were assigned the scale of Rs.5000-10600. If the orders issued in G.O.Ms. No.50, Law (L.A.&J Court-D) Dept., dt.23.4.2009 are to be implemented the position will be as follows.

Category	RPS 1999 Rs.	Equivalent categories in RPS 2005 Rs.	Equivalent Category
Steno Typist	3290-6550	4825-10845	4825-10845
Stenographer Grade III	4190-8750	6195-14175	6195-14175
Stenographer Grade II	4430-9300	6505-15025	No equivalent category
Stenographer Grade I	5000-10600	7385-17475	7770-18575

The scale of pay assigned to Stenographer-II as per G.O.Ms. No.50, Law (L.A.&J Court-D) Dept., dt.23.4.2009 is Rs.6505-15025, whereas the Senior Stenographer / U.D. Stenographer in the common category is Rs.6195-14175. Since there is no post of Stenographer in common category equivalent to this post, it is proposed to assign to this category a scale of Rs. 11530-33200 which is equivalent to Rs.6505-15025. This category will be special to Judiciary and will not from part of the common category.

In the case of Stenographer Grade I the scale assigned in G.O.Ms. No.50, Law (L.A.&J Court-D) Dept., dt.23.4.2009 is Rs.5000-10600. The corresponding scale is Rs.7385-17475 in RPS 2005. But under Common Categories, the PRC,2005 has assigned the scale of Rs.7770-18525 for the category of Special Grade Stenographer. This is on par with the scale assigned to Superintendents. We consider it appropriate to assign the scale of Rs.7770-18575 though, according to the orders issued in G.O.Ms. No.50, Law (L.A.&J Court-D) Department, dated 23.4.2009, they could have been assigned the scale of Rs.7385-17475. Further, there is no promotional channel for the post of Stenographer Grade I. Therefore, it is the highest post available for Stenographers in the Subordinate courts. The Commission, therefore, assigns pay scale equivalent to Special Category Stenographer in the Common Category. Regarding Stenographer Grade –III, the Commission assigns corresponding pay scale of Rs.10900-31550 (Rs.6195-14175).

Senior Assistant : **Rs.6195-14175**
(formerly Upper Division Clerk)
No. of Posts : 531

The Association requested for assigning corresponding scale to Rs.6195-14175.

As per the rules indicated in G.O.Ms.No.50, Law (LA&J-Home-Courts. D) Department, dt:23-4-2009, appointment to the post is made by promotion from the cadre of Lower Division Clerk / Typists / Copyists (60%) and by direct recruitment (40%). The qualifications prescribed for promotion are one must have put in not less than 3 years of service in the cadre of Lower Division Clerks / Typists / Copyists. For direct recruitment (i) One Must be holder of a degree. (ii) Must have passed A.P. Government Technical Examination in English Typewriting by Higher grade and (iii) Must have such knowledge or qualification in computer operation as may be specified by the Hon'ble High Court.

The above category was in the pay scales of Rs.530-850, Rs.1100-2050, Rs.2195-4560, Rs.4190-8700 and Rs.6195-14175 in 1978, 1986, 1993, 1999 and 2005 revisions. Hence the category is having parity with Senior Assistant under Common Categories.

In view of the above, the Commission assigns the corresponding scale of Rs. 10900-31550 (Rs.6195-14175).

Superintendent / Sheristedar [Formerly known as Superintendent, Translator and Head Clerk of District Munsif Courts, U.D Record Keeper, and Senior Superintendent of Copyists of District Courts]	: Rs. 4430-9300 (1999)
No. of Posts	: 757

The Association requested for higher pay scale corresponding to Rs.6675-15500 in the RPS-2005.

As per A.P. Judicial Ministerial service Rules, appointment to this post is made by promotion from Senior Assistants (Upper Division Clerks). One must also have put in not less than 3 years of service in the cadre of Senior Assistants (Upper Division Clerks). The qualification prescribed for this post is a pass in Translation Test i.e,(i) Translation from English to the Regional Language and(ii) translation from Regional Language to English.

The following are the pay scale assigned in the earlier Pay revisions:

Category	1978	1986	1993	1999	2005
	Rs				
Translators / Head Clerks of District Munsiff Courts(Category -3 of Division-IV)	550-900	<u>1150-2110</u> <u>1100-</u> <u>2050+</u> <u>Rs.50 Spl.</u> <u>Pay)</u>	2315-4880 (one stage improve- ment)	4430- 9300 (C.S)	7770- 18575
U.D. Record Keeper of Dist. Courts(Category -4 of Division-IV)	530-850	1100-2050 (2 stage improve- ment)	2195- 4560(one stage improve- ment)	4190- 8700 (C.S)	7770- 18575
Senior Superintendent s of Copyists of District Courts(Category -4 of Division-IV)	530-850	1100-2050 (2 stage improve- ment)	2195- 4560(one stage improve- ment)	4190- 8700 (C.S)	7770- 18575

The above categories belonged to Category-3 of Division-IV (Rs.4430-9300) i.e. Translator and Head Clerk of District Munsif Courts and Category-4 of Division-IV (Rs.4190-8700) i.e U.D Record Keeper and Senior Superintendent of District Courts of A.P. Judicial Ministerial Service rules. They are now called Superintendent as per service rules issued in G.O.Ms.No.129, Law(LA&J- Home) Dept. dt.2.11.2003.

The above categories represented to P.R.C., 2005 seeking a higher pay scale of Rs.5980-12100. The P.R.C. 2005 assigned a revised pay scale of Rs.7770-18575, equivalent to Rs.5300-11300 in the scale of 1999, giving one stage improvement.

As per G.O.Ms.No.50, Law (LA&J-Home-Courts. D) Department, dated 23-4-2009, the pay scale was indicated as Rs.4430-9300(1999 pay scales) and redesignated as Superintendent/ Sheristedar. As per the above orders, this category is filled by promotion from U.D.C. The corresponding scale for the above category (Rs.4430-9300) would be Rs.6505-15025 in the Revised Pay scales, 2005. However, PRC,2005 had already assigned a pay scale of Rs.7770-18575 to the category. The classification of the Justice Sri.Jagannth Shetty Commission introducing the categories as

Superintendents/ Sheristedars which is special only to this department. Since PRC, 2005 had already assigned a higher pay scale of Rs.7770-18575, the Commission assigns the pay scale of Rs.11530-33200 (Rs.6505-15025) for further entrants with protection to the existing incumbents who are drawing higher pay scale of Rs.7770-18575 by virtue of recommendation of PRC, 2005 as personal to them.

Senior Sheristedar / Senior Superintendent (formerly known as Head Clerk District Court, Addl. District Courts, Sheristedars Of Sub-Courts and Central Nazir of District Court : Rs.5000-10600 (1999)
No. of posts :

The Association has stated that the Senior Superintendent discharges important Supervisory functions. Person holding this post is the Ministerial head for over 20 to 30 employees. It is further stated that the persons holding posts with lower responsibilities like Junior Accounts Officer of Treasury Department, Sub-Registrar Grade-I of Registration and Stamps Department and Assistant Labour Officer of Labour Department are given higher pay scale of Rs.8385-19125 and were conferred with Gazetted Status. Hence request is for better pay in 2009 revision and also for conferring Gazetted status.

As per A.P. Judicial Ministerial service rules issued in G.O.Ms.No.129, Law(LA&J- Home) Dept. dt.2.11.2003, this category is filled by promotion from the Senior Assistant.

In Pursuance of the recommendations of Justice Jagannath Shetty Commission, orders were issued in G.O.Ms.No.50, Law (LA&J-Home-Courts. D) Department, dt:23-4-2009, wherein the posts of Superintendents were restructured as Senior Superintendent / Senior Sheristadar (Rs.5000-10600) and Superintendent / Sheristedar (Rs.4430-9300) in 1999 pay scales. The method of recruitment to this post is by promotion from the cadre of Sheristedrs / Superintendents and one must have put in not less than 3 years of service in this cadre. This stipulation is however, not in conformity with G.O.Ms.No.129, Law(LA&J- Home) Dept. dt.2.11.2003, which recognizes only one category of Superintendents . These Rules donot seem to have been amended so far.

The following are the details of the progression of the pay scales of this category :

Category	1978	1986	1993	1999	2005
	Rs				
Superintendent (formerly Central Nazir / Head Clerks of District courts/ Addl. Dist. Courts/Hyd. City Courts)	700- 1200	1330- 2630(one stage improve- ment)	2600-5580 (one stage improve- ment)	5000- 10600 (C.S)	7770- 18575 (One stage improve- ment)
Superintendent (Sheristadars of the Sub Courts)	700- 1200	1330- 2630(one stage improve- ment)	2600-5580 (one stage improve- ment)	5000- 10600 (C.S)	7770- 18575 (One stage improve- ment)

Since Superintendent / Sheristedar has already been assigned the pay scale equivalent to Rs.7770-18575, the commission proposes to recommend the corresponding scale of Rs. 14860-39540 (Rs. 8385-19125) to this category.

Chief Administrative Officer : **Rs.7400-15475**
 [Formerly known as Administrative Officer] (1999)
 No. of Posts : 81

It is represented that based on the recommendations of First National Judicial Pay Commission, orders were issued in G.O.Ms.No.50, Law (LA&J-Home-Courts.D) Department, dt:23-4-2009, As per the above orders, the post of Administrative Officer was upgraded as Chief Administrative Officer and assigned the pay scale of Rs.7400-15475 in 1999 pay scales. Hence it is requested for assigning a corresponding scale duly taking note of improvements made in Revised Pay Scales, 2005.

As per the service rules issued in G.O.Ms.No.129, dt:12/11/2003, this category is filled by promotion from the category of Superintendent.

This category was in the pay scale of Rs.1550-3050 in 1986 revision. In 1993 revision, it was revised to Rs.3110-6380, which was given a one stage improvement. In 1999 revision, a corresponding scale of Rs.5980-12100 was assigned.

This category represented to PRC 2005 seeking a higher pre-revised pay scale of Rs.7400-15475. They also requested for the proposed scale of Rs.11650-18625. The PRC 2005 assigned a revised scale of Rs.9285-19775. Thus was a one stage improvement. The same has been revised to Rs.9285-21550 based on the recommendations of OMC.

The First National Judicial Pay Commission recommended the upgradation of the post of Administrative Officer as Chief Administrative Officer and to assign a revised pay scale of Rs.7400-15475 in 1999 pay scales. Accordingly orders were issued in G.O.Ms.No.50, Law Department, dated 23/4/2009. As per the above orders, the above category is filled in by promotion from the cadre of Senior Sheristedars / Senior Superintendents, one must have put in not less than 3 years of service.

The above category was assigned a revised pay scale of Rs.7400-15475 in 1999 pay scales in G.O.Ms.No.50, Law (LA A&J – Home-Courts. D) Department, dated 23-4-2009. Thus three stages advancement was given. The corresponding pay scale would be Rs.10845-25600 in 2005 pay scales.

The Association requested for a scale of Rs. 12385-27750. The corresponding scale would be Rs. 10845-25600 for the scale of Rs.7400-15475. In view of the above, this Commission assigns corresponding scale of Rs.19050-45850 (Rs.10845-25600).

23 (a). INDUSTRIES DEPARTMENT

Industrial Promotion Officer	:	Rs.9285-21550
(Recruited in accordance with the Service Rules issued in G.O. Ms. No.510, Industries and Commerce dated 27.9.1986)		
No. of Posts	:	97
Industrial Promotion Officer	:	Rs.8815-20300
(Engineering Graduates/Diploma holders)		
No. of Posts	:	76
Industrial Promotion Officer	:	Rs.7770- 18575
(Non Technical)		
No. of Posts	:	41

The Engineering Graduates Industrial Promotion Officers Association represented to assign the pay scale of Rs.9285-21550 to all the Industrial Promotion Officers with Graduation in Engineering. The Industrial Promotion Officers Association (Departmentally Promoted) sought uniform pay scale both for the Engineering Graduates and Non Engineering Graduates, preferably, the pay scale of Rs.9285-21550 to all the Industrial Promotion Officers.

According to G.O. Ms. No.510, Industries and Commerce Department, dated 27.9.1986, the qualification prescribed for appointment to the posts of Technical Assistant by direct recruitment is a Degree in any branch of Engineering or Technology other than Civil Engineering. 97 Engineering Graduates were recruited with the notification prescribing Graduation in Engineering as the minimum qualification for the post of Technical Assistant. Subsequently, the post has been re-designated as Industrial Promotion Officer and several posts such as Technical Assistants, Supervisor (Industries), Extension Officer (Industries) and the Extension Officer (Census) were integrated into the category of Industrial Promotion Officers which was created in 1993. Orders were issued in G.O. Ms.No.187, Industries and Commerce Department dated 29-4-1993, prescribing the qualifications of Degree in Engineering in any Branch (excluding Civil/ Architecture) with three years of experience. Orders were issued in G.O. Ms. No. 34, Industries and Commerce Department dated 10.01.2000, adding one more category of Industrial Promotion Officer (Non Technical) and these posts are to be filled

in by transfer of Senior Assistant/Senior Stenographer and the qualifications prescribed for the post are Degree in Arts, Science or Commerce.

Thus, there are three categories of Industrial Promotion Officers:

- (i) Technical Assistants (later re-designated as Industrial Promotion Officers) recruited in accordance with the Service Rules issued in G.O. Ms. No.510, Industries and Commerce dated 27.9.1986 with Degree in Engineering as Minimum qualifications.
- (ii) Engineering Graduates/Diploma holders (recruited with the minimum qualification of Degree/Diploma in Engineering).
- (iii) Other categories converted as Industrial Promotion Officers and those appointed by transfer from the category of Senior Assistants/Senior Stenographers.

The Pay Revision Commissioner, 2005 observed that –

“Currently the post of Industrial Promotion Officers are held by officers drawn from several streams with varying qualification, back-grounds and experience. There are Engineering Graduates as one stream with the Diploma Holders occupying the second stream, and persons with non technical qualifications occupying the third level. The Department ought to have taken appropriate measures to normalize the cadre in terms of qualifications and experience. Different scales could have been prescribed to different categories of persons based on qualifications. Limited issue before the present Commission is in respect of people recruited as Technical Assistants under the Service Rules of 1986 which prescribe Graduate Engineers as basic qualification.

The Commission recommends that:

- a) That the Service Rules may be suitably modified to differentiate Industrial Promotion Officers based on qualification and experience and different Service Rules may be prescribed.
- b) In respect of Technical Assistants recruited as per the Service Rules of 1986, the Commission pending action as suggested above, recommends the pay scale of Rs.9285-19775 as personal to those Technical Assistants who were recruited with Engineering Graduation qualification as per the specific notification issued by the Public Service commission.

- c) Taking into account the qualifications, duties and responsibilities the commission recommends the pay scale of Rs.8815-20300 for the posts of Industrial Promotion Officer and Industrial Promotion Officer [formerly Extension Officer (Census)] and the pay scale of Rs.7770-18575 for the post Industrial Promotion Officer (Non-Technical).”

The Anomalies Committee, 2008 observed that –

“It is seen that though the work done by the officers prima facie appeared to be similar, the process of recruitment was from different strands where basic qualifications were dissimilar.

The issues concerning the pay scales applicable to officers of this category – called Industrial Promotion Officers – were examined in great detail by PRC 2005. After due deliberation, PRC opted to have a different scale, the next higher one – to a section of Industrial Promotion Officers who had been recruited earlier as Technical Assistants by the APPSC on the basis of a specific notification laying down the entry terms and conditions. It should be appreciated that the higher start has been granted to a close-knit specialised category of Industrial Promotion Officers based on the entry level qualifications, as personal to them. This cannot be the ground for all other Industrial Promotion Officers to lodge a claim that they also should be compensated in a similar manner. The mere designation should not be the yardstick to claim parity. The confusion in this case has been caused by the use of the same designation to both the categories. It is not unheard of in public services for people doing similar jobs, on the basis of similar qualifications possessed, to be placed in different scale of pay.

The Committee, therefore, is of the view that similar designation and title cannot be the only ground for grant of parity.”

The Department did not spell out the action taken on the observations of the Pay Revision Commission, despite specific reference from the Commission. With the intense competition and industrialists coming forward to establish industries in the State based on its resource endorsement, the role of the Department in promoting industries is reduced. All the Industrial Promotion Officers irrespective of their mode of recruitment used carry the same scale of pay till the Pay Revision Commissioner, 2005 distinguished between Industrial Promotion Officers (Technical and Non Technical), all the Industrial Promotion Officers are drawing the same scale of pay. When the possession of technical qualifications are not so related to the job chart, the Commission sees no reason to allow special dispensation for the technical qualifications. Further, comparison cannot be drawn between the Industrial Promotion Officers and Assistant Engineers in the Public Works Department as their duties and responsibilities are entirely different.

However, the Commission does not want to interfere with the recommendations of the earlier PRC in having assigned three sets of scales as any such step will invariably be against the interests of the existing Industrial Promotion Officers who are enjoying higher pay scales. In these circumstances, the commission assigns the following corresponding scales .

	Proposed	Existing
Industrial Promotion Officer :	Rs.16150-42590	(Rs.9285-21550)
Industrial Promotion Officer :	Rs.15280-40510	(Rs.8815-20300)
(Engineering Graduates / Diploma holders)		
Industrial Promotion Officer :	Rs 13660-38570	(Rs.7770-18575)
(Non-Technical)		
Assistant Director	:	Rs.10285-24200
No. of Posts	:	61
Deputy Director	:	Rs. 12385-27750
No. of Posts	:	50

It is represented that the Assistant Directors and Deputy Directors of the Department promoted from the category of Technical Assistants may be categorized as Technical as they were recruited directly through Andhra Pradesh Public Service Commission and they may be equated with the Assistant Directors and Deputy Directors of Agriculture, Animal Husbandry, Technical Education, Town & Country Planning Departments, Inspector, of Boilers and Deputy Chief Inspector of Boilers, Deputy Executive Engineer and Executive Engineer.

The post of Assistant Director is filled by promotion from the category of Industrial Promotion Officers/Superintendents and the post of Deputy Director is filled by promotion from the category of Assistant Director.

The promotional channel for all the Industrial Promotion Officers is Assistant Director and thereafter Deputy Directors. All the Assistant Directors and Deputy Directors perform the same duties and responsibilities

The Commission recommends the corresponding pay scales of Rs. 18030-43630 (Rs.10285-24200) and Rs.21820-48160 (Rs.12385-27750) respectively to the Assistant Director and Deputy Director of Industries.

The request for sanction of advance increment for possession of Post Graduation in Engineering (M.Tech) is dealt with separately under relevant chapter in Volume I of the report.

Joint Director : **Rs.14600-29250**
 (Transferred from Commerce and
 Export Promotion Department)
 No. of Posts : 1

It is represented that there is variance in the pay scale of Joint Director transferred from the Commerce and Export Promotion Department and the pay scale of the Joint Director borne on the Department though both perform same duties and responsibilities. It is requested to assign the pay scale of Rs.15500-30000 to the Joint Director (C&EP) on par with the Joint Director(Industries).

The Commerce and Export Promotion Department was merged with the Industries Department vide G.O. Ms. No. 352, Industries and Commerce (C&EP) Department, dated 31.12.1997.

The pay scale of this category from time to time is as under:

Category	1978	1986	1993	1999	2005
Joint Director (C&EP)	1400- 2000	2690- 4440	5040- 8700	9600- 16525	14600- 29250
Joint Director (Industries)	1600- 2200	2690- 4440	5390- 8980	10250- 17050	15500- 30000

From inception, the post of Joint Director Commerce and Export Promotion is one stage below the Joint Director of Industries Department except in 1986 Pay Revision when the Pay Revision Commissioner equated the post of Joint Director Commerce and Export Promotion with other Joint Directors. The 1993 Pay Revision Commissioner enhanced the pay scale of the Joint Director, Industries by one stage. That relativity was maintained in subsequent pay revision.

Keeping in view the fact that functions performed by the Joint Director(C&EP) and Joint Director (Ind.) are same, the Commission assigns the pay scale of Rs 27000-51760 (Rs.15500-30000) to the Joint Director (C&EP) on par with the Joint Director of Industries.

23 (c). MINES AND GEOLOGY DEPARTMENT

Supervisor : **Rs.7770-18575**
 No. of Posts : 9

It is represented that the qualification prescribed for the post of Supervisor is Diploma in Civil Engineering like in any other Engineering Departments. They were on par with the Assistant Engineers till the last revision. The Pay Revision Commissioner 2005 assigned a pay scale of Rs.7770-18575 to the Supervisor in the Mines and Geology Department whereas the Assistant Engineers were assigned the Scale of Pay of Rs.8815-20300. It is requested to assign the pay scale of Rs.8815-20300 to the Supervisors on par with the Asst. Engineer working in Engineering Departments, in view of equal qualification and more workload attached to the Mines Supervisor.

The post of Supervisor is to be filled in by promotion from the category of Surveyor. This is the first level promotion post whereas the Assistant Engineer is the first level induction post. Thus the comparison is drawn between first level promotion post and the first level induction post.

The pay scales of Supervisor in Mines and Geology Department and the Assistant Engineer from time to time are as under:

Category	1978	1986	1993	1999	2005
	Rs.				
Supervisor (Mines and Geology)	700-1200	1330- 2630	2600- 5580	5000- 10600	7770- 18575
Assistant Engineer	700-1200	1330- 2630	2600- 5580	5000- 10600	8815- 20300

The Commission is convinced that the existing scale is adequate and assigns the equivalent scale of Rs.13660-38570 (7770-18575).

Assistant Geologist : **Rs.9285-21550**
 No. of Posts : 9

Assistant Director : **Rs.10285-24200**
 No. of Posts : 55

It is represented that the qualification for both the posts Assistant Geologist and Assistant Director Mines & Geology Department and Assistant Hydro geologist and Assistant Director in Ground Water Dept., are similar. The Assistant Hydro geologist post is the first level Gazetted post in Ground

Water Dept., whereas the Assistant Geologist post is the second level Gazetted post in the Mines & Geology Dept. Similarly, the Assistant Director in the Ground Water Department is the second level promotion post whereas the Assistant Director in Mines and Geology is the third level promotion post. The functions in Mines & Geology Department are multifarious and the nature of functions are promotional, regulatory and also relate to vigilance and mineral revenue Collections where as in the Ground Water Dept., the functions are confined to Ground Water exploration. It is requested to assign the Scale of Pay of Rs.10285-24200 to the Assistant Geologist on par with the Asst. Hydro geologist of Ground Water Department and Rs.10845-25600 to the Assistant Director in Mines and Geology Department on par with the Assistant Director in Ground Water Department.

The post of Assistant Geologist in Mines and Geology Department is filled by Direct Recruitment and the qualification for Direct Recruitment is M. Sc., M. Tech., or M.Sc.(Tech.) in Geology or P.G. in Applied Geology or Diploma in Applied Geology from the Indian School of Mines, Dhanbad or an equivalent Diploma. The post of Assistant Hydro geologist in the Ground Water Department is filled by Direct Recruitment or by promotion from the category of Technical Assistant (Hydro Geology). The qualifications for Direct Recruitment are M.Sc., in Geology or M.Sc., (Tech) or M. Tech in Geology or Applied Geology or an equivalent qualification or Diploma of Associate ship in Applied Geology of the Indian School of Mines Dhanbad. The post of Assistant Director in Mines and Geology is to be filled in by promotion from the category of Assistant Geologist and the post of Assistant Director in Ground Water Department is to be filled in by promotion from the category of Assistant Hydro geologist.

The pay scales of the Assistant Geologist and Assistant Director in Mines and Geology Department and Assistant Hydro Geologist and Assistant Director in Ground Department are as mentioned below:

Category	1969	1974	1978	1986	1993	1999	2005
	Rs.						
Assistant Geologist in Mines and Geology Department	350-750	530-1050	900-1500	1550-3050	3310-6840	6350-13000	9285-21550
Assistant Hydro Geologist in Ground Water Dept.	300-600	480-900	800-1450	1550-3050	3310-6840	6350-13000	9285-21550/ 10285-24200*
Assistant Director in Mines and Geology	400-800	700-1200	1050-1600	1980-3500	3640-7580	6950-14425	10285-24200

Assistant Director in Ground Water Department			900- 1500	1980- 3500	3640- 7580	6950- 14425	10285- 24200/ 10845- 25600*
---	--	--	--------------	---------------	---------------	----------------	--------------------------------------

*improved by the Anomalies Committee 2008.

The Pay Revision Commissioner, 2005 enhanced the pay scale of Technical Assistants in the Ground Water Department which forms the feeder category to the Assistant Hydro Geologist from Rs.5980-12100 to 6350-13000 for which the corresponding scale in the Revised Pay Scales, 2005 is Rs.9285-21550. It so happened that the pay scale for both feeder and promotion posts happened to be Rs.9285-21550. The Anomalies Committee enhanced the pay scale of Assistant Hydro Geologist from Rs.9285-21550 to Rs.10285-24200 and the pay scale of Assistant Director from Rs.10285-24200 to Rs.10845-25600

The Commission recommends the scale of Rs.18030-43630 corresponding to Rs.10285-24200 to the Assistant Geologist (who is presently in the scale of Rs.9285-21550) and Rs.19050-45850 (corresponding to Rs.10845-25600) to the Assistant Director who is presently in the pay scale of Rs. 10285-24200.

Joint Director : Rs.14600-29250
No. of Posts : 7

It is represented that the Joint Director is the Zonal head having control over two or three Regional Dy. Directors, six to eight Asst. Director of Mines & Geology and two or three Vigilance Asst. Director of Mines & Geology. He is responsible for the regulation, promotion, and dissemination of mineral information and development of mineral section in their respective Zones. The Joint Director of Ground Water Department which was bifurcated from Mines & Geology Dept., in the year 1971 is in the higher pay scale than the Joint Director of Mines and Geology Department. that the Joint Director is the Zonal head having control over 2 to 3 Regional Dy. Directors, 6 to 8 Asst. Director of Mines & Geology and 2 to 3 Vigilance Asst. Director of Mines & Geology. He is responsible for the regulation, promotion, dissemination of mineral information and development of mineral section in their respective Zones. The Joint Director in the Ground Water Department which was bifurcated from Mines & Geology Dept., is in a higher pay scale than the Joint Director of the Mines and Geology Department. The Joint Directors of Mines & Geology are responsible to achieve the Mineral Revenue targets and to monitor/supervise all the activities of the department at the zonal level whereas the Joint Directors of the Ground Water Department do not have the functions relating to realization of revenues. It is requested to assignment of

the Scale of Pay of Rs.15500-30000 on par with the Joint Director of Ground Water Department.

The method of appointment to this category is by promotion from Deputy Director of Mines & Geology.

The pay scales of the Joint Director of Mines and Geology and Joint Director of Ground Water Department from time to time are as under:

Category	1978	1986	1993	1999	2005
	Rs.				
Joint Director (Mines and Geology)	1400- 2000	2690- 4440	5040- 8700	9600- 16525	14600- 29250
Joint Director (Ground Water)	1600- 2200	2690- 4440	5390- 8980	10250- 17050	15500- 30000

From the inception, the Joint Director of Mines and Geology is in a lower scale by one stage than the Joint Director of Ground Water. The successive Pay Revision Commissioners maintained that relativity. This Commission does not see any reason to deviate from the established relativities Accordingly, the Commission recommends the corresponding scale of Rs.25600-50560 (Rs. 14600-29250).

23 (d). SUGAR AND CANE COMMISSIONER DEPARTMENT

Cane Regulation Inspector	:	Rs.9285-21550
No. of posts	:	3
Assistant Cane Commissioner	:	Rs.10285-24200
No. of posts	:	1
Deputy Cane Commissioner	:	Rs.12385-27750
No. of posts	:	1

The Association stated that the posts of Cane Regulation Inspector, Assistant Cane Commissioner and Deputy Cane Commissioner are equated with the posts of Agriculture Officer, Assistant Director of Agriculture and Deputy Director of Agriculture respectively for purpose of pay and allowances. It is contended that the functions of these departments however, are totally different and they are not comparable. The jurisdiction of the Cane Regulation Inspector extends to three to four Mandals. The Assistant Cane Commissioner is a district level officer and he has jurisdiction over three to four Districts. There are 38 Sugar Factories in the State and each one of them has a Cane Development Council. The Assistant Cane Commissioner is the Ex Officio Secretary of the Cane Development Council under his jurisdiction. The Deputy Commissioner is a State level post and assists the Commissioner of Sugar and Cane Commissioner for effective implementation of the Acts mentioned above. It is requested to equate the post of Cane Regulation Inspector with the Deputy Director of Agriculture, Assistant Cane Commissioner with Joint Director of Agriculture and Deputy Cane Commissioner with the Additional Registrar of Co-operative Societies respectively.

According to the Service Rules, the post of Cane Regulation Inspector is to be filled in by Direct Recruitment and the qualification is B.Sc., (Agl). The post of Assistant Cane Commissioner is to be filled in by promotion from the category of Cane Regulation Inspector and the post of Deputy Commissioner is filled by promotion from the category of Assistant Cane Commissioner.

The scales of pay of these categories from time to time are as under:

Category	1993	1999	2005
	Rs.		
Cane Regulation Inspector	3110-6380	5980-12100	9285-21550
Assistant Cane Commissioner	3640-7580	6950-14425	10285-24200
Deputy Cane Commissioner	4400-8700	8400-16525	12385-27750

These posts are on par with the Agriculture Officer, Assistant Director of Agriculture and Deputy Director of Agriculture respectively from the inception till the pay scales of the Assistant Director of Agriculture and Deputy Director of Agriculture are improved by one stage vide G.O. Ms. No. 217, Finance (PC I) Department dated 02-08-2008, in pursuance of the recommendations of the Anomalies Committee.

There is no cultivation of Sugarcane in all Districts of Andhra Pradesh. The Sugar factories are also very limited. It is in this context, the Sugarcane Officers have jurisdiction of three to four districts.

Since the Sugarcane Officers are enjoying parity with the Agricultural Officers, the Commission is inclined to maintain the parity. The following scales are therefore, assigned:

Cane Regulation Inspector	:	Rs.16150-42590 (on par with Agriculture Officer) (Corresponding to Rs.9285-21550)
Assistant Cane Commissioner	:	Rs.19050-45850 (on par with Assistant Director Agriculture) (corresponding to the scale of Rs.10845-25600 as against Rs.10285-24200)
Deputy Cane Commissioner	:	Rs.23650-49360 (On par with Deputy Director, Agriculture) (corresponding to the scale of Rs.13390-28500 as against Rs.12385-27750)

24 (a). IRRIGATION AND COMMAND AREA DEVELOPMENT

Lab Boy : **Rs.3950-8815**
 No. of Posts : 15

It is represented that there are fifteen Lab Boys in the Sri Ram Sagar Project. They work in the quality control laboratories. They work on Automatic Compact Machine, Triaxial Shear Test Machine, Unconfined Compression Test Machine, CC cubes compressor machine, Autoclave, Motor cubes vibration machines, Accelerator curing Heater, Loss angles, UT Machine for steel, CC Lining cores Machine and Generator for 70 MM 100 MM Crores. They conduct SPT Test. But their technical skills are going unnoticed. Lab Attendant was re-designated as Lab Assistant. But their designation has not been changed. Generally, the pay scale of those who are governed by the General Subordinate service will be higher than the categories that are governed by the Last Grade Service Rules.

The post was included in the Andhra Pradesh General Subordinate Service vide G.O. Ms. No. 309, Irrigation and Power (Projects Wing) Department dated 14.7.1981. This is a Direct Recruitment post. The qualification is Tenth class or equivalent with preference to those who have minimum general educational qualifications.

The Pay Revision Commissioners 1999 and 2005 assigned the corresponding scale observing that the nature of duties and qualifications do not support the request for higher scale. The Anomalies Committee observed that it had a look at the various papers available and concluded that it would be fair and just to fix the pay roll of the Lab boys at Rs.4090-9050. These recommendations were not accepted by the Government.

The Commission does not agree with the views of the Anomalies Committee. The qualifications of the post make it clear that the post does not require any specific skill. The Committee did not indicate the documentary evidence produced before it to take a different stand than the stand taken by the successive Pay Revisions.

Accordingly, the Commission assigns a corresponding scale of Rs.6900-20680 (Rs.3950-8815).

Meter Reader/Bill Collector : **Rs.4260-9520**
 No. of posts :

The Joint Action Committee of Employees, Teachers and Workers of Andhra Pradesh represented that two posts of Meter Readers and three posts of Bill Collectors were sanctioned in 1968. These are isolated posts. These

posts had parity in the pay scale as well in the qualification with the Junior Assistants till 31.12.1973. In 1978 Pay Revision, the Junior Assistants were assigned the pay scale of Rs.425-650 whereas the Meter Readers and Bill Collectors were assigned the pay scale of Rs.410-625. The Pay Revision Commissioner, 2005 assigned the pay scale of Rs.4260-9520 to the Meter Readers and Bill Collectors and Rs.4825-10845 to the Junior Assistants It is requested to assign the pay scale of Rs.4825-10845.

These posts are governed by Andhra Pradesh General Subordinate Service. The posts are filled in by Direct Recruitment outside purview of District Selection Committee or by transfer of qualified persons from any other class or service. The qualification for the post is minimum general educational qualifications.

Both the 1999 and 2005 Pay Revision Commissioners ruled out comparison of the post with the Junior Assistant and assigned corresponding scales in view of the limited duties and responsibilities. The administrative department did not mention this post in the particulars of the posts furnished to the Commission.

The Commission agrees with the views of earlier Commission and accordingly assigns the corresponding scale of Rs. 7520-22340 (Rs.4260-9520).

Irrigation Conservancy Assistant	:	Rs.4825-10845
No. of posts	:	234

It is represented that the Irrigation Conservancy Assistant is responsible for operation and maintenance of irrigation net work and water management. His role is crucial when there is scarcity of water. He is expected to be well conversant with the rules and regulations of water supply and regulation of water during the crop seasons. He is a bridge between the Irrigation Officers and ayacutdars of the canal under his supervision. He patrols extensively on the canals. He assesses the irrigation requirements and informs the same to the higher authorities when the supply is insufficient and when there is danger of submergence of low lands when there are heavy rains. He prevents illegal tapping of water and assists the Engineers in preparation of water budgeting and schedule of water release. He collects daily water reports and rainfall data. He maintains ayacut registers, pipe registers and ayacut plan.

It is stated that as a result of increase in irrigation facilities and growing demand to include additional extent of land for irrigation in delta areas the jurisdiction of Irrigation Conservancy Assistants increased abnormally. But the pay scale assigned to this category is not commensurate

with the duties and responsibilities. The Technical Assistant (formerly known as Tracer) without passing the ITI is eligible for promotion to the Junior Technical Officer. The duties of the Junior and Assistant Technical Officers are confined to desks. When compared to the duties of the Irrigation Conservancy Assistants in the office and field, the duties of the Junior Technical Officer are fewer. But the pay scales of the Irrigation Conservancy Assistants are lesser than the pay scales of the Junior Technical Officer. It is requested to assign the pay scale of Rs.5470-12325 to the Irrigation Conservancy Assistants. The other requests include allowing Automatic Advancement grades on par with Junior Technical Officer and Senior Technical Officer, sanction of risk allowance and conveyance allowance and retention of existing pension structure.

Orders were issued in G.O. Ms. No. 98 Irrigation and CAD (Services IX) Department dated 21.11.2006 amending Andhra Pradesh Engineering Sub-ordinate Service Rules. According to these rules the post of Irrigation Conservancy Assistant is filled in by Direct Recruitment or by promotion from Work Inspectors with experience in buildings or Irrigation works for five years. The qualification for direct recruitment is Intermediate. It was also ordered therein removing this from the feeder category to the post of Lock and Wharf Superintendent.

The pay scale of this category from time to time is as under:

1978	1986	1993	1999	2005
Rs.				
410-625	910-1625 (Q)/ 810-1420(UQ)	1665-3200	3130-6150	4825-10845

The Pay Revision Commission, 2005 improved the pay scale of this post and equated it with the Lock and Wharf Superintendent keeping in view these amendments which were in process at that time.

The Commission feels that the pay scale attached to the post is adequate and accordingly assigns the corresponding scale of Rs. 8440-24950 (Rs. 4825-10845) .

The other requests on Automatic Advancement scales, sanction of Risk Allowance and Conveyance Allowances are dealt with under relevant chapters of Volume- I.

Lock and Wharf Superintendent : **Rs.4825-10845**
 No. of posts : 92

It is represented that the Lock and Wharf Superintendent looks after the safety and maintenance of the lock. He regulates the water supply main canal at Locks and Head Sluices. He collects revenue through Berm rents, boat licenses and wharfage at some places. He navigates boat traffic through locks at some places. He controls and supervises the work charged employees under his control. He disposes of the dead bodies of the human and animals that float in canals and reports the death of humans to the nearest police station. He interacts with riots and ayacutdars who visit locks and informs them about the water supply to the ayacut. He assists Engineers in preparation of works estimates and execution of public works. He measures rain fall and records rainfall at nearly forty five rain gauge stations attached to their locks. He works at isolated places on the canals unconnected to towns and villages. He has to invariably reside in the quarters provided at the locks which are more than hundred years old. At times he along with the family has to take unprotected water as many of the quarters attached to locks do not have wells and during summer he has to fetch water from four to five kilometers. There is no promotion channel to these posts.

It is requested to assign a pay scale of Rs. 6195-14175i.e., the pay scale applicable to the Senior Assistant. It is also requested to provide a promotion channel as Senior Assistant by earmarking a suitable ratio after passing departmental tests. As a first step to meet this end, a provision be made in the rules giving an option to be converted as Junior Assistants. They may also be considered for promotion to the post of Assistant Executive Engineer on acquiring Diploma in Engineering. The other requests include sanction of Additional House Rent Allowance, Risk Allowance, Special Pay, Rain Measuring Allowance, Conveyance Allowance and encashment of 30 days Casual leave as foregoes all Pubic holidays and performs duty round the clock.

The post is filled in by Direct Recruitment or by promotion from the category of Telephone Gumastas Grade I and Grade II and for special reasons recruitment by transfer from any other service. The qualification is SSC in case of those who are demobilized for from any of the defence Services viz., Navy/Army/Air force. In respect of others it is Intermediate.

The pay scale of this post from time to time is as under:

1974	1978	1986	1993	1999	2005
Rs.					
240-420	410-625	950-1670	1745-3420	3290-6550	4825-10845

The Commission is convinced that the scale attached to the post is adequate. Accordingly, we assign a corresponding scale of Rs. 8440-24950 (Rs4825-10845).

The requests for creation of promotion channel do not come under our purview. The other requests for sanction of Additional House Rent Allowance, Risk Allowance, Special Pay etc., are dealt with under the relevant chapters in Volume I.

Non Technical Personal

Assistant to Engineer in Chief : Rs.10285-24200

No. of posts :

It is represented that the Non Technical Personal Assistant assists the Engineer in Chief in day to day administration. He is the drawing and disbursing officer. He regulates Budget releases through Letter of Credits and exercises powers of re-appropriation of funds other than those covered by Letter of Credit wherever necessary. Thus, his functions are multifarious. The Non Technical Personal Assistant and the Deputy Executive Engineer were in the same scale of pay till last pay Revision. The Pay Revision Commissioner, 2005 assigned the pay scale of Rs.10285-24200 to the Non Technical Personal Assistant to Engineer in Chief and Rs.10845- 25600 to the Deputy Executive Engineer. It is requested to assign the pay scale of Rs.10845- 25600 to the Non Technical Personal Assistant to the Engineer in Chief.

The post of Non Technical Personal Assistant is to be filled in by promotion from the category of Superintendent.

The pay scale of this category from time to time is as under:

1974	1978	1986	1993	1999	2005
Rs.					
700- 1200	1050- 1500	1980- 3500	3640- 7580	6950- 14425	10285- 24200

The post is not comparable with Deputy Executive Engineer as the duties and responsibilities are entirely different. The Deputy Executive Engineer is a senior technical officer and it was a coincidence that the pay scale was at the same level prior to 2005 revision. The Commission is of the opinion that the existing scale is adequate. Hence, we assign a corresponding scale of Rs. 18030-43630 (Rs10285-24200).

ENGINEERING SUBORDINATE SERVICE:

Printing Technician : Rs.4260-9520

(Formerly Blue Print Operator)

No. of Posts :

Technical Assistant : **Rs.4825-10845**
 (Formerly Tracer)
 No. of Posts :

It is represented that the minimum qualifications prescribed for the post of Printing Technician are tenth class with three months training. The duties of Printing Technicians are hazardous to health as Ammonia Gas is injurious to health particularly to eyes. It is not the case of others such as Roneo Operator, Duplicating Machine Operator, Lift Operator etc., whose duties do not involve such risk to health. Regarding Technical Assistant, it is represented that the qualifications prescribed for the post of Technical Assistant is SSC and ITI certificate in Draughtsman (Civil/Mechanical). The posts such as Mechanic, painter, Shoe Maker, Plumber, Cook etc with lesser qualifications of eighth class and ITI, were carrying lesser scale than the pay scale attached to the post of Technical Assistant in 1978 Pay Revision. The subsequent Pay Revision Commissioners assigned higher pay scales to these categories than the pay scale assigned to the Technical Assistant. The A.P. Technical Officers Association (AP Draftsman and Tracers) Association also filed OA in the Andhra Pradesh Administrative Tribunal seeking the pay scale of Rs.1010-1800 (in the Revised Pay Scales, 1986). Now, it is requested to assign a pay scale with a minimum of Rs.9800.

The post of Printing Technician is to be filled in by Direct recruitment or by transfer from similar category in other Engineering Department. The qualification is Tenth Class and three months practical experience in Blue Printing work. The post of Technical Assistant (Tracer) is to be filled in by Direct Recruitment and by promotion from the category of Printing Technician. The qualifications are SSC with Engineering as a Special subject in the bifurcated courses in Secondary School OR Lower Grade Technical Examination in Geometrical Drawing, Building Drawing and Estimates and Free hand outline in Modern Drawing OR a Pass in Group Certificate course of Draughtsman course in four subjects from any ITI in the State or equivalent OR Higher Secondary Multi Purpose School Certificate with syllabus including Maths Engineering(Applied Maths), General Section Engineering, Agricultural Science, Domestic Science (Applied Science), Geometric Drawing, Workshop Practical (Mechanical Drawing) and Engineering Course OR Pass in Trade Test, Draughtsman Civil or Mechanical Course from any ITI in this State or its equivalent examination.

The pay scales of these categories from time to time are as under:

Category	1969	1974	1979	1986	1993	1999	2005
	Rs.						
Printing Technician	62-100	175-300	325-500	740-1150	1425-2525	2650-4850	4260-9520
Technical Assistant	90-192	260-450	450-700	910-1625	1745-3420	3290-6550	4825-10845

The Pay Revision Commissioner, 2005 improved the pay scale of the Printing Technician. The Commission is of the firm opinion that the pay scales assigned to these categories are adequate.

Accordingly, we recommend corresponding pay scales to the above categories. These are Rs.7520-22430 (Rs.4260-9520) and Rs.8440-24950 (Rs. 4825-10845).

Junior Technical Officer : **Rs.5470-12385**

No. of posts

:

Assistant Technical Officer : **Rs.6505-15025**

No of posts

:

Technical Officer : **Rs.8815-20300**

No. of posts

:

Technical Officer Special

Grade

:

Rs.9285-21550

No. of posts

:

It is represented that the Junior Technical Officer scrutinizes the estimates to ensure accuracy in evaluating the cost structure, prepares Tender Schedules and estimates etc. The Assistant Technical Officer deals with the disputes between the contractor (s) and Department and legal cases besides scrutiny of estimates, tenders, agreements etc. Earlier, the pay scale used to be higher than the Senior Assistant. But over a period of time, the pay scale assigned to the Junior Technical Officer is lesser than the pay scale assigned to the Senior Assistant. Further, the variation between the scales of pay Junior Technical Officer and its second level of promotion post of Technical Officer is abnormal. So, the request is to assign higher pay scale than the pay scale of the Senior Assistant.

Further, the qualification for initial recruitment of Junior Technical Officer is Tenth and three years Diploma, or Tenth class with two years of ITI and one year Apprenticeship qualification. For getting promotions to the posts of Assistant Technical Officer, Technical officer and Technical Officer one has to put in considerable service in the feeder categories. The Draughtsman Grade II (Assistant Technical Officer) in Public Works Department, Agriculture, Ground Water Department and Forest Departments perform similar duties. But, the pay scales of Draughtsman Grade II in Agriculture, Ground Water and Forest Department are lesser than the pay scales of their counter parts in Public Works Department/Anti Corruption Bureau. Uniform pay scale is sought for all the Assistant Draughtsman Grade II (Assistant Technical Officer) in all the Departments. It is requested to assign a pay scales starting with Rs.14,300 to the Junior Technical Officer, Rs.16400 to the Assistant Technical Officer, Rs.19100 to the Technical Officer and Rs. 22800 to the Technical Officer Special Grade.

The post of Junior Technical Officer is to be filled in by Direct Recruitment or by promotion from the category of Technical Assistant (formerly Tracers) and by Direct Recruitment from Work Charged Establishment with prescribed qualifications. The qualifications prescribed for any method is LCE or equivalent, or a pass in the special examination for group certificate in building drawing Group prescribed for Draughtsman in the Government Technical Examination or a pass in the special examination for group certificate in Civil Engineering in Government Technical examination or pass in Draughtsman course.

The post of Assistant Technical Officer is to be filled in by promotion from the category of Junior Technical Officer, the post of Technical Officer is filled in by promotion from the category of Assistant Technical Officer and the post of Technical Officer Special Grade is to be filled in by promotion from the category of Technical Officer. The qualification for appointment to all these posts by promotion are Diploma in Civil, Mechanical Engineering or a Trade Certificate in Draughtsman (Civil Courses) of Draughtsman (Mechanical Course) or an ITI or Intermediate Vocational Course Certificate with English, Mathematics, Applied Sciences, Engineering Drawing, Engineering Mechanics, Roads, Construction materials, Estimates and quality and Civil Engineering.

The pay scales of these categories from time to time are as under:

Category	1969	1974	1979	1986	1993	1999	2005
	Rs.						
Junior Technical Officer	125-250*	290-520	500-800	1010-1800	1975-4010	3750-7650	5470-12385
Assistant Technical Officer	160-320	340-640	575-950	1150-2110	2315-4880	4430-9300	6505-15025
Technical Officer	200-400	410-750	650-1100	1330-2630	2600-5580	5000-10600	8815-20300
Technical Officer Special Grade	250-500	480-900	750-1300	1380-2750	3110-6380	5980-12100	9285-21550

*with higher start of Rs.157 for Diploma Holders

The Pay Revision Commissioner, 2005 improved the pay scales of the Technical Officer and Technical Officer Special Grade. The Commission feels that the existing scales are adequate.

Accordingly, we recommend corresponding scales to these posts. They are

1. Junior Technical Officer : Rs. 9460-27700
(Rs. 5470-12385)
2. Assistant Technical Officer : Rs. 11530-33200
(Rs. 6505-15025)
3. Technical Officer : Rs. 15280-40510
(Rs.8815-20300)
4. Technical Officer Special Grade : Rs. 16150-42590
(Rs.9285-21550)

ENGINEERING SERVICE:

Assistant Engineer : Rs.8815- 20300
No. of Posts :

It is represented that the duties of Assistant Engineers and Assistant Executive Engineers are the same as both head the Sections. Both the Assistant Engineer and Assistant Executive Engineers are recruited through the Andhra Pradesh Public Service Commission and form feeder category to the posts of Deputy Executive Engineers. Though the minimum qualifications

for the post of Assistant Engineer is Diploma many Graduate Engineers and Post Graduate Engineers are selected and working as Assistant Executive Engineers. It is requested to assign the pay scale just below the pay scale assigned to the Assistant Engineer which was an established relativity over decades.

From inception, the Assistant Engineer is in the pay scale one stage below the pay scale of the Assistant Executive Engineer. The Commission maintains the same relativity and accordingly assigns the corresponding pay scale of Rs.15280-40510 (Rs.8815- 20300) .

These recommendations will apply to all the categories of Assistant Engineers or Supervisors (Civil and continued without re-designation) recruited directly with minimum qualification of Diploma / Licentiate in Civil Engineering or equivalent wherever they exist.

Assistant Executive Engineer	:	Rs.9285-21550
No. of Posts	:	
Deputy Executive Engineer	:	Rs.10845-25600
No. of Posts	:	
Executive Engineer	:	Rs.13390-25600
No. of posts	:	
Superintending Engineer	:	Rs.18025-30765
No of posts	:	
Chief Engineer	:	Rs.23500-30765
No. of posts	:	
Engineer in Chief	:	Rs.25600-30765
No. of posts	:	

It is represented that the pay scales of the Engineers in the State Government are less than the pay scales of the Engineers in the Central Public Works Department, Lecturers/Professors, Bank Officers and Engineers working in Private Sector. The Graduate Engineers take up survey, investigation, planning, design, estimation and execution of various civil works. The request is to allow the pay scales applicable to the Engineers of the Central Public Works Department. Alternatively, the Assistant Executive Engineers with Degree qualification be allowed the pay scale on par with the Revenue Divisional Officer/ Deputy Superintendent of Police. It is further stated that the private sector is offering lucrative packages for Civil Engineers and only an attractive package of compensation can only arrest the brain drain. Further, comparison is drawn between Assistant Executive Engineers

with Civil Assistant Surgeons, Deputy Executive Engineer with Deputy Civil Surgeon, Executive Engineer with Civil Surgeon, and Superintending Engineer/Deputy Engineer in chief with Special Grade Civil Surgeon. Another request is that the difference between the minimum of the pay scales of the Assistant Engineer and Assistant Executive Engineer should be at least three increments.

The Assistant Executive Engineer is the first level of induction of Graduate Engineers. The post of Assistant Executive Engineer is to be filled by Direct Recruitment. The Deputy Executive Engineer, Executive Engineer, Superintending Engineer, Chief Engineer and Engineer in Chief are successive levels of promotion.

The request to assign the pay scales applicable to the Engineers of Central Public Works Department does not come under the purview of the Pay Revision Commission. Similarly, the Lecturers and Professors are drawing UGC Pay Scales and comparison with them is not valid.

The parity sought with the Medical Officers never existed as can be seen from the following Statement:

Category	1969	1974	1979	1986	1993	1999	2005
	Rs.						
Asst. Executive Engineer	300-600	480-900	750-1300	1380-2750	3110-6380	5980-12100	9285-21550
Civil Assistant Surgeon	400-800	600-1100	900-1500	1810- <u>3230</u> 1980-3500	3640-7580	6950- <u>14425</u> 7900-15475	11755-26300
Deputy Executive Engineer	400-800	700-1200	1050-1600	1980-3500	3640-7580	6950-14425	10845-25600
Deputy Civil Surgeon	600-1000	750-1300	1150-1700	2150-3690	4400-8700	8400- <u>16525</u> 9600-16525	14600-29250
Executive Engineer	700-1100	900-1450	1300-1900	2410-4050	4400-8700	8400-16575	13390-28500
Civil Surgeon	700-1100	900-1450	1400-2000	2690-4440	5390-8980	10250- <u>17050</u> 11750-18525	18025-30765

Superintending Engineer	1150-1600	1350-1800	1700-2250	2880-4930	5770-9260	10950-17575	18025-30765
Special Grade Civil Surgeon	1150-1600	1350-1800	1700-2250	2880-4930	5770-9260	10950-17575 12550-18625	19675-30765
Chief Engineer	1550-1900	1675-2125	2000-2500	3580-5380	7580-10100	14425-19150	23500-30765
Additional Director	1300-1700	1400-1925	1800-2350	3090-5040	6150-9880	11650-18625 13450-19150	23500-30765
Engineer-in-Chief			2000-2750	5000-6200	8140-10380	15475-19675	25600-30765
Director of Medical Education	1550-1900	1675-2125	2000-2500	3580-5300	7580-10100	14425-19150 15475-19675	25600-30765

It may be observed from the above Statement that the Engineers have always been drawing lesser pay scales than the Medical Officers. The Pay Revision Commissioner, 2005 improved the pay scales of the Engineers.

In view of the above the Commission feels that there is no need to interfere with the scales assigned by the Pay Revision Commission, 2005 and accordingly assign the following corresponding scales.

Assistant Executive Engineer	:	Rs.16150-42590 (Rs.9285-21550)
Deputy Executive Engineer	:	Rs.19050-45850 (Rs.10845-25600)
Executive Engineer	:	Rs.23650-49360 (Rs. 13390-28500)
Superintending Engineer	:	Rs.31550-53060 (Rs.18025-30765)
Chief Engineer	:	Rs.41550-55660 (Rs.23500-30765)
Engineer in Chief	:	Rs.44740-55660 (Rs.25600-30765)

The above recommendations will equally apply to similar categories of Engineers working in the Irrigation (Projects) Department, Roads and Buildings, Municipal and Public Health Engineering, Panchayat Raj

Engineering, Rural Water Supply and Sanitation Department, Tribal Welfare Engineering Departments.

The requests such as sanction of Interior Area Allowance, Rural Allowance, removal of upper limit on sanction of House Rent Allowance, Travelling Allowance and Daily Allowance at Government of India rates, Advance increments for possession of higher qualifications, Design and Planning Allowance, Field Duty Allowance, Extra Duty Allowance, permission for consultancy or Non Private Practice Allowance, reimbursement of fees paid by engineering personnel for acquiring membership of various professional bodies, Allowing Automatic Advancement levels for every five years of service, conveyance Allowance and Children Educational Allowance as recommended by the Sixth Central Pay Commission are dealt with separately under relevant chapters in Volume I.

The other requests for creation posts of Senior Deputy Executive Engineer, Senior Executive Engineer and to have Engineer in Chief as Non cadre Secretary to Government in Secretariat do not come under the purview of the Pay Revision Commission.

24 (c). GROUND WATER DEPARTMENT

General

The Ground Water Department comprises of three wings and every wing is a separate unit for purpose of appointment, seniority etc. The wings are :

Geophysics Wing
Hydrology Wing
Hydrogeology Wing

In every wing the staffing pattern consists of the following categories:

Technical Assistant

Assistant Geophysicist/Assistant Hydrologist/
Assistant Hydro geologist
Assistant Director (Geophysics/Hydrology/Hydro geology)
Deputy Director

There is direct recruitment at the levels of Technical Assistant. For the posts of Assistant Geophysicist/Assistant Hydrologist/Assistant Hydro geologist there is direct recruitment and also promotion from the category of Technical Assistant. The ratio between the Direct Recruitment and for promotion Assistant Geophysicist is 30:70; for Assistant Hydrologist it is 40:60 and for Assistant Hydro geologist it is 60:40. The following are the details of various categories.

Helper	:	Rs.3850-8600
No. of Posts	:	33
 Assistant Driller	 :	 Rs.5470-12385 (P)
No. of Posts	:	Rs.5200-11755 (FE) 33
 Driller	 :	 Rs.7770-18575
No. of Posts	:	

It is stated that the Helper is assigned the pay scale applicable for the last grade employees though the duties are more strenuous than the attender. The duties of the Attender are confined to indoor functions and do not involve any risk whereas the Helper has to go to the field along and perform duties in the open field. The Helper is exposed to extreme weather conditions in different seasons. The situation is worse in rocky soil and mud fields. In forest

areas, there is risk from poisonous snakes and wild animals. Further the age of superannuation is 60 years for attenders whereas the age of superannuation is 58 years for this category. Contending that the qualification prescribed for the post is ITI, it is requested to assign the pay scale of Rs.4825-10845 on par with Junior Assistant.

The Assistant Driller is said to be carrying a higher scale by one stage than the Senior Assistant prior to 1986 Pay Revision. Then onwards, the pay scale of the Assistant Driller is getting lesser scale than the Senior Assistant and during the last two pay revisions, the gap is further widened. The request is to equate this category with the Senior Assistant.

The category of Driller/Drilling Superintendent is said to be merged with the Assistant Engineer (Mechanic). The present pay scale of the Assistant Engineer is Rs.8815-20300 whereas the Driller has the pay scale of Rs.7770-18575. It is requested to equate the post of Driller / Drilling Superintendent with the Assistant Engineer.

Helper is first level of induction and the qualification prescribed for the post is VIII class. The post of Assistant Driller is to be filled in by Direct Recruitment or transfer from the category of Driver of the Ground Water Department or by promotion from the category of Helper, Technical Bearer, Mechanic, Welder, Operator for Pump sets and Assistant Mechanic. The qualification for Direct Recruitment is Trade Certificate of ITI in Motor or Diesel Mechanism or equivalent. The post of Driller is to be filled in by Direct Recruitment and by promotion from the category of Assistant Driller. The qualification for appointment to the post of Assistant Driller for Direct Recruitment is Diploma in Mechanical Engineering and the qualification for promotion is Trade Certificate in ITI in Motor or Diesel Mechanism or its equivalent.

The pay scales of these categories from time to time are as under:

Category	1978	1986	1993	1999	2005
	Rs.				
Helper	290-425	740-1150	1375-2375	2550-4550	3850-8600
Assistant Driller	550-900	<u>1050-1945 EIP</u> 1010-1800 FE	<u>1975-4010EIP</u> 1875-3750FE	<u>3750-</u> <u>7650 EIP</u> 3550-7150 FE	<u>5470-</u> <u>12385 EIP</u> 5200-11755 FE
Driller	700-1200	1330-2630	2600-5580	5000-10600	7770-18575

The category of Helper is carrying the pay scale applicable to the Last Grade employees from the inception. The Association is claiming higher scale

before every Pay Revision Commission contending that ITI is the required qualification for the category of Helper. The observations of the 1999 Pay Revision Commission are evident in this regard. The Commission keeping in view the requirements and pay scale attached to the post from ages assigns the corresponding scale of Rs.6700-20110 (Rs.3850-8600).

The Assistant Driller was in the pay scale Rs.550-900. The Pay Revision Commissioner 1986 assigned a pay scale of Rs.1010-1800 (corresponding to the pay scale of Rs.530-850 in the pre revised scale) on par with the Assistant Driller in the Mines and Geology Department with protection to the existing incumbent. The successive Pay Revision Commissioners maintained that parity. The Commission sees no reason to disturb the parity. Accordingly, the Commission assigns the pay scale of Rs.9200-27000 (FE) (Rs. 5200-11755) with protection to the existing incumbent i.e. Rs.9460-27700 (P) (Rs.5470-12385).

The Driller was on par with the Assistant Engineer till the last Pay Revision. The Pay Revision Commissioner, 2005 did not equate the category of Driller with the Assistant Engineer but assigned a higher pay scale by one stage over the existing scale.

However, keeping in view that the Driller was on par with the Assistant Engineer till 2005 Pay Revision and the qualification for Direct Recruitment is Diploma in Mechanical Engineering, this Commission recommends restoration of parity with the Assistant Engineer. Accordingly, the Commission assigns the pay scale of Rs.15280-40510 corresponding to Rs.8815-20300 to the post of Driller which is presently in the pay scale of Rs.15280-40510.

Technical Assistant	:	Rs.9285-21500
Hydrology/Geophysics/Hydrogeology		
No. of Posts	:	53
Assistant Hydro geologist/ Assistant Geophysicist/ Assistant Hydrologist	:	Rs.10285-24200
No. of posts	:	206
Assistant Director	:	Rs.10845-25600
Hydrology/Geophysics/ Hydrogeology		
No. of Posts	:	41
Deputy Director	:	Rs.12385-27750
Hydrology/Geophysics/ Hydrogeology		

No. of Posts :

It is stated that the Deputy Director in Ground Water Department used to be on par with Executive Engineers till last Revision. But in the last Revision, the Executive Engineers have been assigned higher pay scale than the Deputy Director. It is requested to equate the Deputy Director of Ground Water on par with the Executive Engineer. It is requested to assign the following Revised Pay Scales:

Technical Assistant	:	Rs.16250-38000
Assistant Hydro geologist/		
Assistant Geophysicist/	:	Rs.18000-42500
Assistant Hydrologist		
Assistant Director	:	Rs.20000-46000
Deputy Director	:	Rs.23500-49000

The post of Technical Assistant is to be filled in by Direct Recruitment. The qualification for Technical Assistant (Hydrogeology) is M.Sc. or M.Sc.(Tech), M. Tech in Geology or in applied Geology or its equivalent from a University or a diploma of Associate ship in applied geology of the Indian School of Mines, Dhanbad. The qualification for Technical Assistant (Geo Physics) is M.Sc. or M.Sc. (Tech), M. Tech or its equivalent in Geophysics from a University. The qualification for Technical Assistant (Hydrology) is Degree B.E.(Civil Engineering) with Geology as one of the subjects or M.Sc.(Hydrology) 2 years course from any university.

The post of Assistant Hydro Geologist/ Assistant Geo Physicist / Assistant Hydrologist is to be filled in by direct recruitment and appointment by transfer from the category of Technical Assistant in the A.P. Ground Water Subordinate Service of that respective wing. The qualifications for the post of Assistant Hydro Geologist for Direct recruitment Degree in M.Sc. or M.Sc.(Tech), M. Tech in Geology or in applied Geology or its equivalent from a University or a diploma of Associate ship in Applied Geology of the Indian School of Mines, Dhanbad. The qualification for Assistant Geo Physicist for Direct Recruitment is Master's Degree in Geophysics from a University. The qualification for the post of Assistant Hydrologist for Direct recruitment is Degree B.E.(Civil Engineering) with Geology as one of the subjects or M.Sc.(Hydrology) 2 years course from any university. The post of Assistant Hydrologist can also be filled in by transfer from the category of Assistant Engineer in the A.P. Ground Water Subordinate Service. The qualification for transfer is a degree in Civil Engineering with Geology as one of the subjects or Diploma in Civil Engineering with not less than 8 years of service in A.P. Groundwater Subordinate service.

The post of Assistant Director (Hydrogeology) / (Geo Physics) / (Hydrology) is to be filled in by promotion from the category of Assistant Hydro geologist/ Assistant Geophysicist/ Assistant Hydrologist respectively.

The post of Deputy Director (Hydrogeology) / (Geo Physics) / (Hydrology). is to be filled in by promotion from the category of Assistant Director (Hydrogeology) / (Geo Physics) / (Hydrology).

The pay scales applicable to this category from time to time are as under:

Category	1978	1986	1993	1999	2005
	Rs.				
Technical Assistant	750-1300	1380-2750	3110-6380	5980-12100	9285-21550
Assistant Hydrologist/ Assistant Hydro geologist/ Assistant Geo Physicist	800-1450	1550-3050	3310-6840	6350-13000	9285-21550 10285-24200*
Assistant Director	1050-1600	1980-3600	3640-7580	6950-14425	10285-24200 10845-25600*
Deputy Director	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750

- Improved by the Anomalies Committee.

The Pay Revision Commissioner, 2005 improved pay scale of the Technical Assistant. The Anomalies Committee enhanced the pay scales of the Assistant Hydrologist/ Assistant Hydro geologist/ Assistant Geo Physicist and the Assistant Director to ensure that the pay scales of the feeder promotion post do not happen to be one and the same.

The age old equation of these categories with the Engineering Department is as under:

Technical Assistant	Assistant Executive Engineer
Assistant Director	Deputy Executive Engineer
Deputy Director	Executive Engineer

The Assistant Hydrologist/ Assistant Hydro geologist/ Assistant Geo Physicist is an intermediary category between Technical Assistant. The Pay

Revision Commission, 2003 assigned the pay scale of Rs.9285-21550 to the Technical Assistant, though there was no discussion about this category. Thus, the parity between Technical Assistant and Assistant Engineer was established. But the same parity was not maintained in respect of Assistant Hydrologist/ Assistant Hydro geologist/ Assistant Geo Physicist. They have been assigned the same scale of pay as applicable to the feeder category of Technical Assistant. Similarly, the Assistant Director and Deputy Director were assigned a pay scale which is less than the pay scale applicable to the Assistant Executive Engineer and Deputy Director. The Anomalies Committee, improved the pay scales of the Assistant Hydro geologist/ Assistant Geo Physicist and Assistant Director by one stage. Thus, the relativities among these categories were restored. However, the pay scale of the Deputy Director was not improved and the Deputy Director is drawing a lesser scale by one stage.

The Commission is of the view that it is not desirable to disturb the well established relativities and parities. Accordingly, the Commission assigns the following pay scales:

Technical Assistant	:	Rs.16150-42590 (Rs. 9285-21550)
Assistant Hydro geologist	:	Rs.18030-43630 (Rs. 10285-24200)
Assistant Director	:	Rs.19050-45850 (Rs. 10845-25600)
Deputy Director	:	Rs.23650-49360 (Rs. 13390-28500)
Administrative Officer	:	Rs.10285-24200
No. of Posts	:	4

The Deputy Director representing the administrative side of the Department, in the meeting held on 24-3-2009, has requested to assign the pay scale of Rs.12385-27750 to the Administrative Officer on par with Deputy Director.

The post of Administrative Officer is to be filled in by promotion from the category Superintendent of the Andhra Pradesh Ministerial Service in Ground Water Department or by Section Officer in the Secretariat other than Law and Finance.

The pay scales applicable to this category from time to time are as under:

1978	1986	1993	1999	2005
Rs.				
900-1500	1810-3230	3640-7580	6950-14425	10285-24200

The Pay Revision Commissioner, 1986 improved the post by one stage. The Pay Revision 1993, observing that the feeder post is Superintendent and there is also an intermediary category of Assistant Accounts Officer between Superintendent and Administrative Officer, improved the pay scale by one stage assigned the pay scale of Rs.3640-7580.

The Commission sees no reason to improve the pay scale and accordingly, assigns a corresponding scale of Rs.18030-43630 (Rs. 10285-24200)

25 (a). LABOUR DEPARTMENT

General

In G.O. Ms. No. 64, Labour (IV) Department dated 1-6-2005 orders were issued reorganizing the Labour Department. The salient features of reorganization are:

- Three tier administrative set up was introduced against four tier administrative set up. The Deputy Commissioner of Labour was made the District Level Officer, Joint Commissioner of Labour was made the Zonal Level Officer.
- The cadre of Labour Welfare Officer was merged with the Assistant Commissioner of Labour.
- The cadre strength of Joint Commissioner of Labour was revised from three to nine. Seven posts were stationed at Zonal Offices and two at Commissionerate.
- The cadre strength of Deputy Commissioners was revised from eight to twenty five. Twenty four posts were stationed at District Headquarters and one at Commissionerate.
- The cadre strength of Assistant Commissioners was revised from thirty five to fifty nine including the forty seven upgraded posts of Labour Officers. Fifty five posts were stationed at Districts and four posts in the Commissionerate.

The requests for the revision of pay scales of the various posts in the Department are examined below:

Assistant Labour Officer	:	Rs.8385-19125
No. of Posts	:	292

It is represented that the Assistant Labour Officer enforces as many as 18 Acts and issues Registration Certificates/Licenses. He has power to compound the offences under A.P. Shops and Establishments Act. The posts are situated in the erstwhile Taluks. He is head of the office as well the Drawing and Disbursing Officer. During reorganization of the Department, the posts of Labour Officers were abolished and upgraded to that of Assistant Labour Commissioners; the Assistant Commissioners were upgraded as Deputy Commissioners and Deputy Commissioners as Joint Commissioners whereas neither the designation of Assistant Labour Officer was changed nor higher scale allowed to the Assistant Labour Welfare Officer. The request is

to assign the pay scale of Rs. 9285-21550 which is attached to the post of erstwhile Labour Officer.

The method of appointment is by Direct recruitment and by promotion of Senior Assistant / Senior Steno. The qualifications for Direct recruitment is Degree and the post is to be filled in through Group II examinations conducted by Andhra Pradesh Public Service Commission.

The scale of pay attached to the post from time to time is as under:

1969	1974	1978	1986	1993	1999	2005
Rs.						
200-400	410-750	650-1100	1330-2630	2600-5580	5000-10600	8385-19125

Gazetted status was conferred to this category vide G.O. Ms. No. 36, Labour, Employment, Training and Factories (Lab IV) Department, dated 11-8-2004. The Pay Revision Commission, 2005 enhanced the pay scale by one stage to this category.

The grievance is that all the higher categories above the category of Assistant Labour Officer derived benefit of reorganization of the department by way of upgradation and this category did not derive any benefit. Reorganization is an administrative step as a part of reform to improve the efficiency of the department. Any benefit to any category is resultant but the intention of reorganization is not to confer financial benefit to any particular category. The scale of pay of this category was increased by one stage by the previous Commission on the ground that it was conferred a Gazetted status. It is therefore not correct to assume that no benefit accrued to this post due to reorganization.

Keeping in view the existing parities and enhancement of pay scale by the last Pay Revision Commission, the Commission is of the opinion that no revision of pay scale of this category is called for. Accordingly, the Commission assigns the corresponding scale of Rs.14860-39540 (Rs.8385-19125).

**Assistant Commissioner
of Labour** : **Rs.10285-24200**
No. of Posts : 59

It is requested to assign the pay scale of Rs.10845-25600 to the Assistant Commissioner of Labour on par with the Revenue Divisional Officer on the plea that the post of Assistant Commissioner of Labour is filled in through Group-I Services examination. It is represented that the Assistant Commissioner of Labour discharges various statutory functions.

With the reorganization of the Department the post of Assistant Labour Officer has become a District Level Officer. Added to that the category of Labour Officers was merged with the category of Assistant Commissioner of Labour thereby increasing the work load on the Assistant Commissioner of Labour enormously.

The post of Assistant Commissioner of Labour is to be filled in by Direct Recruitment or by promotion from the category of Assistant Labour Officer. (Prior to reorganization of Department the Labour Officer was the feeder category to the post of Assistant Commissioner of Labour and with the abolition of post of Labour Officer the Assistant Labour Officer was made feeder category to the category of Assistant Commissioner of Labour.) The post of Assistant Commissioner of Labour under Direct Recruitment is filled in through Group I examination conducted by the Andhra Pradesh Public Service Commission.

The pay scale of this category from time to time is as under:

1978	1986	1993	1999	2005
Rs.				
900-1500	1980-3500	3640-7580	6950-14425	10285-24200

The scale of pay assigned to this post is adequate and the Commission does not find it necessary to improve it further. Hence, the Commission assigns a corresponding scale of Rs.18030-43630 (Rs10285-24200)..

The request for sanction of advance increment for possession of Law Degrees is dealt with separately under relevant chapter in Volume I of the report.

25 (b). EMPLOYMENT AND TRAINING DEPARTMENT

Training Wing

Part time Medical Officer	:	Rs.1000 subsidy.
No. of posts	:	- -

The Part Time Medical Officers stated that as per G.O.Ms.No.213 Finance Department Dt. 27-08-2005 the Subsidy (Honorarium) in respect of Part time Medical Officer in ITI's was enhanced from Rs. 600 to Rs.1000 per month. The above enhanced amount is very meager and is less than the amount paid to the unskilled personnel. It is not sufficient even to meet the expenditure on transport by a two wheeler. The main duties of these Medical Officers are to attend ITI dispensary for two hours, check up fitness of trainees at the time of admission, to look after the medical needs of trainees and to supervise work of Pharmacists.

In view of the above, they requested for enhancement of subsidy to at least to Rs.2000 P.M.

As per G.O.Ms.No.4 LET & Department, dated 15.1.1998, the remuneration to the Part time Medical Officers working in ITIs/DLTCs in the State was enhanced from Rs.150 to Rs.600p.m. When this category represented to PRC, 1999 for enhancement of remuneration, the PRC did not make any recommendations on the ground that the issue did not come under the purview of the PRC. As per recommendations of PRC,2005, the above remuneration was enhanced to Rs. 1000 P.M and accordingly, orders were issued in G.O.Ms.No.213, Finance Department, dated 27-08-2005.

The commission feels that there is justification for the increased proposal by Medical Officers and recommend enhancement of honorarium to Rs.2,000 P.M. to the Part time Medical Officers.

Dresser	:	Rs.3850-8600
No of Posts	:	41

It is represented that this category assists Pharmacists and attends first aid and treatment of students in two shifts. Hence this category is having additional duties and responsibilities. The working hours are more as compared to Dressers of M&H Department. Hence they requested for a pay scale of Rs.4050-9050 and also for the proposed pay scale of Rs.8640-27740 in the revision.

Another request is for a higher pay scale of Rs.4260-9520.

According to service rules appointment to the category is by direct recruitment and the qualifications prescribed is a pass in S.S.C.

This category has been representing to the successive pay revisions seeking parity with Dresser of Medical Education. The same has not been accepted. The following is the progression of pay scales of this category and Dresser of Medical Education from 1978 onwards.

Category	1978	1986	1993	1999	2005
Dresser of Employment and Training	290-425	740-1150 (Corresponding scale)	1375-2375 (Corresponding scale)	2550-4550 (Corresponding Scale)	3850-8600 (Corresponding Scale)
Dresser of Medical Education,	350-550	780-1275 (one stage improvement)	1475-2675 (Corresponding scale)	2750-5150 (Corresponding scale)	4050-9050 (Corresponding Scale)

This category represented to the Anomalies Committee 2008 seeking parity with Dresser of Medical Education Department. Considering that the type of jobs handled and executed by the dressers in the employment and training department and the Medical and Health Departments do not differ, the Committee recommended the pay scale of Rs.4050-9050 to this category. However, the above recommendation was not accepted by the Government.

The category of Dresser of M&H Department being trained category, attends to the out-patient department/ causality department and carries out dressing services to the patients as per the directions of the concerned Medical Officer. Hence the comparison with Medical and Health Department is not valid. In view of the above, the commission recommends a corresponding pay scale of Rs.6700-20110 (Rs. 3850-8600) to the category of Dresser.

**Technical Assistant
(formerly Store Attender and
Workshop Attender) etc.,** : **Rs.4050-9050**
No. of posts : - -

The request is for a pay scale of Rs.5200-11755 on par with the technical categories under New Common Category and also for revised pay scale of Rs.11000-36250.

Another request is for enhanced pay scale of Rs.6195-14175. The further request is for a pay scale which is one step higher than Junior Assistant.

According to the service rules, appointment to the post is made by direct recruitment. The qualification prescribed is a pass in SSC with a pass in National Apprenticeship Certificate/National Trade Certificate examination in the concerned trade issued by the Director General of Employment, NTC,/NCVI, New Delhi or its equivalent. Preference is given for the CTI trained candidates in the concerned trade. This category is the feeder category to the post of Assistant Training Officer (Rs.6195-14175).

The above categories have been representing to successive PRCs seeking higher pay scales on par with ITI Certificate holders under new common category. The same has not been accepted. Following is the progression of pay scale in successive PRCs for the categories of Workshop Attender and Store Attender who were redesignated as Technical Asst.

Category	1974	1978	1986	1993	1999	2005
Workshop Attender	165-250	290-425	740-1150 (corresponding scale)	1475-2675 (corresponding scale)	2750-5150 (corresponding scale)	4050-9050 (corresponding scale)
Store Attender	175-300	350-550	740-1150 (corresponding scale) / 780-1275 (A/RGC,1990) (one stage improvement)	1475-2675 (corresponding scale)	2750-5150 (corresponding scale)	4050-9050 (corresponding scale)
Electrician / Fitter / Mason / Welder etc., (i.e., ITI Diploma holders)	--	--	1010-1800	1875-3750 (corresponding scale)	3550-7150 (corresponding scale)	5200-11755 (corresponding scale)

Technical Assistant represented to Anomalies Committee, 2008 seeking a higher pay scale of Rs. 5200-11755 for ITI Certificate holder and also for assigning higher pay scale than Junior Assistant (Rs. 4825-10845). The above Committee recommended a higher pay scale of Rs.4260-9520. However, this recommendation was not accepted by the Government on the ground that enhanced pay scale recommended by A.C is against the terms of reference of the above Committee.

Since the Technical Assistant is involved in helping the trainees learn their trade the Commission is inclined to assign a pay scale of Rs.7740-23040

which corresponds to Rs.4370-9775 to the category of Technical Assistant (formerly Store Attender & Work Shop Attender etc.) as against the pay scale of Rs.4050-9050.

Junior Assistant	:	Rs.4825-10845
No. of posts	:	285
Typist	:	Rs. 4825-10845
No. of posts	:	84
Senior Assistant	:	Rs.6195-14175
No. of posts	:	392
Superintendent	:	Rs.7770-18575
No. of posts	:	83

The request is for the following pay scales:

Junior Assistant	:	Rs.6195-14125
Senior Assistant	:	Rs.6675-15500
Superintendent	:	Rs.9285-21550.

It is also requested for sanction of special pay of Rs.200/-p.m. to Junior Assistant/Typists, Rs.300/- p.m. to Senior Assistants and Rs.500/-p.m. to Superintendents in view of the special nature of duties and responsibilities.

Presently pay scales are as in common categories for these posts.

The other requests are dealt with in the relevant chapter of Volume I of the report.

The commission recommends for continuing of the existing parities with common categories.

Pharmacist Grade- II	:	Rs.5470-12385
No of Posts	:	28

It is represented that this category is having more working hours as compared to Pharmacists Grade-II of Medical and Health Department. They are helping students in two shifts after attending to the work of part time Doctors. They do not have any promotional avenues. Hence the request is for pay scale on par with Pharmacist Grade-II of Medical and Health Department. Another request is for the pay scale of Rs.12400-40790 in the revision.

According to service rules, this category is filled in by direct recruitment. For this one must possess a Diploma in Pharmacy awarded by Andhra Pradesh State Board of Technical Education or an equivalent qualification.

This category is having parity with Pharmacist Gr-I of Medical Health Department in successive PRCs. The following is the progression of pay scales in successive PRCs.

Category	1978	1986	1993	1999	2005
Pharmacist Gr-II of Employment & Training Department	450-700	1010-1800 (3 stages improvement)	1975-4010 (one stage improvement)	3750-7650 (corresponding scale)	5470-12385 (corresponding scale)
Pharmacist Gr-II of Medical Health Department	500-800	1010-1800 (one stage improvement)	1975-4010 (one stage improvement)	3750-7650 (corresponding scale)	5470-12385 (corresponding scale)

This category is having parity with Pharmacists Grade-II of Medical Education Department in 1993, 1999 and 2005 revisions. The qualification prescribed for the post of Pharmacist Grade-II of Employment and Training department and Medical and Health Department are the same namely Diploma in Pharmacy.

In view of the above Commission recommends the Pay Scale on par with Pharmacist Grade-II of Medical and Health Department.

Assistant Training Officer : Rs.6195-14175

(formerly known as Junior Craft Instructor, Drawing Instructor, Maths Instructor (which is also called as workshop calculation and science instructor), Motor Driving Instructor, Junior Allied Trade Instructor, Stenography Instructor, Language Instructor and Millwright Instructor)

No. of Posts : 1072

Deputy Training Officer : **Rs.6505-15025**

[formerly known as Senior Allied Trade Instructor, Maintenance Mechanic, Senior Craft Instructor, Maths -cum-Drawing Instructor, Drawing-cum-Maths Instructor and Technical Assistant in the Directorate Instructor (District level Training Centre)]

No. of Posts : 765

Training Officer : **Rs.7770-18575**

(formerly Group Instructor, Junior Asst. Apprenticeship Adviser, Lecturer in related instructions Class Centres, Senior Technical Assistant in the Directorate and Millwright Foreman)

No. of Posts : 311

The contention on behalf of Assistant Training Officer is that the qualifications required are either a pass in SSC and 3 years diploma or SSC and 4 years Technical Certificate course. Hence the request is for a pay scale of Rs.8815-20300 on par with Assistant Engineer of other Engineering Departments i.e. Irrigation, PWD, R&B Departments.

Another request is for combining the posts of Assistant Training Officer and Deputy Training Officer as a unified category and designate them as Vocational Instructor and to assign a proposed Pay Scale of Rs. 18860-63710.

As regards the Deputy Training Officer, it is represented that the existing pay scale for this post is Rs. 6505- 15025, which is one stage higher than that of Asst. Training Officer(feeder category) i.e., Rs.6195-14175. As a result awarding of S.G scale and S.PP I scale under A.A.S. to the categories of Asst. Training Officer, both the special grade and SPP I pay scale are the same i.e., Rs.6505-15025. Hence the request is for a revised pay which is two stages higher than Asst. Training Officer. Another request is for a pay scale of Rs.7770-18575.

With regard to the Training Officer, it is stated that this category is shouldering administrative and teaching responsibilities like Head of Section of Technical Education Department in addition to Liaison work between the teaching and administrative staff. Hence the request is for a higher pay scale of Rs.9285-21550 and also for conferring Gazetted status.

The Associations made the following other requests:

- (a) Sanction of Advance increments for possessing higher technical qualifications.
- (b) Sanction of Deputation allowance of Rs.3000 p.m. to the candidates sponsored for 1 year CTI training, as in the case of certain other State Governments.

According to the Service Rules appointment to the category of Assistant Training Officer is by promotion from the category of Technical Assistant (formerly Maistries in D.L.T.C.s Electrician-cum-Mechanic, Store Attender, Workshop Attender etc. and by direct recruitment, in case qualified candidates are not available for promotion. The qualification for direct recruitment is a Diploma in the relevant subject. For promotion, one must have passed National Apprenticeship / National Trade Certificate.

The methods of appointment are similar in respect of Deputy Training Officer. As regards Training Officer, the appointment is by promotion from Deputy Training Officer.

The above categories have been representing to the successive PRCs seeking parity with similar categories in Government Polytechnic and Engineering Departments and are also seeking scales of pay on par with Diploma holders. The same has not been accepted. The following is the progression of pay scales in successive PRCs.

Category	1978	1986	1993	1999	2005
	Rs.				
Assistant Training Officer	575-950	1100-2050 (corresponding scale)	2195-4560 (one stage improvement)	4190-8700 (corresponding scale)	6195-14175 (corresponding scale)
Deputy Training Officer	600-1050	1150-2110 (corresponding scale)	2315-4880 (one stage improvement)	4430-9300 (corresponding scale)	6505-15025 (corresponding scale)
Training Officer	750-1300	1330-2630 (corresponding scale)	2600-5580 (one stage improvement)	5000-10600 (corresponding scale)	7770-18575 (one stage improvement)

The Assistant Training Officer represented to Anomalies Committee, 2008, seeking a higher pay scale on par with Diploma holder i.e. Rs. 7770-18575. This category sought parity with School assistant i.e., for a scale of Rs. 7200-16925. The category of Deputy Training Officer also represented that they be given a higher pay scale.

The category of Training Officer represented to the Anomalies Committee, 2008, seeking a higher pay on the ground that their working hours are 7 ½ hours per day. It is also stated that they have to coordinate the conduct tests regularly ensure preparation of raw materials and to conduct of model lesson in addition to supervision of stores in ITIs etc. The request is also for sanction of advance increments for higher qualifications and risk allowance.

The recommendation of Anomalies Committee, 2008 for higher scales to Deputy Training Officer and Training Officer were not accepted by Government.

It is further represented that persons who have been taught by them are drawing higher scales than the scales assigned to them. The Commission in respect while dealing with the pay scale of School Education stressed the need to enhance the pay scales of teachers. Taking into the relativities under teachers of School Education and also general approach to the posts Teaching Community whether it is General Education or Technical Education, the commission recommends the following scales:

Assistant Training Officer	--	Rs.11530-33200 (Corresponding to Rs.6505-15025)
Deputy Training Officer	--	Rs.12550-35800 (Corresponding to Rs.7200-16925)
Training Officer	--	Rs.14860-39540 (Corresponding to Rs.8385-19125)

Other requests are dealt with in Volume-I.

Librarian	:	Rs.6675 -15500
No of Posts	:	02

The representation is for higher pay scale on ground that the qualifications prescribed for this post is a Graduation with Degree in Librarian Science. It is stated that the working hours of Librarians are more than the Librarians of other departments. They are also attending to duties in two shifts. The request is for a higher pay scale of Rs.9285-21550 on par with Librarians in Government Junior Colleges.

The further request is for scale of Rs.20000-67670 in the proposed revision.

Appointment to this category is by transfer from the category of Senior Assistant in the ministerial service and also by direct recruitment. The qualification prescribed for direct recruitment is graduation plus a degree in Library Science. The qualification prescribed for transfer is a graduation.

This category has been representing to successive PRCs seeking parity with Librarian Gr-II of I&PR Department and Assistant Librarian Gr-I of Public Libraries Department and also seeking parity with Librarians of Junior Colleges / Librarians of Government Polytechnics (who are drawing AICTE pay scales). The same has not been accepted. The following are the pay scales assigned in successive PRCs for this category and comparable posts:

Category	1978	1986	1993	1999	2005
Librarian of Employment & Training Department	530-850	1330-2630 (6 stages improvement) / 1100-2050 (A/RGC 1990) on par with Assistant Librarian Gr-II of Public Libraries Department)	2195-4560 (one stage improvement)	4190-8700 (Corresponding scale)	6195-14175 (corresponding scale) / 6675-15500 (2 stages improvement) (A.C.2008)
Assistant Librarian Gr-I of Public Libraries Department	650-1100	1330-2630 (two stages improvement)	2600-5580 (one stage improvement)	5000-10600 (Corresponding scale)	7770-18575 (one stage improvement)
Assistant Librarian Gr-II of Public Libraries Department	530-850	1100-2050 (two stages improvement)	2195-4560 (one stage improvement)	4190-8700 (Corresponding scale)	6195-14175 (corresponding scale)
Librarian Gr-II of I&PR Department	650-1100	1330-2630 (two stages improvement)	2525-5390 (Corresponding scale)	5000-10600 (one stage improvement)	7770-18575 (one stage improvement)
Librarians of Junior Colleges	530-850	1100-2050 (two stage improvement)	2195-4560 (one stage improvement) / 2600-5580 (A.C.1995) (four stage improvement)	5000-10600 (Corresponding scale) / 5980-1200 (A.C.2004) (Three stage improvement)	9285-21550 (one stage improvement)

This category represented to the Anomalies Committee, 2008, seeking a higher pay scale of Rs 9285-21550 on par with Librarian in Govt. Junior Colleges. The Committee did not agree for parity with Librarian in Govt.

Junior Colleges. A revised pay scale of Rs.6675-15500 was assigned on the basis of Anomalies Committee recommendation.

In view of the improvement in the pay scale from Rs.6195-14125 to Rs.6675-15500 and also keeping in view the fact that this category is the promotion post for the post of Senior Assistant, and having qualification in graduation with degree in Library Science, which is similar to that of Assistant Librarian Gr-I of Public Libraries Department, the Commission recommends the higher Pay Scale of Rs.12550-35800 which corresponds to Rs.7200-16925 to the category of Librarian as against the pay scale of Rs.6675-15500.

Administrative Officer
(Formerly Registrar) : **Rs.8385-19125**
 No. of Posts : 05

It is represented that appointment to the post is by promotion from Superintendent. He is assisting Regional Deputy Director (Apprenticeship) in day to day administration and he is also the Drawing and Disbursing Officer. He is also entrusted with the duties of inspection of Accounts and Stores at Government ITI s in the state. The request is therefore for parity with Assistant Director (NT) of Technical Education Department. Another request is for providing promotional avenues to the post of D.E.O., as this category is not having further promotions.

Appointment to this post is by transfer from the category of Superintendent in the Office of the Director or Employment and Training/ Superintendent in the Subordinate offices of the department.

This category has been representing to the earlier PRCs seeking parity with Assistant Director (Non-Technical). The same has not been agreed. The following is a progression of pay scales in successive PRCs.

Category	1978	1986	1993	1999	2005
Administrative Officer (formerly Registrar)	800-1450	1550-3050 (one stage improvement)	2930-5960 (corresponding scale)	5640-11300 (corresponding scale)	8385-19125 (corresponding scale)
Assistant Director (Non-Technical) of Technical Education Department	1050 - 1600	1980-3500 (one stage improvement)	3640-7580 (corresponding scale)	6950-14425 (corresponding scale)	10285-24200 (Corresponding scale)

In view of the above position, the commission recommends the pay Scale of Rs.16150-42590 which corresponds to Rs.9285-21550 to the

category of Administrative Officer (Formerly Registrar) as against the pay scale of Rs.8385-19125, being promotion post for the category of Superintendent and in order to see that special grade scale / SPP-I scale are not placed on the same scale.

Regarding promotional avenues to the post of D.E.O, it is for administrative Department to take a decision.

Assistant Director (Training) : Rs.9285-21550

(District level Training centers)

No. of posts : 10

Principals of other ITIs : Rs.10285-24200

No. of posts :

It is represented that these posts were sanctioned in G.O.Ms.No. 1416 LE & TE Department, dated 19-12-1977 and all the responsibilities and duties of the above categories are the same. They have to ensure that all the instructions issued by the higher authorities are properly and expeditiously carried out. They have to maintain accounts and verify the stores periodically and ensure purchases according to specification. They have to carry out Training programmes according to schemes. They have to purchase raw materials in time and supply and also take care of maintenance of equipment and machinery. They have to account and dispose off manufactured products in accordance of norms and instructions issued by the higher authorities.

This category is to ensure proper training of Officers and supervisors.

In view of heavy responsibilities and work load comparison with Head of Section of Technical Education department is sought. Hence it is requested for the scale of pay of Rs. 13390-28500.

Appointment to Principal of other ITIs is by promotion from the categories of Assistant Inspector of Training and Assistant Director (Training) in D.L.T.Cs. or by transfer from the categories of Training Officers(formerly known as Group Instructor, Junior Assistant Apprenticeship Adviser) and also by direct recruitment. The qualification prescribed for direct recruitment is a degree or diploma in Engineering or Technology with a minimum of four years experience in the case of degree holder and six years experience in the case of diploma holder.

The category of Asst. Director (Training) DLTCs, is filled in by promotion from Training Officer (formerly known as Group- Instructor). One must have a degree or Diploma in Engineering and must have Teaching experience.

The above categories have been representing to the earlier PRCs seeking parity with Head of Section of Technical Education Department. The category of Assistant Director (Training) has sought parity with Principals of other ITIs. The same not been accepted. The following is progression of pay scales of the above categories and comparable posts from 1974 onwards.

Category	1974	1978	1986	1993	1999	2005
Assistant Director (Training)	700-1200	1050-1600	1810-3230 (Corresponding scale)	3310-6840 (Corresponding scale)	6350-13000 (Corresponding scale)	9285-21550 (Corresponding scale)
Principal of other I.T.Is	700-1200	1150-1700	1980-3500 (Corresponding scale)	3640-7580 (Corresponding scale)	6950-14425 (Corresponding scale)	10285-24200 (Corresponding scale)
Head of Section of Govt. Polytechnics	900-1450	1300-1900	2410-4050 (Corresponding scale)	4400-8700 (Corresponding scale)	8400-16525 (Corresponding scale)	13390-28500 (one stage improvement)

The feeder category for Assistant Director (Training) is Training Officer. The Commission has recommended the scale of Rs.8385-19125.

The Commission recommends corresponding scale of Rs.16150-42590 to the Assistant Director (Training) (District level Training Centers) as regard principals of other ITIs for whom the feeder category is Assistant Director (Training) (District level Training Centers) we assigns the scale corresponding to Rs.18030-43630 (Rs.10285-24200).

**Inspector of Training/
Assistant Apprenticeship
Advisor/ Assistant Director** : **Rs. 10285-24200**
No. of posts : 10

It is contended that these categories are promotional posts to the Principals of other ITIs and therefore equation is sought with the Head of Sections of Technical Education Dept. Further the above categories are assisting the Deputy Director (Rs.13390-28500) in day to day administration, They have to inspect 128 Govt. ITIs and 492 Private ITCs 9 DLTC's and 1 BTC in the state in addition monitory Plan, Non-Plan Schemes. This category conducts examinations 4 times every year for 1.5 lakhs trainees and implements Apprenticeship Act.1961 for 1968 establishments. They also Prepare ATS/CTS returns.

In view of the above, it is requested is to assign the scale of pay of Rs.14600-29250.

Appointment to these categories is by promotion from Principals of Other I.T.Is or Assistant Inspectors of Training or by transfer from any other service, if no qualified or suitable candidates are available for promotion or by direct recruitment. The qualifications prescribed for direct recruitment and by transfer are a degree in Engineering or Technology with 5 years practical and administrative experience. For promotion, one must have a degree or a diploma in Engineering with not less than 4 years of service.

The above categories have been representing to the earlier PRCs seeking parity with Head of Section of Technical Education Department. The same has not been accepted. The following is the progression of pay scales of the above categories and Head of Section of Technical Education Department in successive PRCs.

Category	1974	1978	1986	1993	1999	2005
	Rs.					
Inspector of Training/ Assistant Apprenticeship Advisor/ Assistant Director	750- 1300	1150- 1700	1980-3500 (Corresponding scale)	3640-7580 (Corresponding scale)	6950-14425 (Corresponding scale)	10285-24200 (Corresponding scale)
Head of Section of Govt. Polytechnics	900- 1450	1300- 1900	2410-4050 (Corresponding scale)	4400-8700 (Corresponding scale)	8400-16525 (Corresponding scale)	13390-28500 (one stage improvement)

The categories did not represent to the A.C, 2008.

They are all non teaching posts, though the Principals of other ITIs are feeder category for these posts. In the approach to the teaching line as advocated the teaching category should be given more importance rather than to the non teaching categories.

The channel to administrative posts is an opportunity available to Teachers to move away from their main line business of Teaching to a purely administrative work which effectively means change of occupation. If the Teachers feel inclined to go away from their chosen line, they should be willing to chart a midcourse change irrespective of the scale of pay attached to that post. Hence, to assume that Assistant Director is a promotion for a Principal of ITI is wrong. The only promotion normally available to a teacher is to head the Institution as Principal which again is a part of the teaching line. Assistant Director should, therefore, be treated as shift from teaching to non-teaching which is a conscious choice to be made by the teacher. Therefore, the

contention that there should be a rise in the pay scale of Teachers / Lecturers when they move to administrative posts is erroneous.

The Commission also noticed that they were enjoying the same scales and there is no anomaly. The Commission came to the conclusion that the existing scale assigned is adequate.

The Commission, accordingly assigns the scale of Rs.18030-43630 which corresponds to Rs.10285-24200 to all the above 3 categories on par with Principals of other ITIs.

Principal, ITI, Mallepally : **Rs.11755 -26300**
No. of posts : 1

Principal ITI, Visakhapatnam : **Rs.11755-26300**
No. of posts : 1

It is represented that these posts are sanctioned in G.O.Ms.No. 1416 LE & TE Department, dated 19-12-1977 and the above two institutions are having a student strength of 400. They have to ensure that all the instructions issued by the higher authorities are properly and expeditiously carried out. They have to maintain accounts, stores and have periodical verifications. They have to procure tools and equipment according to specifications and to implement training programmes. They are Conveners for allotting of admissions to the various Govt. ITI's and Private ITC's in their Districts.

They have therefore requested is for assigning the scale of pay of Rs. 15500-30000 on par with the Principals Colleges in Technical Education Department.

Appointment to this category is by promotion from Assistant Director/Inspector of Training/Assistant Apprenticeship Adviser or by transfer from any other service if no qualified suitable candidate is available. For promotion, one must have a degree in Engineering with a service of 3 years or a diploma in Engineering with a service of 5 years and one must have Administrative -cum- teaching experience for atleast 8 years after obtaining a degree. For transfer, one must have a degree in Engineering or Technology with 10 years experience in a reputed work shop or an Industrial concern .This post is feeder category for the post of Deputy Director.

The above categories have been representing to the earlier PRCs seeking parity with Deputy Directors (Training) of this Department / Principals of Govt. Polytechnics. The same has not been accepted. The

following is the progression of pay scales of these categories and comparable posts in successive PRCs.

Category	1974	1978	1986	1993	1999	2005
	Rs.					
Principal, ITI, Mallepally / Principal ITI, Visakhapatnam	850-1425	1250-1800	2240-3860 (one stage improvement)	4140-8140 (corresponding scale)	7900-15475 (corresponding scale)	11755-26300 (corresponding scale)
Deputy Director (Training)	1100-1650	1500-2100	2410-4050 (Existing incumbent will draw corresponding scale as personal)	4400-8700 with protection of corresponding scale of 4270-8700 as personal to the existing incumbent drawing a higher scale	8400-16525 (corresponding scale)	13390-28500 (one stage improvement)
Principals of Govt. Polytechnics		1500-2100	2690-4440 (one stage improvement)	5390-8980 (one stage improvement)	10250-17050 (Corresponding scale)	15500-30000 (Corresponding scale)

In view of the above, as these categories are feeder category for the post of Deputy Director, the commission assigns the corresponding pay scale of Rs.20680-46960 (Rs.11755-26300) .

Deputy Director (Training)/	
Deputy Director (WB)/	
Deputy Director (Examinations) /	
Deputy Director(APP)/	
Regional Deputy Director (APP)	: <u>12385-27750 (FE)</u>
	Deputy Director (Training)
	13390-28500 (P)
	: Rs.12385-27750
	for others
No. of Posts	: 08

It is represented that the post of Deputy Director is a State level post and have to assist the Joint Director (Training)/Joint Director (Examinations) in day to day administration. This category looks after service matters of all Gazetted and Non-Gazetted of office. The Deputy Directors are to Inspect 128

Govt. ITI's and 492 Private ITC's 9 DLTC's and 1 BTC, affiliation of Govt. ITI's and private ITC's in the state. They are also attending to the work of implementation of Apprenticeship Act, 1961 for 1968 Establishment, etc.

It is requested for assigning the scale of pay of Rs.15500-30000 on par with Deputy Director of Technical Education Department.

Appointment to this category is by promotion from the categories of Principal, I.T.I., Hyderabad and Visakhapatnam and Assistant Director / Inspector of Training/Assistant Apprenticeship Adviser or by transfer from any other service if no qualified and suitable candidates are available. For promotion, one must have a Degree in Engineering with a service of 4 years or a Diploma in Engineering or technology with a service of 6 years. For transfer, one must have a Degree in Engineering or technology with not less than 10 years practical experience in reputed workshop.

The above categories have been representing to the successive PRCs seeking parity with Principals of Government Polytechnics and Deputy Director (Training) /Training , Placement and Industry Liaison Officer of Technical Education Department. The same has not been accepted.

The following is the progression pay scales of these categories and comparable posts in successive PRCs.

Category	1978	1986	1993	1999	2005
	Rs.				
Deputy Director (Training) / Deputy Director (WB)/ Deputy Director (Examinations) / Deputy Director(APP)/ Regional Deputy Director (APP)	1500-2100	2410-4050 (Existing incumbent will draw corresponding scale of Rs. 2590-4300 as personal)	4400-8700 with protection of corresponding pay scale of 4270-8700 as personal to the existing incumbent drawing a higher scale	8400-16525 (F.E) (corresponding scale)/ Rs.9000-16525 (for existing incumbent)	13390-28500 with protection to the existing incumbent who are drawing pay scale of Rs.9000-16525 (one stage improvement) / Rs.12385-27750 (for FE)

Deputy Director (Training) /Training , Placement and Industry Liaison Officer (Principal cadre) of Technical Education Department	1500-2100	2690-4440 (one stage improvement)	5390-8980 (one stage improvement)	10250-17050 (corresponding scale)	15500-30000 (Corresponding scale)
Principals of Govt. Polytechnics	1500-2100	2690-4440 (one stage improvement)	5390-8980 (one stage improvement)	10250-17050 (Corresponding scale)	15500-30000 (Corresponding scale)

Having regard to the scales of pay assigned to the feeder categories and the pay scales assigned to Deputy Directors in various departments, the Commission came to conclusion that the existing scale assigned to the categories is adequate and accordingly assigned the corresponding scale of Rs.21820-48160 (FE) (Rs.12385-27750) for the future entrants with protection to the existing incumbents who are in receipt of Rs.23650-49360 (P) (Rs.13390-28500)

Joint Director (Training) : Rs.15500-30000
No. of posts : 01

Addl. Director (Training) & Ex-officio Additional State Apprenticeship Adviser : Rs.16925-30765
No of Posts : 01

It is represented that the Joint Director in the Department is a Principal advisor to the Commissioner on policies and on matters relating to employment. He monitors overall activities of the Department and suggests measures to the Commissioner from time to time. His duties and responsibilities are on par with Joint Directors in Technical Education Department.

Hence it is requested for assigning the Pay Scale of Rs. 18025-30765 on par with the Joint Directors in Technical Education Department.

As regards Additional Director, it is stated that he has to assist the Commissioner of Employment & Training in day to day administration. He has to Inspect 128 Govt. ITI's and 492 Private ITC's 9 DLTC's and 1 BTC, affiliation of Govt. ITI's and private ITC's in the state. He has to monitor World Bank and Non-World Bank schemes, procurement of tools, equipment and machinery for various ITI's.

He has to implement Apprenticeship Act, 1961 and also attends to Service Matters of all the Gazetted and Non-Gazetted staff. He is also attending to Training Schemes and apprentice Training Scheme Examination four times a year. He has to evaluate, supervise and declare results for nearly 1.5 lakhs trainees and also conducts state level skill Competition tests.

It is therefore requested to assign the scale of pay of Rs. 19675-30765 on par with Additional Director of Industries Department.

Appointment to Joint Director (Training) is by promotion from the category of Deputy Director or by transfer from any other service if no qualified or suitable candidate is available. Appointment to Additional Director is by promotion from the category of Joint Director.

The category of Joint Director (Training) has been representing seeking parity with Joint Directors of Technical Education. The category of Additional Director (Training) has been representing to the successive PRCs seeking parity Additional Directors of Industries departments. The same has not been accepted. The following is the progression of pay scales of the above categories and Joint Director, Additional Director of Technical Education Department from 1974 onwards.

Category	1974	1978	1986	1993	1999	2005
Joint Director of Training	1300-1800	1700-2250	2690-4440 (existing incumbent will draw corresponding scale as personnel)	5390-8980 (one stage improvement)	10250-17050 (corresponding scale)	15500-30000 (corresponding scale)
Joint Director of Technical Education	1300-1800	1700-2250	2880-4390 (one stage improvement)	5770-9260 (one stage improvement)	10950-17575 (corresponding scale)	18025-30765 (one stage improvement)
Additional Director of Training	--	--	3090-5140	5770-9260 (corresponding scale)	10950-17575 (corresponding scale)	16925-30765 (corresponding scale)
Additional Director of Industries Department	--	1800-2350	3090-5140 (one stage improvement)	6610-9820 (2 stages improvement)	12550-18625 (corresponding scale)	19625-30765 (corresponding scale)

The above categories did not represent to Anomalies Committee, 2008.

Comparison with categories in Technical Education is not accepted. Considering the established categorization, the Commission recommends to assign corresponding scales to the existing scale of Rs.27000-51760

(Rs.15500-30000) and Rs.29200-53060 (Rs.16925-30765) to the Joint Director (Training) and Additional Director (Training) and Ex-officio Additional State Apprenticeship Advisor respectively.

Employment Wing

Junior Employment Officer	:	Rs.7770-18575
No. of Posts	:	48

It was represented that the Junior Employment officer is directly recruited through Group-II Services. He is an independent Officer in charge of Sub-Employment exchange and drawing and disbursing officer of the same. He is also incharge of collection of Employment Market Information data which enables the higher officers to provide vital inputs to the policy makers and planning Commission.

This category was assigned a pay scale of Rs.5000-10600 along with others like Assistant Labour Officer, Co-operative Sub- Registrar and Extension Officer (Rural Development) in the 1999 revision. But in 2005 revision, Junior Employment Officer who was the first Group- II Executive was assigned pay scale of Rs.7770-18575, whereas others were assigned a higher pay scale of Rs.8385-19125

Hence, it was requested for a pay scale of Rs.8385-19125 on par with the above categories.

As per Service rules, this category is filled in by direct recruitment and also by promotion from the category of Senior Assistant. For direct recruitment, one must possess a Bachelors Degree. For promotion, one must have completed 3 years of service and passed Accounts Test for Subordinate officer post-I and passed Departmental Test for National Employment Service.

This category was in the pay scale of Rs.700-1200 in 1978, revision. The PRC 1986 assigned a revised pay scale of Rs.1330-2630 giving a one stage.

This category was not discussed by the PRC 1993. However a corresponding pay scale of Rs.2600-5580 was assigned.

This category was not discussed by the PRC 1999, however a corresponding scale of Rs.5000-10600 was assigned.

This category was not discussed by the PRC 2005, however a revised pay scale of Rs.7770-17455 was assigned, thus improved by one stage, the same was revised to Rs.7770-18575 as per the recommendations of OMC.

This category represented to the A.C.2008, seeking parity with cooperative Sub-Registrars and Extension Officers, Asst. Labour Officers on the ground that they had parity in the 1999 pay scale of Rs.5000-10600. In the R.P.S. 2005, this category was assigned a lower pay scale of Rs.7770-18575, where as other similar categories were assigned a higher pay scale of Rs.8385-19125. Hence requested for rectification of the above anomaly, but the Committee did not consider the request and observed as follows: “on a proper evaluation of the available materials on record, sees no reason to interfere.”

In view of the above, the Commission recommends the pay scale of Rs.14860-39540 (Rs.8385-19125) on par with Assistant Registrar of Co-operative Societies (formerly known as Co-operative Sub-Registrar).

Employment Wing

District Employment Officer	:	Rs.9285- 21550
No. of Posts	:	49

It was represented that the District Employment (DEO) is a State cadre Officer, like Deputy Collector, Commercial Tax Officer, and Deputy Superintendent Police, recruited directly through Group- I Services conducted by Andhra Pradesh State Public Service Commission. He is a part of District Administration Generation activities at the District level.

Apart from his regular duties and responsibilities is the member convener of the District level committee for outsourcing the Government activities of all Departments. He is also responsible to maintain and liaison of the surplus man power cell and the Drawing and Disbursing Officer. He is the District Level Co-ordinator for all line Departments which work for Employment Generation Mission. Apart from this, he is also performing his duties effectively as a special officer of various schemes as and when assigned by the District Collector and Government from time to time.

He is also a member of all the District Level Co-Ordination Committees. He also performs Vigilance and Enquiry duties, Coordinating and supervising the developmental activities in the districts.

He is also providing Employment Assistance, Career Guidance and skill training to un-employed youth which have assumed importance to cater to the needs of private employment which is expanding.

In view of the duties and responsibilities, request is for parity with on par with Deputy Collector, Commercial Tax Officer, Deputy Superintendent of Police, who are also Group-I State Cadre Officers like the District Employment Officer.

According to the Service Rules, appointment to the category of District Employment Officer/ Employment Officer is by transfer from the category of Junior Employment officer/ Superintendents in the department and also by transfer from the category of Assistant Section Officer in the Secretariat, other than Finance and Law department who have passed Accounts Test for Subordinate Officers Part –I & Part II / Accounts Test Executive Officers and Departmental Test for National Employment Service. The qualification prescribed for direct recruitment is a Bachelor's degree. This category is the feeder category for the post of Assistant Director (Rs.10285-24200).

This category was in the pay scale of Rs.800-1450 in 1978 revision. In 1986 revision, it was improved by one stage and assigned a revised pay scale of Rs.1550-3050. Though this category represented to PRC 1993, seeking parity with Asst. Director, PRC did not accept comparison with Asst. Director, as the structure of this Dept. was different. Considering the duties and responsibilities, the qualifications, a revised pay scale of Rs.3110-6380 was assigned, thus benefited by one stage.

This category represented to PRC, 1999 seeking parity with Deputy Collector / CTO/ DSP pay scale of Rs.5980-12100, the PRC 1999 made the following observations:

“As evident from the Service Rules, this is a category in between Superintendent and Assistant Director. The inclusion of this category in Group-I services, to reiterate the point made elsewhere, is only for administrative convenience and does not justify parity with the categories mentioned, considering the differences in the duties and responsibilities. The comparison made in terms of the extent of jurisdiction is also flawed as territorial jurisdiction is not the sole criterion for fixing pay scales. “

This category represented again to PRC 2005 seeking parity with Deputy Collector, CTO, DSP. RTO, District Registrar, Divisional Cooperative Officer on the ground that all of them are recruited through Group-I service. The PRC, while reiterating the views of PRC 1999 assigned a revised pay scale of Rs.9285-19775, thus improves by one stage. The same was revised to Rs.9285-21550 based on the recommendations of OMC. This category did not represent to AC 2008.

Taking into consideration the substantial increase in the work load of the employment and also the training wings in this department, the need for evolving suitable hierarchal structures has been acutely felt in so far as this department is concerned. It is necessary that officers who are manning the Offices at District level are given a suitable status and remuneration, so as to enable them to effectively discharge their functions both in sponsoring candidates for employment in Government and outside. This will ensure greater and coordinated utilization of all the training resources available.

Keeping in view of the duties and responsibilities, the commission recommends a pay Scale of Rs.18030-43630 (Rs. 10285-24200) as against the existing scale of Rs. 9285-21550 to the category of District Employment Officer/ Employment Officer.

Employment Wing

Asst. Director (Employment) Including Regional Employment Officer / Deputy Chief of University Employment Information and Guidance Bureau	:	Rs.10285-24200
No. of Posts	:	11

It was represented that the Regional Employment Officer is in charge of the Regional Employment Office having jurisdiction over 4 to 5 districts. In the Department, he works on par with Deputy Commissioner of Labour and inspects major Establishments and Industries in Public and Private Sector to enforce Employment Exchanges Compulsory Notifications of Vacancies Act 1959 and prosecutes the employers with the permission of the Commissioner if any violations are found.

It was also argued that the cadre of Regional Employment Officer was on par with the then Deputy Director in 1961 PRC, but in 1969 revision, this pay scales were reduced. However for the reasons unknown, even though the duties of Regional Employment Officer have increased enormously, due to the rapid industrialization, the Pay Scales of the Regional Employment Officer have been reduced to the lowest in subsequent revisions. This is not only injustice but also deviation from the commitment given by the State Government to the Central Government while transferring the National Employment Services to the State Government.

It was also argued that the Deputy Chief University Employment, Information and Guidance Bureau, who is the Head of University Bureau, works on par with a University Professor under the direct control of Vice Chancellor of a University. The Deputy Chief is instrumental in assessing the emerging trends in higher and Professional Education which in turn will

provide vital inputs to the policy makers and Planning Commission and also University Grants Commission.

In view of the above and also changing roles and responsibilities of Regional Employment Officer / Deputy Chief University Employment, Information and Guidance Bureau, the request is for assigning the pay scale of Rs.12385-27750 on par with Deputy Director.

This category is filled in by promotion from District Employment Officer / Employment Officer and having the Jurisdiction over 4 to 5 districts.

This category was in a pay scale of Rs.1150-1700 in 1978 revision and was assigned a corresponding pay scale of Rs.1980-3500 in 1986 revision treating it as no higher than district level Officers in the Asst. Director cadre.

This category represented to PRC 1993 seeking parity with Deputy Directors of other Departments on the ground that this category was having higher administrative and financial powers and also to inspect District Employment Officers. The PRC observed that this category is feeder category for promotion to the category of Deputy Director and assigned a corresponding pay scale of Rs.3640-7580.

This category represented to PRC 1999 seeking parity with Deputy Director and to assign a higher pay scale of Rs.4400-8700. The PRC observed that this category had parity with Asst. Directors of other Department, having jurisdiction over 4 to 5 districts and assigned a corresponding pay scale of Rs.6950-14425.

This category represented to PRC 2005, seeking parity with Regional Deputy Director (Apprentice ship) of the Department, Deputy Commissioner of Labour Department on the ground that they were in charge for 3 to 5 Revenue Districts and to supervise and inspect working of the District Employment Exchanges in the districts. The PRC 2003 while reiterating the views of PRC 1999 and assigned a corresponding scale of Rs.10285-21835, the same was revised to Rs.10285-24200 based on the recommendations of OMC. Hence this category is having parity with, Asst. Directors of other Departments in the successive PRCs.

In view of the above the Commission recommends the pay Scale of Rs.19050-45850 (Rs.10845-25600) to this category on par with Asst. Director of other departments, keeping in view the duties and responsibilities attached to the post.

Employment Wing

Deputy Director : **Rs.12385-27750**
 No. of Posts : 04

It was represented that the Deputy Directors (Job Development) in the 3 regions of the State namely Telangana, Andhra and Rayalaseema each comprise nearly 8 Districts at an average and he is on par with Regional Joint Commissioner in other Departments when compared with duties and responsibilities.

He is the officer responsible for Job Development and Manpower assessment. He also identifies shortage occupations and suggests new job oriented courses in his jurisdiction. There is one post of The Deputy Director, Employment Market Information at Directorate of Employment and Training, collects information at the State Level and Publishes Employment Market Information reports with focus on Job Trends and Employment forecasting. This data in turn will be useful for the policy makers and Planning Commission.

Hence request is to bring parity by assigning Pay Scales of Rs.15500-30000 on par with the Regional Joint Directors in other departments.

This category filled in by promotion of from the category of Assistant Director including Regional Employment Officer, Deputy Chief, University Employment Information and Guidance Bureau.

This category was in the pay scale of Rs.1400-2000 in 1978 revision, the PRC 1986 assigned a corresponding scale of Rs. 2410-4050.\ and placed on par with other Deputy Directors. This category represented to PRC 1993 for continuing parity with Deputy Directors of other Departments, accordingly a corresponding scale of Rs.4400-8700 was assigned on par with Deputy Directors of other Departments.

This category did not represent to the PRC 1999, however a corresponding pay scale of Rs.8400-16525 was assigned.

This category did not represent to the PRC 2003 however, a corresponding pay scale of Rs.12325-24715 was assigned, the same was revised to Rs.12385-27750 based on the recommendations of OMC. This category is having parity with Deputy Directors of other Departments. Comparison with Regional Joint Directors of other departments is not validate.

In view of the above, the Commission recommends the pay Scale of Rs.21820-48160 (Rs.12385-27750) on par with Deputy Director of other departments.

Employment Wing

Joint Director : **Rs.15500 -30000**
 No. of Posts : 02

It was represented that the Joint Director in the Department is a Principal advisor to the Commissioner on policies and process on matters relating to employment. He monitors overall scenario in the Department and suggests measures in this behalf to the Commissioner from time to time. His duties and responsibilities are on par with Additional Directors in other Departments.

Hence request is for assigning the Joint Directors in this Department may be assigned the Pay Scale of Rs.16925-30765 on par with the Additional Directors in other Departments.

This category filled by promotion from the category of Deputy Director.

This category was in the pay scale of Rs.1700-2250 in 1978 revision, the PRC 1986 assigned a pay scale of Rs.2690-4440 on par with Joint Director.

This category represented to PRC 1993 for continuing parity with Joint Director of other departments. The PRC 1993 assigned a corresponding pay scale of Rs.5390-8980 on par with Joint Director.

This category did not represent to the PRC 1999, however a corresponding pay scale of Rs.10250-17050 was assigned.

This category did not represent to the PRC 2005, however a corresponding pay scale of Rs.15025-26615 was assigned, the same was revised to Rs.15500-30000 based on the recommendations of OMC. This category is having parity with Joint Directors of other Departments in successive PRCs. The comparison with Addl. Directors of other Departments is not valid.

In view of the above, the Commission recommends the pay Scale of Rs.27000-51760 corresponding to the existing scales of Rs.15500-30000 to this category on par with Joint Director of other department.

27 (b). DIRECTORATE OF PROSECUTIONS

Asst. Public Prosecutor	:	Rs.9285 - 21550
Sr. Asst. Public Prosecutor	:	Rs.10285 - 24200
Addl. Public Prosecutor Gr. II	:	Rs.12385 - 27750
Addl. Public Prosecutor Gr. I	:	Rs.13390 - 28500
Public Prosecutor (JD Prosecutions)	:	Rs.14600 - 29250

The association of Public Prosecutor (Cadre) AP has made a representation seeking higher scales of pay for the various posts existing in the Directorate of Prosecutions. The Association represented that the Asst. Public Prosecutor was in a higher of pay scale of Rs.6350 -13000 when the Circle Inspector of Police, Reserve Inspectors who were assigned the scale of Rs.5980 -12100 in 1999 Pay Revision and PRC 2005 had assigned a revised pay scale of Rs.9285-21550. Their contention is that the duties and responsibilities of Prosecutors are unique and they are not comparable with other services in the State. Unlike other cadres, the Prosecutor is being appointed under Section 24 and 25 of the Criminal procedure code i.e., under statutory provision. He is a court officer to assist the court to deliver justice to the victims.

In Criminal justice system, prosecution is one of the important wings and the prosecutor is an inter link between the police and the judiciary. The Prosecutor makes considerable effort to do justice to the victims. He sails in difficult situations and sometimes even risk his life. He is a legal advisor to the police. The Prosecutor not only advises and conducts prosecutions of police cases but also attends to the cases belonging to other departments like Excise, Forest, Mining, Food Adulteration etc., by giving legal advise as well conducting prosecutions of the respective departments. In the case of Inspector of Police, Reserve Inspector, Inspector Printing, Asst. Food Controller, AAO (Intelligence), the PRC 2005 assigned the scale of Rs.9285 - 21550 whose scale of pay prior to 2005 PRC was less than the scale of pay of Asst. Public Prosecutor.

According to the service rules appointment to the category of Asst. Public Prosecutor is by direct recruitment and appointment to remaining higher categories including the Director is by promotion from the respective lower categories except in respect of the category of Addl. Public Prosecutor Grade II for which the rules provide that 30 per cent of substantive vacancies shall be filled by direct recruitment, appointment or by transfer or on deputation from the categories of Munisif Magistrates, Sub Judges and District Sessions Judges. The category of Addl. Public Prosecutor Grade I,

Public Prosecutor (Joint Director of Prosecutions), Addl. Director of Prosecutions and Director of Prosecutions are promotional categories.

The Asst. Public Prosecutors have represented to PRC 1999 requesting for the pay scale of Rs.3880 – 8140 on par with Munisif Magistrate / Deputy Superintendent of Police and also requested for pay scale one stage below that of Senior Public Prosecutor. The PRC 1999 did not agree for parity with the judicial officers on the ground that they have to appear before judicial officers and that the duties and responsibilities are widely at variance with those of the Munisif Magistrate / Judicial officer. Taking into consideration the qualification and duties and responsibilities of the categories in the department, the Commission recommended only a corresponding scale. The association represented before the last PRC seeking parity with Asst. Director (non technical) / Junior Scientific Officer of Drug Control Administration, Asst. Professor, Collegiate of Nursing whose pay scales were enhanced to Rs.6950 – 14450 based on the recommendation of the Anomalies Committee 2004. The PRC 2005 had however endorsed the views of the PRC 1999 and assigned the corresponding scale.

The judicial officers are governed by the scales recommended by the National Judicial Pay Commission. The Public Prosecutors argue the cases before the Judicial Magistrates. The Public Prosecutor is a legal advisor to Police Department and conducts prosecutions before judicial officers. The pay scale of the Circle Inspector is Rs.9285 - 21550 and the pay scale of the Public Prosecutor is also the same. The qualifications for Asst. Public Prosecutor are a degree with LLB and for Senior Asst. Public Prosecutor one should have put in a minimum period of 3 years of practice as an advocate. Therefore it may not be possible to lay down a status of prosecuting officer with reference to the Judicial Officer but it is necessary that over all view is to be taken which gives a respectable scale to the Prosecutors vis-à-vis the officers of the Heads of Districts of various departments including Police which should be such as to give the Prosecutors an appropriate status before the court. Considering the above fact, the Commission recommends the following scales for various categories in the Department of Public Prosecutions.

Asst. Public Prosecutor	Rs.18030-43630 (Rs. 10285-24200)
Senior Asst. Public Prosecutor	Rs.20680-46960 (Rs.11755-26300)
Addl. Public Prosecutor	Rs.23650-49360 (Rs. 13390-28500)
Addl. Public Prosecutor Grade I	Rs.25600-50560 (Rs.14600-29250)
Public Prosecutor (JD, Prosecutions)	Rs.27000-51760 (Rs.15500-30000)

The Association also requested for enhancement of Maintenance Allowance / Office Allowance to the Prosecutors, Library Allowance, Dress Allowance, Conveyance Allowance etc., the issues have been dealt with in the respective chapters in Volume I.

28 (a). MUNICIPAL ADMINISTRATION DEPARTMENT

General

The Municipal Administration Department, headed by the Commissioner and Director of Municipal Administration, administers the Urban Local Bodies. There are 124 Urban Local Bodies and their classification is as shown below:

- Municipalities Grade III and Nagar Palikas
- Municipalities Grade II
- Municipalities Grade I
- Special Grade Municipalities
- Selection Grade Municipalities
- Municipal Corporations

The Municipal Commissioner is the Chief Executive of the Urban Local Body. The Andhra Pradesh Municipal Service/the Andhra Pradesh Municipal subordinate Service governs the services of the Municipal Commissioners.

An Urban Local Body consists of the following wings and the Municipal Commissioner coordinates these wings:

- Administration and Tax collection
- Sanitation
- Engineering
- Town Planning

In Andhra and Rayalaseema area, there are Primary and Secondary Schools under the control of Urban Local Bodies. There are Dispensaries under Allopathy and Indian Medicine system in some of the Municipalities.

Two Additional Directors, five Joint Directors, three Deputy Directors and other supporting staff assist the Commissioner and Director of Municipal Administration at State level. There are six Regional Directors at Visakhapatnam, Rajamundry, Guntur, Warangal, Ananthapur and Hyderabad and they supervise the functioning of the Urban Local Bodies in their Regions. In addition, the Andhra Pradesh Urban Finance Infrastructure Development Corporation (APUFIDC) is the Single Window through which Urban Local Bodies get their releases. Government have established MEPMA after the closure of Andhra Pradesh Urban Services for Poor taken up with the assistance of DFIDA.

The migration from rural to urban areas in search of livelihood is very high creating enormous pressure on the administration of the Urban Local Bodies. The 74th Amendment to the Constitution of India conferred more functional autonomy to the Urban Local Bodies. Government is taking up many reform oriented schemes not only to provide infrastructure and civic amenities but also to make the Urban Local Bodies self sufficient. These developments have an impact on the functioning of the Urban Local Bodies warranting a professional approach.

The request for the revision of pay scales of the Municipal Commissioners is examined below

Municipal Commissioner		
Grade III	:	Rs.8385-19125
No. of Posts	:	41
Municipal Commissioner		
Grade II	:	Rs.9285-21550
No. of Posts	:	56
Municipal Commissioner		
Grade I	:	Rs.10845-25600
No. of posts	:	46
Municipal Commissioner		
Special Grade	:	Rs.12385-27750
No of posts	:	51
Municipal Commissioner		
Selection Grade	:	Rs.15500-30000
No. of posts	:	32
Regional Director-cum-		
Appellate Commissioner	:	Rs.16925-30765
No. of posts	:	08
Additional Director	:	Rs.19675-30765
No. of posts	:	2

It is represented that the Municipal Commissioner is the administrator of the Urban Local Body. All the Municipal Staff including Ministerial Staff, Town Planners, Municipal Engineers, etc., work under the control of the Municipal Commissioner. The pay scale of the Municipal Commissioner should not be less than any of the subordinate staff working under his control. Especially, the Municipal Commissioner monitors the functions of the Municipal Engineer. But the pay scales of Engineers are higher than the pay

scales of Municipal Commissioners. Further, the Municipal Commissioner is in a lower scale than the other officers recruited through the competitive examinations of Group I and II. For example, the District Panchayat Officer who is also recruited through Group I examination, and who monitors the panchayat local bodies in the District is in the higher pay scale. The Municipal Commissioner is in charge of an urban local body and so the Municipal Commissioner should be equated with the District Panchayat Officers. The Anomalies Committee recommended higher scales to the Municipal Commissioner Grade III on par with the Assistant Engineer, but orders were not issued implementing the above recommendations. The parity sought by the Municipal Commissioners is as under:

Municipal Commissioner Grade III	Assistant Executive Engineer
Municipal Commissioner Grade II	Deputy Executive Engineer
Municipal Commissioner Grade I	Deputy Director of Welfare Departments
Municipal Commissioner Special Grade	Executive Engineer
Municipal Commissioner Selection Grade	Deputy Commissioner of Panchayat Raj
Regional Director cum Appellate Commissioner	Superintending Engineer
Additional Director	

The pay scales of the Municipal Commissioners in comparison with the pay scales of the Engineers from time to time are as under:

Category	1969	1974	1978	1986	1993	1999	2005
	Rs.						
Municipal Commissioner Grade III	250-500	480-900	750-1300	1550-3050	2930-5960	5640-11300	8385-19125
Assistant Executive Engineer	300-600	480-900	750-1300	1380-2750	3110-6380	5980-12100	9285-21550
Municipal Commissioner Grade II	350-750	600-1100	900-1500	1810-3210	3310-6840	6350-13000	9285-21550
Deputy Executive Engineer	400-800	700-1200	1050-1600	1980-3500	3640-7580	6950-14425	10845-25600
Municipal Commissioner Grade I	600-1000	750-1300	1150-1700	2150-3690	3880-8140	7400-15475	10845-25600
Deputy Directors of Welfare Department	400-800	700-1200	1050-1600	1980-3500	3880-8140	7400-15475	12385-27750
Municipal			1250-	2410-	4400-	8400-	12385-

Commissioner Special Grade			1800	4050	8700	16525	27750
Executive Engineer	700- 1100	900- 1450	1300- 1900	2410- 4050	4400- 8700	8400- 16525	13390- 28500
Municipal Commissioner Selection Grade			1500- 2100	2690- 4440	5390- 8980	10250- 17050	15500- 30000
Deputy Commissioner Panchayat Raj			1600- 2200	2690- 4440	5040- 8700	9600- <u>16525</u> 10950- 17575*	16925- 30765
Regional Director cum Appellate Commissioner			1700- 2250	2880- 4930	5770- 9260	10950- 17575	16925- 30765
Superintending Engineer	1150- 1300		1700- 2250	2880- 4930	5770- 9260	10950- 17575	18025- 30765
Additional Director			1800- 2350	3090- 5140	6610- 9820	12550- 18625	19675- 30765

*improved by Anomalies Committee, 2004

The post of Municipal Commissioner Grade III is to be filled in by Direct Recruitment, and by promotion from the Managers for First, Second and Third Grade Municipalities, Revenue Officers of Selection, Special Grade and First Grade Municipalities, Revenue Officers of Selection Grade and Special Grade Municipalities, Sanitary Supervisors, Sanitary Inspectors, Sanitary Food Inspectors in the Municipalities and Municipal Corporations. The post of Municipal Commissioner Grade II is to be filled in by Direct Recruitment and by promotion post of Municipal Commissioner Grade III, Managers of Special Grade and Selection Grade Municipalities. There is a channel for the Ministerial Staff Working in the Offices of the Commissioner and Director of Municipal Administration, Regional Director cum Appellate Commissioner, Director of Town and Country Planning and Assistant Section Officers of the Secretariat other than Finance and Law Departments. However, due to Zonal restrictions under Six Point Formula, this channel of appointment is not in operation. The post of Municipal Commissioner Grade I is to be filled in by promotion from the category of Municipal Commissioner Grade II; the post of Special Grade Municipal Commissioner is to be filled in from the Municipal Commissioner Grade I, the post of Selection Grade Municipal Commissioner is to be filled in by promotion from the category of Special Grade Municipal Commissioner; the post of Regional Director cum Appellate Commissioner is to be filled in by promotion from the category of Selection Grade Municipal Commissioner and the post of Additional Director is to be filled in by promotion from the category of Regional Director cum Appellate Commissioner.

The posts of Municipal Commissioner Grade III and Municipal Commissioner Grade II under Direct Recruitment are to be filled in through

the Group II and Group I examinations respectively, conducted by the Andhra Pradesh Public Service Commission.

The Municipal Commissioner is a coordinator among various wings. The Municipal Engineer reports to the Municipal Commissioner. The ultimate controlling authority for Municipal Engineers is Engineer in Chief of the Municipal and Public Health Engineering. There are various Projects, Agencies, and Autonomous Institutions to implement various welfare schemes of the Government. Government may post a Junior Administrative Officer depending upon the administrative convenience to head these organizations. In such cases, it may so happen that the pay scale of such officer who is supposed to administer that body may be less than officers reporting to him in that particular body. Similarly, in case of Mandal Development Officers it may happen all those reporting to him may not carry the scale of pay lower than his scale. The pay scale of the coordinating officer need not be higher than all the officers who report to him. It is the quality of leadership that makes the coordinator that takes the others with him but not the pay scale. The Anomalies Committee, partially accepted the plea of the Municipal Commissioners to the extent that the Pay Scale of the coordinating Officer should be at least equal to the pay scale to the officers who report to him and accordingly recommended for higher pay scales to the Municipal Commissioner Grade III, Municipal Commissioner Special Grade, Municipal Commissioner Selection Grade and Regional Director cum Appellate Commissioner. This Commission does not agree with the contention of the Anomalies Committee in this regard for the reasons mentioned above. This doctrine proposed by the Committee may have far reaching consequences. Thus, the plea that the Municipal Engineers drawing a higher scale than the Municipal Commissioners is not enough reason for Municipal Commissioners to claim a higher scale. The recommendations of the Anomalies Committee were also not accepted by the Government.

Comparison with the Deputy Directors of Welfare Department and Deputy Commissioner of Panchayat Raj Department is not apt since the functions are different. The administrators of the Urban Local Bodies take up the Urban Alleviation Programmes, Welfare schemes and employment generation schemes. But it is auxiliary functions and the main functions are different.

However, keeping in view the complexities in the management of Urban Local Bodies, the Commission assigns the following pay scales:

Municipal Commissioner Grade III	:	Rs.15280-40510 (Rs.8815-20300)
Municipal Commissioner Grade II	:	Rs.16150-42590

		(Rs.9285-21550)
Municipal Commissioner Grade I	:	Rs.20680-46960 (Rs. 11755-26300)
Municipal Commissioner Special Grade	:	Rs.23650-49360 (Rs.133390-28500)
Municipal Commissioner Selection Grade	:	Rs.27000-51760 (Rs.15500-30000)
Regional Director cum Appellate Commissioner	:	Rs.29200-53060 (Rs. 16925-30765)
Additional Director	:	Rs.34050-54360 (Rs.19675- 30765)

**28 (b). PUBLIC HEALTH AND MUNICIPAL ENGINEERING
DEPARTMENT**

Assistant Engineer	:	Rs.8815- 20300
No. of Posts	:	98
 Assistant Executive Engineer	 :	 Rs.9285-21550
No. of Posts	:	145

It is represented that in the Municipalities the head water works are located far away from Municipal limits. The Municipal Engineer has to inspect the head water works, distribution lines, pumping mains every day to ensure uninterrupted water supply to the public. Further, the Municipal Engineer supervises works taken up in the Urban Local Body and maintains Street lighting system. To discharge the duties, the Municipal Engineer has to cover at least fifty kilometers a day by arranging own conveyance. The Municipal Engineering services are said to be different from other Engineering Services. In addition to the regular duties, the Municipal Engineer takes part in Government Programmes. The duties and responsibilities of the Municipal Engineer are comparable to the Engineers of AP Transco. It is requested that pay scales applicable to the Engineers of A.P. Transco, be extended.

The pay scales of the employees of the A.P. Transco are related to different points of Cost of Living Index and as such there is no comparison. Further, Government scales cannot be compared with the Scales outside the Government. The issue of pay scales of Engineers is dealt with in detail under the relevant chapter in this Volume. They are applicable in this case also.

The requests for sanction of Special Conveyance Allowance, Special pay and higher rates of House Rent Allowance are dealt with separately under relevant chapters in Volume I.

28 (c). TOWN AND COUNTRY PLANNING DEPARTMENT

Assistant Architectural Draughtsman	:	Rs.5470-12325
No. of Posts	:	36
Surveyor	:	Rs.5470-12325
No. of Posts	:	59
Sub overseer	:	Rs.5470-12325
No. of Posts	:	3

The Director of Town and Country Planning while recommending the case of Town Planning and Building Overseer has stated that the Assistant Architectural Draughtsman/Surveyor/Sub overseer in the Directorate are similar to that of Town Planning and Building overseer and carry the pay scale of Rs.5470-12325. It has been requested that if the pay scale of Town Planning and Building Overseer is revised such revision be extended to the Assistant Architectural Draughtsman/Surveyor/Sub overseer also.

The post of Assistant Architectural Draughtsman/Surveyor/Sub overseer is to be filled in by promotion from the category of Tracer and by Direct Recruitment if no qualified and suitable Tracer is available.

The qualifications prescribed for the post are as under:

- 1) Minimum General educational qualifications prescribed in the Schedule to the general Rules and
- 2) Pass in A.P. Govt., Examination for certificate in Architecture (New Rules) or any equivalent examination;

(or)

Diploma in Civil Engineering from any collage or Technical Institute recognized by the State Govt., as equivalent to LCE or LSE Diploma,

(or)

Pass in A.P. Govt., certificate examinations in Architectural Draughtsman ship

(or)

Diploma of Overseer of any Engineering College or of any Polytechnic in the State recognized by the State Govt., or any equivalent qualification

(or)

Pass in Draughtsman ship (Civil) Course under the revised syllabus introduced from July, 1952 conducted by the Government of India or pass in Draughtsman, Civil Course, conducted by the Industrial Training. Institute, Govt., of AP with experience in drawing and designing for a period of not less than one year in Town Planning Department or a Local Authority or Public Works Dept., or Town Planning trust.

(or)

Pass in All India Trade Test for Surveyor Course conducted by the Industrial Training Institute, Govt., of A.P. with experience in Town Planning or Engineering or Survey for a period of not less than one year.

(or)

Pass in the Govt., Technical Examinations in the following subjects, with experience in drawing in the Town Planning Department or Local Authority or Public Works Department or Town Planning Trust for a period of not less than two years:

- (i) Building, Drawing and Estimating (Higher)
- (ii) Building and Leveling (Higher)
- (iii) Building Materials and Construction (Higher)
- (iv) Menstruation (Lower)
- (v) Practical Plane and Solid Geometry (Lower)

There is historical parity with Town Planning Building Overseer and it is continued. Accordingly, the Commission recommends the pay scale of Rs. 9460-27700 (Rs.5440-12385) on par with Town Planning Building Overseer.

Director of Town and Country

Planning : **Rs.23500-30765**
 No. of Posts : 1

It is represented that the main functions of the Department are preparation of Master Plans for the Towns on behalf of the respective Municipal Council; Enforcement of Zoning Regularization as set out in the Master Plan and Preparation of Mandal Master Plans (ILUPs).The Director as Head of the Department supervises the operations in respect of planning matters in the entire State. The Director has two distinct functions, one under Urban and the other on the Rural front. The plans are implemented by way of

approval of lay outs and regulating the Buildings through Building Regulations. Keeping in view functions, it has been requested to assign the pay scale of Rs.25600-30675, on par with the Engineer in Chief.

The post is to be filled in by promotion from the category of Joint Director of Town and Country Planning and the qualifications prescribed for the post are B.E. Civil, or B. Arch or M.A. (Geography) and a Post Graduate Degree or Diploma in Town and Country Planning or Associate ship of the Institute of Town Planners of India and three years of service as Joint Director.

The pay scale of this post from time to time is as under:

1978	1986	1993	1999	2005
2000-2500	3580-5380	7580-10100	14425-19150	23500-30765

The parity is with the Chief Engineer. There are no strong reasons to disturb the established parity. Accordingly, the Commission recommends a pay scale of Rs.41550-55660 (Rs. 23500-30765) on par with Chief Engineer.

28 (i). GREATER HYDERABAD MUNICIPAL CORPORATION

Slum Development Officer/ Social Worker	:	Rs.4595-10285
(With the qualification of Slum Development Officer)		
No. of Posts	:	9
Social Worker	:	Rs.4260-9520
No. of Posts	:	80

It is represented that the category of Slum Development Officers of the Municipal Corporation of Hyderabad are working in Urban Community Development Wing of the Corporation. There are no promotional avenues to the post. It is requested to assign the pay scale of Rs. 4825-10845 on par with the Junior Assistant. It is also represented that their duties are similar to that of Village Development Officers hence it is requested to assign the pay scales on par with the Village Development Officer Grade I.

The Pay Scale of Slum Development Officer and Social Worker from time to time is as indicated below:-

Category	1978	1986	1993	1999	2005
	Rs.				
Slum Development Officer/ Social Worker (With SSC qualification)	425-650	910-1625	1665-3200	3130-6150	4595-10285
Social Worker (No qualification)		810-1420	1535-2840	2870-5470	4260-9520

This request was considered by successive Pay Revision Commissioners. The Pay Revision Commissioner, 1999 ruled out comparison of these posts with the Village Development Officers and assigned the corresponding scales. The Pay Revision Commissioner, 2005 endorsed the views of the predecessor and assigned a corresponding scale.

It is informed that there is no further recruitment to this category and there are no Service Rules for these posts.

The Commission assigns corresponding scales to these categories.

Manager /	:	Rs.7770-18575
Revenue Officer	:	Rs.7200-16925
Accountant	:	Rs.6675-15500
No. of posts	:	

It is represented that the Managers, Revenue Officers and Accountants of the surrounding Municipalities of Municipal Corporation of Hyderabad were assigned the pay scale of Rs.7770-18575 and Rs.7200-16925 in Pay Scales 2005. These Municipalities have been merged into Municipal Corporation of Hyderabad and Greater Hyderabad Municipal Corporation was formed. They are continuing in the pay scale of Rs.7770-18575/7200-16925 whereas their counter parts in the Municipal Corporations of Vijayawada, Visakhapatnam, Guntur, Kadapa, Kurnool, Nellore, Rajahmundry are drawing the pay scale of Rs.8385-19125.

The Pay Scale of Managers, Revenue Officers and Accountants in various Municipal Corporations and Municipalities from time to time are as indicated below:-

Category	1978	1986	1993	1999	2005
	Rs.				
Manager Municipal Corporation of Hyderabad now Greater Hyderabad Municipal Corporation	700-1200	1330-2630	2600-5580	5000-10600	7770-18575
Manager/ Revenue Officer/ Accountant in Municipal Corporation of Visakhapatnam now Greater Visakhapatnam Municipal Corporation	800-1450	1550-3050	2930-5960	5640-11300 (Revenue Officer)	8385-19125 (Administrative Executive Officer/ Revenue Officer)
Manager/ Revenue Officer/ Accountant in Municipal Corporation of Vijayawada	700-1200/ 650-1100/ 600-	1550-3050	2930-5960	5640-11300	8385-19125

	1050				
Manager in the Municipal Corporations of Kurnool, Kadapa, Rajahmundry, Nellore, Warangal	--	--	2600-5580	5000-10600	8385-19125
Revenue Officer in the Municipal Corporations of Kurnool, Kadapa, Rajahmundry, Nellore, Warangal	--	--	2525-5390	4850-10250	8385-19125
Accountant in the Municipal Corporations of Rajahmundry, Guntur, Nellore Kurnool	--	--	2375-5040/ 2315-4880	4550-9600/ 4430-9300	8385-19125 8385-19125
Manager Special and Selection Grade Municipalities	700-1200	1330-2630	2600-5580	5000-10600	7770-18575
Revenue Officers (Special and Selection Grade)	550-900	1050-1945	2600-5580	4850-10250	7200-16925
Accountant (Special and Selection Grade)	600-1050	1230-2330	2375-5040	4550-9600	6675-155500

The Managers/Revenue Officers and Accountants of Municipal Corporation of Visakhapatnam were drawing a higher pay scale of Rs.800-1450 and the Managers/Revenue Officers and Accountants of the Municipal Corporation of Vijayawada and Managers of Municipal Corporation of Hyderabad were drawing the pay scale of Rs.700-1200 in the Revised Pay Scales, 1978. The Pay Revision Commission, 1986 improved the pay scale of the Managers/Revenue Officer and Accountants of the Municipal Corporation of the Visakhapatnam and assigned the pay scale of Rs.1550-3050. He also equated the Managers/Revenue Officers and Accountants of the Municipal Corporation of Vijayawada and assigned the pay scale of Rs.1550-3050. The Pay Revision Commissioner, 1986 did not revise the pay scale of Manager of the Municipal Corporation of Hyderabad and assigned the pay scale of Rs. 1330-2630. The successive Pay Revision Commissioners maintained that relativity.

The Managers First Grade and Revenue Officers of Special and Selection Grade Municipalities were in the pay scale of Rs.550-900 in 1978 Pay Scales. The Pay Revision Commissioner 1986 assigned corresponding scale. The Pay Revision Commissioner, 1993 assigned a higher scale of Rs.2600-5580, the pay scale applicable to the Superintendent. The successive Pay Revision Commissioners maintained that parity.

The Pay Revision Commissioner, 2005 equated the Managers/Revenue Officers and Accountants of all the Municipal Corporations including that of newly created Municipalities of Kurnool, Nellore, Guntur by assigning the pay scale of Rs.8385-19120. However, the Manager of the Municipal Corporation of Hyderabad was assigned the pay scale of Rs.7770-18575.

The Managers / Revenue Officers and Accountants of surrounding Municipalities of the erstwhile Municipal Corporation of Hyderabad were drawing the pay scale of Rs.7770-18575/ 7200- 16925 and on merger of these Municipalities with the Greater Hyderabad Municipal Corporation they are continuing in the same scale of pay.

The Commission in order to maintain uniformity, assigns the pay scale of Rs.14860-39540 corresponding to the pay scale of Rs.8385-19125 to the Manager/Revenue Officer/Accountant of the Greater Hyderabad Municipal Corporation and other Municipalities that form part of Greater Hyderabad Municipal Corporation which are now in the existing scales of Rs.7770-18575/7200-16925/6675-15500.

District Extension Educator : **Rs.7770-18575**
No. of posts :

The Commissioner and Special Officer, Greater Hyderabad Municipal Corporation has stated that the Deputy District Extension and Media Officer in the Greater Hyderabad Municipal Corporation and the Deputy District Extension and Media Officer (Dy. DEMO) of the Family Welfare Department carried same scale of pay till the last Pay Revision. The Pay Revision Commissioner, 2005 assigned a higher pay scale of Rs. 8815-19125 to the Deputy District Extension and Media Officer (Dy. DEMO) of the Family Welfare Department and Rs.7770-18575 to the Deputy District Extension and Media Officer in Greater Hyderabad Municipal Corporation. It is requested to assign the pay scale of Rs.8815-19125 to the Deputy District Extension and Media Officer in Greater Hyderabad Municipal Corporation on par with the Deputy District Extension and Media Officer (Dy. DEMO) of the Family Welfare Department.

According to the Department Schedule of the Greater Municipal Corporation of Hyderabad of Schedule II of the Andhra Pradesh Revised Scales of Pay Rules, 2005, notified vide G.O.(P) N0. 213, Finance (PC I)

Department dated 27.8.2005 read with G.O. (P) No. 180, Finance (PC I) Department dated 29.6.2006, there is no post of Deputy District Extension and Media Officer and there is District Extension Officer. The authorities of the Greater Hyderabad Municipal Corporation did not furnish the service rules.

The pay scales of both these categories are as indicated below:-

Category	1978	1986	1993	1999	2005
	Rs.				
District Extension Educator in Greater Hyderabad Municipal Corporation	700-1200	1280-2440	2600-5580	5000-10600	7770-18575
Deputy District Extension and Media Officer in Commissioner of Family Welfare Department	700-1200	1280-2440	2600-5580	5000-10600	8815-19125

The post of Deputy District Extension and Media Officer in Commissioner of Family Welfare Department (Male) is filled in by promotion from the category of Multipurpose Health Education Officer and the post of Deputy District Extension and Media Officer (Female) is filled in by promotion from the category of Public Health Nurse. The Pay Revision Commissioner, 2005 observing that the Anomalies Committee recommended Gazetted status to the Deputy District Extension and Media Officer recommended the pay scale of Rs.8815-19125. He improved the pay scale of the District Extension Educator in Greater Hyderabad Municipal Corporation and assigned the pay scale of Rs.7770-18575.

In these circumstances, the Commission assigns the corresponding scale to this category.

Deputy Statistical Officer : **Rs.6195-14175**
No. of posts :

The Commissioner and Special Officer, Greater Hyderabad Municipal Corporation has stated that the post of Deputy Statistical Officer in the office of the Commissioner of Family Welfare carries the scale of pay of Rs.7770-18575 whereas scale of pay of the same post of Greater Hyderabad Municipal Corporation is Rs.6195-14175. It is requested to assign the pay scale of Rs.7770-18575 to this category on par with the Deputy Statistical Officer in

the office of the Commissioner of Family Welfare Deputy Statistical Officer in the office of the Commissioner of Family Welfare.

The pay scales of the Deputy Statistical Officer in the Greater Hyderabad Municipal Corporation from time to time are as under:

Category	1978	1986	1993	1999	2005
	Rs.				
Deputy Statistical Officer in Greater Hyderabad Municipal Corporation	600-1050 (Statistical Assistant)	1150-2110 (Statistical Assistant)	2195-4560	4190-8700	6195-14175
Deputy Statistical Officer in Commissioner of Family Welfare Department	700-1200 (Statistician)	1330-2630 (Statistician)	2600-5580	5000-10600	7770-18575

The designation of the post in the Greater Hyderabad Municipal Corporation is misleading. Though the post is designated as Deputy Statistical Officer, the right equation is with the Assistant Statistical Officer of the Directorate of Economics and Statistics. Accordingly, the Commission assigns the pay scale of Rs.11530-33200 corresponding to the pay scale of Rs.6505-15025 to the category of Deputy Statistical Officer in Greater Hyderabad Municipal Corporation which is presently in the pay scale of Rs.6195-14175.

28 (ii). GREATER VISAKHAPATNAM MUNICIPAL CORPORATION

Tap Inspector : **Rs.4370-9775**
 No. of Posts : 1

It is represented that the category of Tap Inspector in Greater Visakhapatnam Municipal Corporation is a supervising post to that of pipeline fitters. The pipe line fitter discharges duties under the technical supervision of Tap Inspector. The duties of Tap Inspector are maintenance of pipelines, pumping and distribution etc., besides, supervising the Fitters Pipeline Fitters and Turn Cocks. Till 1978 pay revision the Pipeline Fitters were in lesser scale. In 1986 Pay Revision, the Pipeline Fitters with ITI Certificate were given the scale of Rs.1010-1800 and for others Rs.810-1420. In 1993, 1999 and 2005 Pay Revisions a higher Pay scale has been given to the Pipe line Fitters with ITI qualifications. Hence it is requested to assign a higher pay scale than the Pay Scale of the Pipe line Fitter.

The Pay Scale of Tap Inspector and Pipe line Fitter Grade-I from time to time is as indicated below:-

Category	1978	1986	1993	1999	2005
Tap Inspector	425-650	860-1470	1595-3020	2990-5810	4370-9775
Pipe line fitter Grade-I	410-625	810-1420 1010-1800	1535-2840 (FE) / 1875-3750 (P)	2870-5470 (FE) / 3550-7150 (P)	4260-9520 (FE)/ 5200-11755 (P)

The Pay Revision Commission 1986 assigned the Pay Scale of Rs.1010-1800 to the Pipe line Fitter Grade-I along with Filter Bed Operator Grade-II and Electrician Grade-II with ITI qualifications as in the case of new Common Categories and the pay scale of Rs.860-1470 to the Tap Inspector. Similar request was made before the Pay Revision Commissioner 1993. The Pay Revision Commission 1993 discontinued the concept of new common categories. Observing that it was informed by the Visakhapatnam Municipal Corporation that no service rules were framed for this post he assigned corresponding pay scale of Rs. 1595-3020 to the Tap Inspector. He assigned a Pay Scale of Rs.1535-2840 to the Pipe line Fitter Grade-I as in the case of corresponding post in Municipalities duly protecting the higher pay scale in respect of existing incumbent. The successive Pay Revision Commissions assigned corresponding Pay Scales to the Tap Inspector and Pipe line Fitter.

The successive Pay Revision Commissioners from 1993 are assigning higher scale to the Tap Inspector compared to the Pipeline Fitter and the Pipeline Fitter who got a higher scale in 1986 alone is getting protection of higher pay. Since the subsequent incumbents are assigned a lower scale than the Tap Inspector, the Commission finds that there is no grievance. Further the authorities of the Greater Visakhapatnam Municipal Corporation did not furnish the Service Rules for the post of Tap Inspector. Hence, the Commission assigns corresponding Pay Scale of Rs. 7740-23040 (Rs.4370-9775) to this category.

28 (iii) MUNICIPAL CORPORATION OF VIJAYAWADA

Health Educator : **Rs.6505-15025**
 No. of posts : 1

It is represented that the duties and responsibilities and the qualifications of Health Educator in Vijayawada Municipal Corporation are similar to the post of Health Educator in the Medical & Health Department. However, the Health Educator in Vijayawada Municipal Corporation is in the pay scale of Rs.6505-15025 whereas Health Educator, in Medical & Health Department is in the pay scale of Rs.8385-19125. Hence, it is requested to assign the pay scale of Rs.8385-19125 to the Health Educator.

The Pay Scale of Health Educator in Vijayawada Municipal Corporation and the Health Educator (General) in Medical & Health Department from time to time is as indicated below:-

Category	1993	1999	2005
Health Educator in Vijayawada Municipal Corporation	2315-4880	4430-9300	6505-15025
Health Educator (General) in Health Department	2315-4880	4430-9300 4550-9600 * (Who posses Degree & Diploma in Health Education)	8385-19125 (Who posses Degree & Diploma in Health Education)

* improved by Anomalies Committee 2004.

The Health Educator, Vijayawada Municipal Corporation was on par with Health Educator in Health Department in 1993 Pay Revision and this parity was maintained by the Pay Revision Commission 1999 also. The Anomalies Committee 2004 (followed by the Pay Revision Commission 1999) improved the scale of Health Educator in Health Department by one stage. The Pay Revision Commission 2005 enhanced the scale of Health Educator by four more stages equating the Health Educator (General) with that of Health Educator (Leprosy).

The post of Health Educator is to be filled in by promotion from the category of Multi Purpose Health Supervisor with Diploma in Health Education with three years of service. If suitable candidates with three years of service in the category of Health Supervisor is not available, the Health Supervisors who have put in five years of service in the categories of Health Supervisor and Multi Purpose Health Assistant be considered and if even such

candidate is not available, promotion will be made from the category of Multi Purpose Health Assistant with Degree with Diploma in Health Education and who put in five years of service in that cadre.

The authorities of Vijayawada Municipal Corporation have not furnished the service rules. From the enclosure to representation it is evident that the individual is promoted from the category of Maternity Assistant. The comparison seems to be among two unequal categories.

So, the Commission assigns the corresponding scale of Rs. 11530-33200 (Rs.6505-15025).

28 (xvi). MUNICIPALITIES

Sanitary Supervisor	:	Rs.6505-15025
No. of Posts	:	
 Sanitary Inspectors	 :	 Rs.5750-13030
No. of Posts	:	

The Association represented that the work of Sanitary Inspectors starts at 5o' clock in the morning with verification of muster of sanitary workers and it continues till 10 o' clock in the night. In Andhra area, the Sanitary Supervisors supervise the work of Sanitary Inspectors. In Telangana area, there are no Sanitary Supervisors in the Municipalities. The Sanitary Supervisors and Sanitary Inspectors form feeder category to the post of Municipal Commissioner Grade III in the ration 1:1. Further, the training for the Multi Purpose Health Workers and Sanitary Inspectors is one and the same. It is represented to allow the pay scale of Sanitary Supervisor to all the Sanitary Inspectors. Alternatively, the Sanitary Supervisors may be equated with the Town Planning Officers and Sanitary Inspectors may be equated with the Town Planning Supervisors. The other request is that the Sanitary Supervisors and Sanitary Inspectors who possess the requisite qualifications of Food Inspectors be allowed the pay scale of Food Inspector of Greater Hyderabad Municipal Corporation.

Service Rules have not yet been finalized by the Government for these categories. In the absence of approved Service Rules, the Commission assigns the corresponding scales of Rs.11530-33200 (Rs. 6505-15025) and Rs. 10020-29200 (Rs. 5750-13030) to these categories.

The request for sanction of Conveyance Allowance is dealt with separately under the relevant chapter in Volume I.

Town Planning and Building Overseer	:	Rs.5470-12325
No. of Posts	:	263

It is represented that the Town Planning and Building Overseer is an important functionary of Town Planning Section and attends to more than forty subjects. He has to work round the clock to discharge the duties. So, the request is for assigning the pay scale of Rs.7200-16195.

The post of Town Planning and Building Overseer is filled in by recruitment by transfer of qualified and suitable persons from the post of Town Planning Tracers in Municipalities who have worked for not less than 3 years in that post or by direct recruitment if no qualified and suitable person is available for recruitment by transfer.

The qualifications prescribed are :

- (a) Minimum General Educational qualification prescribed in the Schedule to the General Rules,
- (b) Must be a Licentiate in Civil Engineering or Sanitary Engineering from any recognized Institute or any equivalent qualification

(or)

Pass in AP Government Examination for Certificate in Architecture (New Rules) or any equivalent examination

(or)

Pass in AP Government, Certificate examination in Architectural Draughtsman ship and Assistantship (Licentiate in Architectural Assistantship)

(or)

Diploma of Overseer of any Engineering College or of any Polytechnic in the State recognized by the State Government or any equivalent qualification with experience in Town Planning for a minimum period of one year in a Municipality.

(or)

Draughtsman ship Civil course under the revised syllabus introduced from July 1952 conducted by the I.T.I. or pass in Draughtsman ship Civil course conducted by the I.T.I. Government of AP with experience in Town Planning for a minimum period of one year

(or)

Pass in All India Trade Test for Surveyor course conducted by the I.T.I. Government of AP with experience in Town Planning for a minimum period of one year.

(or)

Pass in the Government Technical examinations (i) building Drawing and Estimating (Higher) (ii) Surveying and leveling (Higher) (iii) Building Materials and Construction (Higher) (iv) Practical Plan and Solid Geometry (Lower) (v) Mensuration

(Lower), with experience in Town Planning for a minimum period of one year in a Municipality.

The pay scale of this post from time to time is as under:

1974	1978	1986	1993	1999	2005
290-520	500-800	1010-1800	1975-4010	3750-7650	5470-12385

The successive Pay Revision Commissions maintained parity with Draughtsman Gr. III and there is no reason to disturb the parity established. Hence, this Commission recommends a corresponding scale of Rs.9460-27700 (Rs.5470-12385).

Town Planning

Officer (Special Grade) : Rs.9285-21550

No. of Posts : 20

It is represented to assign a higher scale to the Town Planning Officer Special Grade than the pay scale applicable to the Town Planning Officer Ordinary Grade.

The post of Town Planning Officer (Special Grade) is by promotion from the Town Planning Officer (Ordinary Grade) with not less than 3 years of service in that category or by direct recruitment if no qualified and suitable person is available for appointment by promotion.

The qualification prescribed for Direct Recruitment of the post are:

Post Graduate Degree or Diploma in Town Planning from a recognized University or Institution of Fellowship or Associate ship of the Institute of Town Planners (India) or equivalent membership of a professional Institute such as the Town Planning Institute (London), American Institute of Planners etc., with a minimum experience of one year in Town Planning work in Municipality or Town Planning Department or Town Improvement Trust in a responsible capacity which shall include experience in the preparation of Housing and Town Planning Schemes.

(or)

Must be an Associate of the Indian Institute of Architects or Must possess an equivalent Degree or Diploma in Architecture of a recognized University or Institute with a minimum experience of three years in Town Planning work in Municipalities or Town Planning Department or town Planning Trust.

(or)

Must be Graduate in Engineering of a University in the State or Must possess equivalent qualification thereto and also have experience for not less than three years in Town Planning work in Municipalities or Town Planning Department or town Planning Trust.

(or)

Must be a Licentiate in Civil Engineering or Sanitary Engineering from any recognized Institute and must have a minimum experience of eight years in Town Planning in a responsible capacity in Municipality or Town Planning Department or town Planning Trust.

The pay scales of the Town Planning Officer Ordinary Grade and Special Grade are as under from time to time :

Category	1969	1974	1978	1986	1993	1999	2005
	Rs.						
Town Planning Officer (Ordinary Grade)	200-500	430-800	750-1300	1550-3050	2930-5960	5640-11300	8315-19125 9285-21550*
Town Planning Officer (Special Grade)		430-800 + 50/- Spl. Pay	900-1500	1810-3230	3310-6840	6350-13000	9285-21550

* improved by the Anomalies Committee, 2008.

The Anomalies Committee assigned a higher scale of Rs.9285-21550 to the Town Planning Officer (Ordinary Grade) in view of the improved pay scale of Town Planning Supervisor in 2005 pay revision. Thus, the pay scales of feeder post of Town Planning Officer (Ordinary Grade) got equated with the pay scale of the promotion post of Town Planning Officer (Special Grade). So there is a case to improve the pay scale of Town Planning Officer (Special Grade) and accordingly we assign the scale of Rs.18030-43630 (Rs.10285-24200)

**Medical Officer (Ayurveda,
Unani and Homeo) : Rs.9285-21550**
No. of Posts :

It is represented that the services of the Medical Officers working in the Municipal Dispensaries under Ayurveda, Unani and Homeopath be declared as Gazetted and it is requested to assign pay scales on par with Medical Officers of Allopath.

The Medical Officers working in the Municipal Dispensaries under Ayurveda, Unani and Homeopath are on par with Medical Officers in Ayush.

The Commission maintaining that parity assign the pay scale of Rs. 18030-43630 to this category.

Urban Alleviation Scheme :

General

Government vide G.O. Ms. No. 235, HMA&UD (MA) Department, dated 16.5.1986 took up the implementation of the Urban Basic Service Programme in fifteen towns in the Districts of Srikakulam, Ananthapur, Kadapa, Nalgonda and Mahaboobnagar Districts. Later it was extended to three more towns with the assistance of UNICEF.

Subsequently, Government took up a new Centrally Sponsored Scheme "Urban Basic Services for the Poor" vide G.O. Ms. No. 269, MA&UD (UBS) Department, dated 17.5.1991 in forty two Towns. All the Urban Community Development Projects including Urban Basic Service Programme were merged with the "Swarna Jayanthi Shahari Rozgar Yojana (SJSRY) Scheme " Comprehensive Service Rules for various categories of posts sanctioned for Urban Poverty Alleviation Service vide G.O. Ms. No. 500, MA&UD Department dated 4.9.1998 and G.O. Ms. No. 547, MA&UD (UBS) Department dated 13.10.1998. Government established "Mission for Elimination of Poverty in Municipal Areas (MEPMA)" vide G.O. Ms. No. 414, MA&UD (UBS) Department dated 4.6.2007 and the posts created under Swarna Jayanthi Shahari Rozgar Yojana (SJSRY) and other externally aided projects are being utilized for this Programme. Thus, the services of the personnel recruited under "Urban Basic Services for the Poor" are now being utilized for the "Mission for Elimination of Poverty in Municipal Areas (MEPMA)".

Community Organizer : **Rs.4825-10845**
 No. of posts : 40

Town Project Officer
Grade III : **Rs.6195-14175**
 No. of posts : 40

It is represented that the minimum qualification for the post of Community Organizer is Graduation in Social Science. The activities of the Community Organizer are conduct Socio Economic Surveys in Urban Slums, selection of Resident Community Welfare Volunteers, formation of neighborhood Development Committees in Slums, giving training/motivation to involve the community in developmental activities like preschool learning, immunization, Family Planning, Health and Hygiene, post natal care, anti natal care, organizing Health camps, assistance to the widows, destitute, aged, differently abled, children living in difficult circumstances, promotion of thrift and credit societies etc. The Community Organizer is assigned the pay scale applicable to the Junior Assistants which is irrational. The minimum qualification for the post of Junior Assistant is Intermediate and for the Senior Assistant is Graduation and it is requested to assign the pay scale to these categories on par with Community Organizer. It is represented to equate the post of Town Planning Officer Grade III with the Superintendent.

The post of Community Organizer is filled by Direct Recruitment through employment exchange and by inviting application by giving wide publicity in the News papers. The post of Town Planning Officer Grade III is filled by Direct Recruitment or by promotion from the category of Community Organizer. The qualifications for recruitment under Direct Recruitment for the post of Community Organizer as well for the post of Town Planning Officer Grade III are Graduation with Sociology or Social Work and two years experience in Social Work in a reputed and recognized Non Governmental Organization taking up activities for a minimum period of five years.

The Community Organizer and Town Planning Officer Grade III are on par with the Junior Assistants and Senior Assistant. The Commission is of the view that the mode of recruitment, qualifications prescribed for the post and job chart do not warrant any revision of pay scales. Accordingly, the Commission recommends the pay scale of Rs.8440-24950 (Rs.4825-10845) to Community Organizer and Rs.10900-31550 (Rs.6195-14175) to Town Planning Officer Grade III on par with Junior Assistant and Senior Assistant respectively.

District Project Officer	:	Rs.10845-25600
No. of posts	:	13

It is represented that the District Project Officer heads the District Project Management Unit Indira Kranthi Padham (IKP) –Urban (MEPMA) and other UPA Programmes at District level and all the activities are implemented in name of the Project Director Urban at District level. The Project Director co-ordinates with the District Collector, District Officials and Municipal Commissioners of all grades. The pay scales of the Deputy Director (Social Welfare) and the Deputy Director (Tribal Welfare) who were in the pay scale of Rs.7400-15475 in 1999 on par with District Project Officer, were assigned the pay scale of Rs.12385-27750. It is represented further that in G.O. Ms. No. 414, MA&UD (UBS) Department, dated 4.8.2007, while establishing Mission for Elimination of Poverty in Municipal Areas (MEPMA) it has been stipulated that the rank of District Project Officer (DPO) would not be less than the cadre of Deputy Director of Government Departments if taken on deputation. It is therefore requested to assign the pay scale of Rs.12385-27750.

The post of District Project Officer is filled by promotion from the category of Town Planning Officer Grade I/Project Officer USB/UBSP or by deputation from the category of Municipal Commissioner Grade I.

The feeder post of Town Project Officer Grade I is on par with the Municipal Commissioner Grade II and the District Project Officer is rightly on par with the Municipal Commissioner Grade I. One of mode of recruitment of the post is by deputation from Municipal Commissioner Grade I. Comparison with the Deputy Directors of Backward Classes Welfare/Tribal Welfare is not valid as the duties are different. The stipulation that the rank of the District Project Officer should not be less than the cadre of Deputy Director of Government Department is applicable only in case the post is filled in by deputation. Further, any upward revision of the scale of District Project Officer confers an undue advantage to the District Project Officer over Municipal Commissioner Grade I. Hence, the Commission is of the view that the present equation should not be disturbed and accordingly recommends the pay scale of Rs. 19050-45850 (Rs.10845-25600) on par with Municipal Commissioner Grade I.

29 (a). PANCHAYATRAJ AND RURAL EMPLOYMENT

General

The Commissionerate of Panchayat Raj and Rural Employment administer the three tier Panchayat Raj Local Body institutions. The Commissioner is the Head of the Department. The Additional Commissioner, Joint Commissioner and Chief Accounts Officer support the Commissioner at the State Level. The District Panchayat Officer at the District level and the Divisional Panchayat Officer at Division level monitor the functioning of the Panchayat Raj institutions. The categories under the Commissionerate and the District Panchayat office have been discussed here and the categories coming under Panchayat Raj Local Bodies have been discussed separately under the relevant chapter.

Categories in the office of the Commissioner of Panchayat Raj and Rural Employment

Superintendent	:	Rs.7770-18575
No. of posts	:	14

It is represented that the Superintendents of the Office of the District Panchayat Offices were conferred Gazetted status duly re-designating them as Administrative Officers. While doing so, the Superintendents of the Office of the Commissioner of Panchayat Raj and Rural Employment were ignored. The Superintendents working in the subordinate offices were conferred Gazetted status leaving Superintendents working in the Commissionerate. This has a serious effect on the service matters of the Superintendents of the Commissionerate. The Anomalies Committee recommended conferring Gazetted status on the Superintendents of the Commissionerate duly re-designating them as Gazetted Officers. However, these recommendations were not accepted by the Government. It is requested that the Superintendents of the Office of the Commissioner of Panchayat Raj and Rural Employment be conferred Gazetted status and redeisgnated as Administrative Officers.

On conferment Gazetted status and re-designation we have expressed our view in Volume I of the Report .

Keeping in view the general approach for the Superintendent's category, the Commission recommends the scale of Rs.14860-39540 (Rs. 8385-19125) on par with Administrative Officers in District Office.

**Categories under
the District Panchayat Officer
Panchayat Secretaries Grade V : Rs.4825-10845**

There is no representation from this category. Hence, there is no discussion. They are assigned the corresponding scales of Rs. 8440-24950 (Rs.4825-10845).

**Panchayat Secretaries Grade IV
(Village Development Officer
Grade II) : Rs.5200-11755**

**Panchayat Secretaries Grade III
(Village Development Officer
Grade I) : Rs.6505-15025**

No. of posts (Grade III, IV
and V put together) : 11151

It is represented that the PRC 1958, has downgraded the pay scales from Rs.70-90 to 50-120 and Rs.110-125 to Rs.75-150 to the Village Development Officer Grade II and Village Development Officer Grade I respectively.

The Pay Revision Commissioner 2005, did not consider the request to assign the pay scales to the Village Development Officer Grade I and Grade II on par with Executive Officer Grade I and Grade II respectively. However, the Pay Revision Commissioner assigned the pay scale of Rs. 5200-11755 and Rs. 6505-15025 to the Village Development Officer Grade II and Village Development Officer Grade I respectively whereas the Executive Officer Grade II and Executive Officer Grade I are assigned the pay scales of Rs. 6195-14175 and Rs.7770-18575 respectively. The S.G. Teacher recruited through District Selection Committee with Intermediate qualification and one year training programme is in the pay scale of Rs.5470-12325 . But the Village Development Officer Grade II who is directly recruited from Andhra Pradesh Public Service Commission with Intermediate qualification and one year professional training programme at AP Academy of Rural Development is in the pay scale of Rs.5200-11715 only. Before 1986 the Village Development Officer Grade II used to carry higher pay scale than the SG Teacher, but from 1986 Pay Revision, the Village Development Officers are being assigned lower scales than the SGBT Teachers. Further, the working hours of Teacher are fixed whereas the Village Development Officers work round the clock. They look after Water supply/ sanitation tax collections & all the rural development activities pertaining to self help groups, NREGS, Pensions, SC,ST,BC Corporation and DRDA activities/Electoral Rolls. It is requested to assign the pay scale of Rs.6195-14175 on par with the

Executive Officer Grade II **OR** to assign at least the scale of pay of S.G. Teacher ie., Rs.5470-12385 to the Village Development Officer Grade II and to assign the pay scale of Rs.7770-18575 on par with the Executive Officer Grade I **OR** to assign at least the scale of pay of School Assistant ie., Rs.7200-16925 to the Village Development Officers Grade I.

The Village Development Officer Grade II is filled by promotion from the category of Village Development Officer Grade III and the post of Village Development Officer Grade I is filled by promotion from the category of Village Development Officer Grade II.

The Pay scales of the Village Development Officers Grade II and Grade – I from time to time are as shown below:

Category	1969	1974	1978	1986	1993	1999	2005
	Rs.						
Village Development Officer Grade II	90-192	260-450	450-700	950-1670	1875-3750	3550-7150	5200-11755
Village Development Officer Grade I	125-250	310-560	550-900	1150-2110	2315-4880	4430-9300	6505-15025

The Village Development Officers are contending before every Pay Revision Commission that the Pay Revision Commission, 1958 reduced the pay scales of the Village Development Officers. As observed by the Pay Revision Commission, 1999 rationalization of scales of Village Development Officers brought about forty years back at the time of formation of State need not be viewed as down grading. As regards comparison with teachers, they constitute a distinct group and any comparison of their pay scales with the administrative post is not appropriate. The teacher occupies a unique position in any society and performs the a noble role of shaping generations of students and impart a value system which ultimately governs the destiny of the nation. The Commission, therefore does not consider comparison of the post of Village Development Officer with that SGBT Teacher is apt. At present, the pay scale of the Village Development Officers Grade II is higher than the pay scale of the Junior Assistant and the pay scale of Village Development Officer Grade I is higher than the pay scale of the Senior Assistant by one stage.

The Commission is of the view that the existing relativities and parities need not be disturbed. Accordingly, we recommend the following pay scales to these categories:

Village Development Officers Grade II	Rs.9200-27000 (Rs.5200-11755)
Village Development Officers Grade I	Rs.11530-33200 (Rs.6505-15025)

Panchayat Secretaries Grade II

(Executive Officers Grade II)	:	Rs.6195-14175
No. of posts	:	540

Panchayat Secretaries Grade I

(Executive Officer Grade I)	:	Rs.7770-18575
No. of posts	:	704

Regarding the Executive Officer Grade II (Panchayat Secretary Grade II) it is represented that it is a Zonal Post and is under the purview of the Andhra Pradesh Public Service Commission. The post carries a lower scale and it is requested to allow the pay scale of Rs.7770-18575 on par with the Deputy Tahslidar and Assistant Commercial Tax Officer.

The Executive Officer Grade I (Panchayat Secretary Category I) is posted to a Gram Panchayat with a revenue which is equivalent to that of Municipality. Hence, it is represented to assign the pay scale of Rs.8385-19125, this being the pay scale applicable to the post of Municipal Commissioner Grade III.

The Pay scales of the Executive Officer Grade II and Grade I from time to time are as shown below:

Category	1969	1974	1978	1986	1993	1999	2005
	Rs.						
Executive Officer Grade II	110-225	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175
Executive Officer Grade I	150-300	360-700	600-1050	1330-2630	2525-5390	4850-10250	7770-18575

The post of Executive Officer, Grade-II is filled by direct recruitment, by transfer of Sanitary Inspectors, Grade-I of Gram Panchayats, Junior Assistants of District Panchayat Officer Unit, i.e. the Offices of the District Panchayat Officer, Divisional Panchayat Officers, Extension Officer (PR&RD) Grade I and by promotion from the Category of Junior Assistant and Junior Assistant cum Bill Collector of Gram Panchayats. The qualification for Direct recruitment is Graduation. The post of Executive Officer, Grade-I is filled by promotion from the category of Executive Officer, Grade-II or appointment by transfer of Village Development Officer, Grade-I.

The Executive Officer Grade II and Grade I are on par with the pay scales of the Senior Assistant and Superintendent respectively. The Commission sees no reason to deviate from the existing parities and accordingly assigns the pay scales of Rs.10900-31550 (Rs.6195-14175) and Rs. 14860-39540 (Rs.8385-19125) to the Executive Officer Grade II and Executive Officer Grade I on par with the Senior Assistant and Superintendent respectively.

Administrative Officer

in the District Panchayat Office : Rs.8385-19125

No. of posts : 22

It is represented that the District Panchayat Officers and the Revenue Divisional Officers are appointed by under Direct Recruitment through the Group-I services examination conducted by the Andhra Pradesh Public Service Commission. The District Panchayat Officer is a District post whereas the Revenue Divisional Officer is a Divisional post. In both the offices there are Administrative Officers. The pay scale of the Administrative Officer in the office of the District Panchayat Office is Rs.8385-19125 whereas the Administrative Officer in the Revenue Divisional Office is in the pay scale of Rs.9285-21550. It is requested to assign the pay scale of Rs.9285-21550 to the Administrative Officer in the Office of the District Panchayat Officer on par with the Administrative Officers in other departments.

The appointment to the post of Administrative Officer is by promotion from the category of Senior Assistant.

The post of Administrative Officer in the Revenue Divisional Office is held by Tahsildar. So, the Tahsildar on appointment as Administrative Officer in the Revenue Divisional Office carries his scale of pay. Thus, there is no comparison between the Administrative Officer in the Revenue Divisional Office and District Panchayat Office.

Observing that the post is basically Superintendent as in common categories and has been re-designated as Administrative Officer, the Pay Revision Commissioner assigned a higher pay scale than the Superintendent by one stage.

In view of the improvement of scale in the last Pay Revision, the Commission convinced that the pay scale needs no further improvement. Accordingly, the Commission assigns a corresponding scale of Rs. 14860-39540 (Rs.8385-19125).

Divisional Panchayat Officer : **Rs.9285-21550**

No. of posts : 70

District Panchayat Officer : **Rs.10285-24200**

No. of posts : 22

It is represented that the responsibilities of Divisional Panchayat Officer are more onerous than the responsibilities of the Deputy Registrar of Co-operative Department. But the scale of Divisional Panchayat Officer is far less than the Divisional Co-operative Officer* (Deputy Registrar). The Divisional Panchayat Officer discharges many statutory and non-statutory functions at division level, but carries lesser scale than that of Assistant Director of Agriculture and Revenue Divisional Officer. It is requested to assign the pay scale of Rs.10285-24200 on par with the Assistant Director of Agriculture and Divisional Co-operative Officer*.

Regarding District Panchayat Officer it is represented that this is District Level Officer in the Panchayat Raj Department looking after the administrative and regulatory functions of all Gram Panchayat in the district. He discharges duties on par with other District Officers like District Revenue Officer, District Co-operative Officer, Joint Director of Agriculture. The District Panchayat Officer is a parallel post to the District co-operative Officer* having similar duties and the units looked after by the District Panchayat Officer are 3 times in number as compared to the District Co-operative Officer. It is represented to allow the scale of District Revenue Officer i.e.Rs.14600-29250 to the category of District Panchayat Officer.

The post of Divisional Panchayat Officer is filled by promotion from the category of Extension Officer(PR&RD) Grade-I and Superintendents of the Office of Commissioner of Panchayat Raj and Rural Employment and Administrative Officers of District Panchayat Officer's Office. The post of District Panchayat Officer is filled by direct recruitment and by promotion from the category of Divisional Panchayat Officer and also by transfer from the categories of Section Officer/Private Secretary in Secretariat or Superintendent of the Department. The post of District Panchayat Officer is filled by Direct Recruitment through Group I competitive examinations

conducted by the Andhra Pradesh Public Service Commission and the qualification is Graduation.

Both the 1999 and 2005 Pay Revision Commissioners ruled out the comparison with Assistant Director of Agriculture, Revenue Divisional Officer and Divisional Co-operative Officer* as not tenable. There is vast variation in duties and responsibilities. This variation of functions and responsibilities equally applies to the District Panchayat Officer and District Revenue Officer.

The Anomalies Committee 2008 has enhanced the scale of pay of the Divisional Panchayat Officer from Rs. 8385-19125 to Rs.9285-21550, taking into consideration the fact that the feeder categories of Extension Officer(PR&RD) Grade-I and Administrative Officer O/o District Panchayat Officer are given the scale of Rs.8385-19125.

The Commission agrees with the views of the earlier Pay Revision Commissioner that the comparison of Divisional Panchayat Officer and District Panchayat Officer with the Revenue Divisional Officer and District Revenue Officer respectively is not appropriate, as the duties and responsibilities of the latter are more onerous and multi faceted. The Commission feels that no further improvement is warranted. Accordingly, the Commission recommends a corresponding scale of Rs.16150-42590 (Rs. 9285-21550) to the Divisional Panchayat Officer.

As District Panchayat Officer is a promotion post to the Divisional Panchayat Officer and he is a District Officer, the Commission is inclined to assign the pay scale of Rs.19050-45850 (Rs.10845-25600) which is a one stage improvement over the existing scale of Rs. 10285-24200.

*There is no post of Divisional Officer in the Co-operation Department. Apparently the comparison is with the Deputy Registrar of Co-operative Societies who is a Divisional level officer in the Co-operative Department.

Deputy Commissioner	:	Rs.16925-30765
No. of posts	:	4

The request is to assign the pay scale of Rs.19675-30765 to the Deputy Commissioner of Panchayat Raj on par with the Additional Director of Agriculture.

The post of Deputy Commissioner of Panchayat Raj and Rural Employment is filled by promotion from the category of Chief Executive Officer Zilla Praja Parishad including Principal VDOs Training Centre. The

post of Additional Director of Agriculture is filled by promotion from the category of Joint Director of Agriculture.

The pay scales of Commissioner of Panchayat Raj and Additional Director of Agriculture in the earlier Pay Revision Commissions are as follows:

Category	1978	1986	1993	1999	2005
	Rs.				
Deputy Commissioner	1600-2200	2690-4440	5040-8700-5770-9260*	10950-17575	16925-30765
Additional Director	1800-2350	3090-5140	6610-9820	12550-18625	19675-30765

*After issue of rules

The duties of Additional Director of Agriculture are wider and varied as compared to the duties of the Deputy Commissioner of Panchayat Raj and Rural Employment. Further, the promotion post to the post of Deputy Commissioner is Additional Commissioner which is on par with the Additional Director of Agriculture. Thus, the post of Additional Director of Agriculture is comparable to the post of Additional Commissioner of Panchayat Raj and Rural Employment and not Deputy Commissioner of Panchayat Raj and Rural Employment.

The Commission is convinced that the existing parities and relativities are in order. Accordingly we assign a corresponding scale of Rs. 29200-53060 (Rs.16925-30765).

**29 (d). RURAL WATER SUPPLY AND SANITATION
DEPARTMENT**

Junior Water Analyst	:	Rs.6675-15500
No. of Posts	:	16
Assistant Chemist	:	Rs.9285-21550
No. of Posts	:	14
Chemist	:	Rs.10285-24200
No. of Posts	:	1

It is represented that the Quality Control Laboratories in Rural Water Supply and Sanitation Department (bifurcated from the Panchayat Raj Engineering Department) analyze Chemical and Bacteriological examination of drinking water sources in rural areas as in the case of Institute of Preventive Medicine and Public Health Laboratories. The duties of Junior Water Analyst, Assistant Chemist and Chemist in Rural Water Supply and Sanitation Department are similar to those of Junior Analyst, Senior Analyst (Water) and Deputy Chief Water Analyst/Chief Water Analyst respectively. The hierarchy in both the departments is similar but the pay scales of Junior Water Analyst, Assistant Chemist and Chemist are less than their counter parts in Institute of Preventive Medicine and Public Health Laboratories. It is requested to assign pay scales to the Junior Water Analyst, Assistant Chemist and Chemist on par with Junior Analyst, Senior Analyst (Water) and Deputy Chief Water Analyst/Chief Water Analyst in Institute of Preventive Medicine and Public Health Laboratories.

The post of Junior Water Analyst in Rural Water Supply and Sanitation Department is to be filled in by transfer on tenure from Institute of Preventive Medicine or any other State Government Department in equivalent cadre. If no person is available for appointment by this method, then by Direct Recruitment is taken up. The qualification for Direct Recruitment is M.Sc., or AIC (with Water Analyst Subject). The post of Assistant Chemist is to be filled by transfer of Junior Water Analyst in Andhra Pradesh Rural Water Supply Engineering Subordinate Service. The post of Chemist is filled by promotion from the category of Assistant Chemist. The qualification for the post is M.Sc.

The following is the progression of Pay Scales from 1978 onwards.

Category	1978	1986	1993	1999	2005
	Rs.				
Junior Water Analyst (RWS)			2375-5040	4550-9600	6675-15500
Junior Analyst (IPM)	650-1100	1230-2330/ 1280-2440*	2375-5040	4550-9600	7200-16925
Assistant Chemist (RWS)			3110-6380	5980-12100	9285-21550
Senior Analyst Water (IPM)	900-1500	1810-3230	3310-6840	6350-13000	9285-21550/ 10285-24200**
Chemist (RWS)	1050-1600	1810-3230	3310-6840	6950-14425	10285-24200
Deputy Chief Water Analyst (IPM)	1300-1900	2410-4050	4400-8700	8400-16525	12385-27750

- Improved by the Anomalies and Regrouping Committee, 1989.

** Improved by the Anomalies Committee, 2008.

The Junior Analyst in the Institute of Preventive Medicine is to be promoted from the category of Laboratory Technician Grade I, Senior Technical Assistant including Chemical Assistant and if no qualified candidates are available in the earlier two categories, by promotion from the category of Laboratory Technician Grade II including Chemist (Cholera), Technical Assistant and Sample Custodian and also by Direct Recruitment. The qualification for promotion is B.Sc., with Chemistry as one of subjects and a Laboratory Technician's Certificate or equivalent. The qualification for Direct Recruitment is M.Sc., in Chemistry or Bio-Chemistry or Micro Biology or Food Technology/Life Sciences (Botany, Zoology and Allied Sciences), Food and Drugs, Public Health,

The Junior Water Analyst in the Rural Water Supply and Sanitation Department is on par with the Junior Analyst in the Institute of Preventive Medicine till the Pay Revision Commissioner, 2005 improved the pay scale of the latter by one stage ruling out the parity with Ground Water and Mines and

Geology Departments but keeping in view of the higher qualifications prescribed for Direct Recruitment.

The qualifications for the post of Junior Water Analyst in Rural Water Supply for Direct Recruitment are similar to that of Junior Analyst in Institute of Preventive Medicine. As such, the Commission is of the view that the parity disturbed in the earlier revision be restored and accordingly assigns the pay scale of Rs.12550-35800 which corresponds to Rs.7200-16925 to the Junior Analyst in the Rural Water Supply whose present pay is Rs. 6675-15500, on par with Junior Analyst in Institute of Preventive Medicine.

A comparison is drawn between the Assistant Chemist in Rural Water Supply and Sanitation Department and Senior Water Analyst in Institute of Preventive Medicine. But actually parity exists between the Chemist in Rural Water Supply and Senior Water Analyst in the Institute of Preventive Medicine. The Pay Revision Commissioner, 2005 improved the pay scale of the Assistant Chemist and Chemist by one stage and assigned a corresponding scale to the Senior Water Analyst. The relativities among these categories were disturbed by the Pay Revision Commissioner. The Anomalies Committee improved the scale of Senior Water Analyst by one stage. Thus, the relativity which existed prior to 2005 Pay Revision Commission was reestablished. The Commission is of the view that the pay scale of Assistant Chemist does not, therefore, require any change and accordingly assigns a corresponding scale of Rs. 16150-42590 (Rs.9285-21550).

The Commission also assigns a corresponding pay scale of Rs. 18030-43630 (Rs. 10285-21550) to the Chemist.

Junior Geologist	:	Rs.9285-21550
No. of Posts	:	47
Senior Geologist	:	Rs.12385-27750
No. of Posts	:	6
Joint Director	:	Rs.15500-30000
No. of Posts	:	2

It is represented that the pay scale of Junior Geologist in 1999 Scales of Pay was higher than the pay scale of Assistant Executive Engineer. The Pay Revision Commissioner, 2005 equated the Junior Geologist with the Assistant Executive Engineer. The Assistant Hydrologist in Ground Water Department who was on par with the Junior Geologist was assigned a higher pay scale by the Anomalies Committee. The Senior Geologist and Joint Director were on par with the Executive Engineer and Superintending Engineer in 1999 pay scales. The Pay Revision Commissioner assigned higher pay scales to the Senior Geologist and Joint Director. It is requested to

assign pay scales to the Junior Geologist, Senior Geologist and Joint Director on par with the Assistant Hydrologist in Ground Water Department, Executive Engineer and Superintending Engineer respectively.

The post of Junior Geologist is filled by Direct Recruitment and the qualifications are M.Sc. (Tech), M. Tech in Geology, Geophysics or Applied Geology or M.Sc. Hydrology. The post of Senior Geologist is to be filled in by promotion from the category of Junior Geologist. The post of Joint Director is to be filled in by promotion from the category of Senior Geologist.

The pay scales of these categories from time to time are as mentioned below:

Category	1978	1986	1993	1999	2005
	Rs.				
Junior Geologist	800-1450	1550-3050	3310-6840	6350-13000	9285-21550
Senior Geologist	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750
Joint Director			5390-8980	10250-17050	15500-30000

The post of Assistant Hydrologist in Ground Water Department is filled by Direct Recruitment or by promotion from the category of Technical Assistant (Hydrology) after a regular service of three years but in no case not less than two years of service. The qualification for Direct Recruitment is M.Sc., or M.Sc. (Tech), M. Tech in Geology or applied Geology. The Junior Geologist is the first level of induction in the Rural Water Supply and Sanitation Department whereas the post of Assistant Hydrologist in Ground Water Department is the second level post.

The pay scales of Assistant Hydrologist and Technical Assistant in Ground Water Department from time to time are as under:

Category	1978	1986	1993	1999	2005
	Rs.				
Technical Assistant (Hydrology)	750-1300	1380-2750	3110-6380	5980-12100	9285-21550
Assistant Hydrologist	800-1450	1550-3050	3310-6840	6350-13000	<u>9285-21550</u> 10285-24200*

* Improved by Anomalies Committee, 2008.

The successive Pay Revision Commissioners equated the category of Junior Geologist in Rural Water Supply and Sanitation Department with the

Assistant Hydrologist in Ground Water Department. The Technical Assistant is one stage below the Assistant Hydrologist and Junior Geologist. Keeping in view the age old parity, the Commission assigns the pay scale of Rs.18030-43630 corresponding to the scale of Rs.10285-24200 to the category of Junior Geologist which is presently in the scale of Rs.9285-21550, restoring the earlier parity.

As pointed out by earlier Pay Revision Commissions, comparison of these posts with the Engineers is not appropriate. The Commission assigns corresponding scales of Rs.21820-48160 (Rs.12385-27750) and Rs.27000-51760 (Rs.15500-30000) to the Senior Geologist and Joint Director respectively.

29 (e). PANCHAYAT RAJ INCLUDING GRAM PANCHAYATS

General

The three tier Panchayat Raj Local Bodies are Gram Panchayats, Mandal Praja Parishads and Zilla Praja Parishads. The Executive Officer at Gram Panchayat, Mandal Development Officer at Mandal level and Chief Executive Officer at Zilla Praja Parishad administer these institutions.

The requests for the revision of pay scales of the various posts in the Department are examined below:

Rural Medical Practitioner	:	Rs.5000/- (Subsidy)
No. of Posts	:	

It is represented that in pursuance of orders issued in G.O. Ms. No. 2087 Health and Local Administration Department dated 26.9.1959, the Rural Medical Practitioners possessing the qualifications as prescribed in these orders were appointed in the Rural Dispensaries through Dist. Employment Office/Dist. Selection Committee. A provision was made to appoint these Rural Medical Practitioners on promotion as Rural Ayurveda Medical Officers in the Regular Govt. Ayurveda Dispensaries vide G.O. Ms. No. 5001/Establishment-4/75-3 dated 05-05-1978. . Section 17 of Indian Medicine Central Council Act, inter alia conferred a right to the persons who possess the qualifications included in Second, Third and Fourth Schedule of the said Act to hold the office of the Vaid, Siddha, Hakim or Physician or any other office by whatever designation called in Government or in any institution maintained by local or other authority. This Section came into force with effect from 1-10-1976 which was notified by the State Government vide G.O. Ms. No. 261, Health dated 8.3.1977. Vaidya Vidwan is one of the qualification included in that schedule. It is represented for assigning any time scale of pay. Another request is to change the designation of "Rural Medical Practitioner" as "Rural Medical Officer" and to transfer the responsibility of administration of Rural Ayurveda Dispensaries from P.R. Dept., to the parent AYUSH Department.

Government vide G.O.Ms.No.156, HM&FW(R2) Department Dated 11.5.2005 revised the honorarium of RMPs to Rs.5000 p.m. , provided these follow the normal working hours of Govt. instead of five hours. The Pay Revision Commissioner, 2005 and the Anomalies Committee did not recommend any enhancement of honorarium. The Commission recommends enhancement of honorarium to Rs.8,500/- per month subject to the conditions stipulated in G.O.Ms.No.156, HM&FW (R2) Department Dated 11.5.2005.

Assigning a regular scale, transferring the administration of Rural dispensaries to the Ayush Department and re-designation of Rural Medical

Practitioners as Rural Medical Officers do not come under the purview of the Pay Revision Commission.

Superintendent

In Mandal Praja Parishads and Zilla Praja Parishads	:	Rs.7770-18575
No. of posts	:	14

It is represented that the Superintendent in Mandal Praja Parishads has considerable responsibilities. He is responsible for proper communication of instructions and Government policies to the field staff. He obtains statistical data and prepares various reports for District administration. He is responsible for proper maintenance of accounts and registers. In the absence of Mandal Parishad Development Officer, the Superintendent receives public representatives and higher officials and provides the required information. In Zilla Praja Parishad, the Superintendent monitors and controls the staff in the section, communicates Government instructions to the Mandal Parishad Development Officers, obtains data and prepares various reports for submission to higher authorities.

It is represented that the duties and responsibilities of the Superintendent in Mandal Praja Parishad and Zilla Praja Parishad are similar to those of Superintendent in the Office of the District Panchayat Officer, Extension Officer Panchayats and Extension Officer PR&RD. The Extension Officer (Pts) was conferred Gazetted status vide G.O. Ms. No. 248, PR&RD Dated 17.6.1999 and these posts were adjusted against the vacancies of Extension Officer (RD) vide G.O. Ms. No. 303 PR&RD (Mdl. III) Department, dated 4.10.2001. The Extension Officer (PR&RD) was conferred Gazetted status vide G.O. Ms. No. 333, PR&RD (Mdl III) Department dated 1.11.2004. The post of Superintendent in the District Panchayat Office was re-designated as Administrative Officer and conferred Gazetted status vide G.O. Ms. No. 361, PR&RD (E VIII) Department dated 26.11.2004. The request is to assign the pay scale of Rs.8385-19125 to the Superintendents of Mandal Praja Parishads and Zilla Praja Parishads duly re-designate them as Administrative Officer and confer Gazetted Status.

Conferment of Gazetted status and re-designation have been dealt with separately.

However, keeping in view the general approach for the Superintendent's category, the Commission recommends the scale of Rs. 14860-39540 (Rs.8385-19125) on par with Administrative Officers in District Office.

Extension Officer (PR&RD)	
Grade I/	: Rs. 8385-19125
Extension Officer (PR&RD)	
No. of posts	: 1096

It is represented that the post of Extension Officer (Panchayats) is in existence for more than five decades with the jurisdiction of two to four Mandals. It is an intermediary category between the Executive Officer Grade I and Divisional Panchayat Officer. This was conferred Gazetted status vide G.O. Ms. No. 248, PR&RD Dated 17.6.1999 and is promotion post to the Executive Officer Grade I. Government vide G.O. Ms. No. 303, PR&RD Dated 4-10-2001 are-designated this post as Extension Officer (PR&RD). The post of Executive Officer (RD) which was re-designated as Extension Officer (PR&RD) Non Gazetted was created one decade back. Orders were issued in G.O. Ms. No. 345, PR&RD Department dated 27.11.2001 providing the promotion channel of the posts of Extension Officer (Pts) and orders were issued in G.O. Ms. No. 347 PR&RD dated 21.11.2001 notifying the Andhra Pradesh Panchayat Raj and Rural Development Service Rules. According to these rules, the post of Extension Officer PR&RD Grade I is to be filled in by promotion from the category of Executive Officer Grade I and by transfer from the Senior Assistants of the offices of the Commissionerate of Panchayatraj and Rural Employment, District Panchayat Office and Divisional Panchayat Office. The present pay scale of Extension Officer (PR&RD) is Rs.8385-19125. The Andhra Pradesh Executive Officers' Association claims the pay scale of Rs.8385-19125 is sought for the post of Executive Officer Grade I. It is requested that a pay scale of Rs.9285- 21550 be assigned to the Extension Officer (PR&RD).

Before analyzing the request, the genesis of this category is to be explained. The Extension Officer (Pts) was in existence from ages. The posts of Extension Officer (Rural Development) were created in the year 1993. Government declared the posts Extension Officer (Pts) as Gazetted vide G.O. Ms. No. 248, PR&RD (Mdl II) Department dated 17.6.1999. The functions of the Extension Officer (Pts) were entrusted to Extension Officer (Rural Development) vide G.O. Ms. No. 303, PR&RD (Mdl. II) Department dated 04.10.2001 duly abolishing 380 posts of Extension Officer (Pts). The incumbents of these posts were adjusted against the vacancies of the Extension Officer (Rural Development) duly protecting their existing pay and salary. The posts of Extension Officer (Rural Development) at Mandal level were re-designated as Extension Officer (Panchayat Raj and Rural Development). Thus, the Gazetted posts of Extension Officers (Pts) were merged with the Non Gazetted categories of the Extension Officers (Rural Development).

Aggrieved by the above some Extension Officers (Pts) filed OA No. 756/2001 in the Hon'ble Andhra Pradesh Administrative Tribunal praying that the orders issued in G.O. Ms. No. 303, PR&RD (Mdl. II) Department dated 04.10.2001 be quashed and the system of Extension Officer (Pts) be continued. The OA was disposed with a direction to examine and dispose of the representation dated 8.10.2001 in accordance with the rules.

In pursuance of the above directions, orders were issued in G.O. Ms. No. 345, PR&RD (Mdl. II) Department dated 21.11.2001 that the Extension Officers (Pts) who were adjusted against the vacancies of Extension Officer (Panchyat Raj and Rural Development) be re-designated as Gazetted Extension Officer (Panchyat Raj and Rural Development) Grade I which would take care of their Gazetted status as well as separate scale of pay and promotion opportunities. They were to be posted in the erstwhile Panchayat Samithi Headquarters wherever there were vacancies. Such of the Extension Officers (Panchayats) who did not opt to go as Mandal Parishad Development Officers and who were expecting to go on promotion as Divisional Panchayat Officer were given another option to go as Mandal Parishad Development Officers and their seniority was protected with reference to their immediate juniors who were promoted as Mandal Parishad Development Officers. Again, two categories emerged namely, i) Gazetted Extension Officer (PR&RD) Grade I and ii) Extension Officer (PR&RD). Government notified Andhra Pradesh Panchayat Raj and Rural Development Service Rules, vide G.O. Ms. No. 347, PR&RD (E.VI) Department dated 21.11.2001. According to these rules, the post of Extension Officer (PR&RD) Grade I is to be filled in by promotion from the category of Executive Officer Grade I and by transfer from the category of Senior Assistant who passed the Accounts Test for Subordinate Officers Part I and Part II/Executive Officers / Local Body employees.

The Anomalies Committee, 2004 recommended for conferring Gazetted status to the Extension Officer (Rural Development) making the following observations:

It is noticed that the recommendation of the Cabinet Sub-committee was to evolve a unified category of Extension Officer (PR&RD) by merging the two categories of Extension Officer (Panchayats) and the Extension Officer (Rural Development). In the process of merger those who were on higher pay scale were called Extension Officers (PR&RD) Grade -I and were made gazetted, where as the others were called Extension Officers (PR&RD) and remained as non-gazetted.

G.O.Ms.No.362, PR&RD (MDL-II) Department, Dated 3.12.2001 defined uniform powers to both these categories which are statutory and administrative and financial in nature. Keeping these factors in view, the committee recommend for making the post gazetted and to redesignate the

post as Deputy Mandal Parishad Development Officer by unifying the existing two categories of Extension Officers.

Orders were issued in G.O. Ms. No. 333, PR&RD (Mdl. II) Department dated 1.11.2004 declaring the post of Extension Officer (PR&RD) as Gazetted. But the orders are silent about the unification of two categories of Extension Officers.

The pay scale Extension Officer (Pts) and Extension Officer (RD)/Extension Officer (PR&RD) Grade I / Extension Officer (PR&RD) from time to time is as under:

Category	1969	1974	1978	1986	1993	1999	2005
	Rs.						
Extension Officer (Pts)	160-320	360-700	650-1100	1330-2630	2600-5580	5000-10600	
Extension Officer (RD)					2525-5390	4850-10250/ 5000-10600*	
Extension Officer (PR&RD) Grade I Extension Officer (PR&RD)							8385-19125

* Improved in pursuance of the recommendations of the Anomalies Committee, 2004.

The Pay Revision Commissioner, 2005 enhanced the pay scale by one stage. Therefore, the Commission is of the view that there is no need to improve the pay scale further and accordingly assigns the corresponding scale of Rs. 14860-39540 (Rs.8385-19125).

Mandal Parishad Development

Officer : Rs.9285-21550

No. of posts : 1096

Deputy Chief Executive Officer : Rs.10845-25600

No. of posts : 22

Chief Executive Officer : Rs.14600-29250

No. of posts : 22

(a) Mandal Parishad Development Officer : Rs.9285-21550

It is represented that the functions of the Mandal Parishad Officer are multifarious. He implements many developmental programmes like Indiramma, Pensions, A.P. Rural Employment Guarantee Scheme, sanitation, Family Welfare, Social forestry, Land Development besides poverty alleviation schemes of District Rural Development Authorities, Scheduled Castes, Scheduled Tribes, Backward Classes, Women Development and Minority Welfare Corporations. He supervises schools and hostels and takes up of works from MP General Funds in addition to Schemes of State and Central Finance Commissions. The Mandal Development Officer convenes the meetings of the Mandal Level Committees like Indiramma Committee, Primary Health Centre Committee, Hostel Development Committee. He sanctions Old age/Widow/Physical Handicap pensions. The request is to assign higher pay scale than the other functionaries working at Mandal level for effective control over Mandal level Officers. It is requested to assign the pay scale of Rs.10845-25600 to the Mandal Parishad Development Officer, on par with Assistant Director of Agriculture. Other requests are Creation of promotion avenues at Divisional and Sub Divisional levels, provision of vehicle, budgetary provision and enhancement of T.A. Grant.

The post of Mandal Parishad Development Officer is to be filled by Direct Recruitment through Group I competitive examination or by transfer from the category of Extension Officer (PR&RD), Extension Officer (PR&RD) Grade-I, Superintendents of Zilla Parishad and Mandal Parishads and Asst. Section Officers/Senior Stenographers of Secretariat other than Finance & Planning (FW) and Law Departments.

(b) Deputy Chief Executive Officer : Rs.10845-25600

It is represented that the Deputy Chief Executive Officer is a promotional post to the category of Mandal Parishad Development Officer and the category of District Panchayat Officers which are filled in through Group-I Service examination under Direct Recruitment as in the case of Revenue Divisional Officer. There is only one post of Deputy Chief Executive Officer in each Zilla Parishad and it takes about fifteen years for a Mandal Development Officer or for Dist.Panchayat Officer to get this promotion. The Deputy Chief Executive Officer assists the Chief Executive Officer in the various activities of the Zilla Parishad and monitors the activities of Mandal Parishads in the district. The duties and responsibilities of this post are akin to the duties of District Revenue Officer in the Collectorate. It is therefore requested to assign the pay scale of Rs.14600-

29250 to the Deputy Executive Officer on par with the District Revenue Officer.

The post of Deputy Chief Executive Officer is filled in by promotion of Mandal Parishad Development Officers and by transfer of District Panchyat Officer.

(c) Chief Executive Officer : Rs.14600-29250

It is represented that the duties of the Chief Executive Officer have increased manifold after the 73rd Amendment of the Constitution. As per the constitutional provisions twenty nine developmental activities are brought under the purview of Zilla Parishad and the Chief Executive Officer is responsible for implementing these schemes. The increased prominence is evident from the fact that eleven posts viz., 50% of the Chief Executive Officers are earmarked for the I.A.S. officers in the cadre of Joint Collectors. The statutory functions of the Chief Executive Officer include conduct of meetings of the standing committees, General body of the Zilla Praja Parishad and implementation of the decisions. He monitors the functions of all the Panchayat Raj institutions. The pay scale attached to the post is not commensurate with the duties and responsibilities attached to the post and the request is to assign the scale of Rs. 15500-30000 on par with the Joint Director of Agriculture.

According to the Service Rules, 50% of posts of the Chief Executive Officers are earmarked for IAS Officers. The remaining posts including the Principal, VDOs Training Centre are filled in by promotion from the category of Deputy Chief Executive Officer.

. The pay scales of these categories from time to time are as indicated below:

Category	1986	1993	1999	2005
Mandal Parishad Development Officer	1550-3050	3110-6380	5980-12100	9285-21550
Deputy Chief Executive Officer	2150-3690	3880-8140	7400-15475	10845-25600
Chief Executive Officer	2590-4300	5040-8700	9600-16525	14600-29250

Comparison of Mandal Development Officer with the Assistant Director, Deputy Chief Executive Officer with District Revenue Officer and Chief Executive Officer with the Joint Director of Agriculture is not appropriate. The duties and responsibilities of Revenue Divisional Officer,

District Revenue Officer and Joint Director of Agriculture are wider than the duties of the Mandal Parishad Officer, Deputy Chief Executive Officer and Chief Executive Officer. Similar requests were placed before the earlier Pay Revision Commissions of 1993,1999 and 2005 and did not find favour.

The Commission does not find any reason to improve the pay scales and accordingly assign the following pay scales:

Mandal Parishad Development Officer	:	Rs.16150-42590 (Rs.9285-21550)
Deputy Chief Executive Officer (Formerly Deputy District Development Officer)	:	Rs.19050-45850 (Rs. 10845-25600)
Chief Executive Officer (Formerly District Development Officer)	:	Rs.25600-50560 (Rs. 14600-29250)

The other requests are dealt with under the relevant chapters in Volume I.

30 (a). DIRECTORATE OF ECONOMICS AND STATISTICS

The Bureau of Economics and Statistics, Andhra Pradesh was established in 1956 amalgamating the Statistical Branch of Board of Revenue of the erstwhile Andhra State and the Bureau of Economics and Statistics of the erstwhile Hyderabad State. The Department was renamed as the Directorate of Economics and Statistics in 1990.

The Directorate of Economics and Statistics is declared as "Nodal Agency" on 26.10.1984 for the statistical activities in all the State Government Departments. It Co-ordinates with the National Sample Survey Organization (NSSO), and Central Statistical Organization, Government of India for certain studies. The Directorate organizes ad hoc studies depending on the requirements of the Government of Andhra Pradesh and Government of India. It is the Centralized Statistical Organization of the State for systematic collection, compilation, analysis and interpretation of Statistical data over a vast range of sectors relating to the State economy.

The Commission notes that there are Statistical Wings in a number of Heads of Departments. It is therefore, desirable to bring parities among the various categories of posts in Statistical Wings in various departments with the posts in the Department of Economics and Statistics instead of comparing these posts with the other posts in those departments.

The Directorate operates as a 3-tier system viz Head Office, District Offices and Mandal Offices. Directorate is headed by a Director and supported by Joint Directors, Deputy Directors, Assistant Directors, Statistical Officers, Deputy Statistical Officers, Assistant Statistical Officers and the ministerial staff.

The Chief Planning Officer in the rank of Deputy Director is at the helm of affairs at District level. He is supported by one Assistant Director and one Statistical Officer. The Deputy Statistical is stationed at the offices of Revenue Divisional Offices and the Assistant Statistical Officer is stationed at the Mandal Revenue Offices.

The requests for revision of pay scales of various categories are examined below:

Assistant Statistical Officer	:	Rs.6505-15025
No. of Posts	:	1270

The request is to assign the pay scale of Rs.7385-17475. It is stated that the posts are stationed at the Mandal Revenue Office, the office of the Chief Planning Officer and at Directorate of Economics and Statistics at the

State level. At Mandal level, the Assistant Statistical Officer conducts Crop Cutting Experiments, and various Surveys like Economic Census, Employment Census, Minor Irrigation etc., besides maintaining Rainfall Statistics.

The post is filled in by Direct Recruitment and the qualifications are Second class Degree in Arts or Science with a group comprising of any two of the following four subjects – Economics, Statistics, Mathematics and Computer Science.

The pay scales of the post of Assistant Statistical Officer and the Senior Assistant from time to time are mentioned below.

Category	1969	1974	1978	1986	1993	1999	2005
	Rs.						
Assistant Statistical Officer	140-280	310-560/ 320-580*	530-850	1100-2050	2195-4560	4190-8700/ 4430-9300**	6505-15025
Senior Assistant	140-280	310-560	530-850	1100-2050	2195-4560	4190-8700	6195-14175

* pay scale of Progress Assistant

** improved by Anomalies Committee 2004

Thus, the historical parity was with the Senior Assistant till the Anomalies Committee, 2003 improved the pay scale of this category by one stage. The last Pay Revision Commissioner recommended corresponding scale keeping in view the improvement of the Pay Scale by the Anomalies Committee, 2004.

There is no force in the argument put forth in support of the claim that the Assistant Statistical Officer supervises the work of the Village Development Officer Grade I pertaining to Crop Cutting experiments etc. The Village Development Officer does not directly report to the Assistant Statistical Officer. Keeping in view the earlier parity and improvement of pay scale by the Anomalies Committee, 2003, the Commission sees no reason to improve the pay scale further. The Commission accordingly assigns the corresponding pay scale of Rs.11530-33200 (Rs. 6505-15025).

Deputy Statistical Officer : **Rs.7770-18575**
No. of Posts : 331

The request is to assign pay scale of Rs.8385-19125 on par with Assistant Labour Officer. It is contended that these posts are stationed at Revenue Divisional Offices, offices of the Chief Planning Officer, District

Rural Development Agencies, Integrated Tribal Development Authorities etc., as also in the Directorate. The Deputy Statistical Officer is said to be a supervisory functionary at Division level for monitoring all activities relating to Census and Surveys. The grievance is that the Pay Revision Commissions are assigning the pay scale to this category without considering the technical nature of duties though the Directorate of Economics and Statistics was declared as Technical Department vide G.O. Ms. No. 1748 vide GA (Services A) Department dated 9.12.1959. The contention is that the post is equated with the Superintendent which is held by a generalist. The request is to discontinue this parity and assign a higher scale.

This post is to be filled in by promotion from the category of the Assistant Statistical Officer. The qualifications prescribed for the post are Degree in one of the subject of Mathematics, Statistics, Pure Economics, Commerce, Applied Economics, Applied Statistics, Applied Mathematics, Economics or Computer Science. The pay scale of the posts of the Deputy Statistical Officer from time to time is as under:

1969	1974	1978	1986	1993	1999	2005
Rs.						
200-400	430-800	700-1200	1330-2630	2600-5580	5000-10600	7770-18575

The Commission keeping in view the nature of duties and well established parities over period of time assigns the pay scale of Rs.14860-39540 corresponding to the pay scale of Rs.8385-19125 to the category of Deputy Statistical Officer which is presently in the pay scale of Rs. 7770-18575.

Statistical Officer : **Rs.9285-21550**
 No. of Posts : 51

No specific pay scale is sought. But it is requested to assign a higher pay scale.

The Statistical Officers in the office Chief Planning Office ensure timely collection of data, take up field inspection to guide the field staff and assist the Assistant Director in compilation of Reports. In the Directorate they are unit officers and supervise the work in the sections under their control.

The post is to be filled in by transfer from the category of Deputy Statistical Officer of the Andhra Pradesh Economics and Statistical Subordinate Services. The qualifications prescribed for the post are Graduation in Economics/Statistics/Commerce. This is the first level Gazetted post in the department.

This post carries a pay scale one stage below the Assistant Director to which it is the feeder category. The pay scale of this post from time to time is as under:

1969	1974	1978	1986	1993	1999	2005
Rs.						
350-750	600-1100	900-1500	1810-3230	3310-6840	6350-13000	9285-21550

The existing scale of pay is adequate. The Commission accordingly assigns a corresponding scale of Rs. 16150-42590 (Rs. 9285-21550).

Assistant Director	:	Rs.10285-24200
No. of Posts	:	62
Deputy Director	:	Rs.12385-27750
No. of Posts	:	31

The request is to assign the pay scale of Rs.10845-25600 to the Assistant Director and Rs.13390-28500 to the Deputy Director on par with their counterparts in Agriculture and Animal Husbandry Departments. It is contended that they were on par till the Pay Revision Commission 2005 enhanced the pay scales of the Assistant Director and Deputy Director of Animal Husbandry and the Anomalies Committee enhanced pay scales of the Assistant Director of Agriculture.

The post of Assistant Director is filled by Direct Recruitment or by promotion from the category of Statistical Officer. The qualifications prescribed for Direct Recruitment are Post Graduation in one of the subjects of Mathematics, Statistics, Pure Economics, Commerce, Applied Economics, Applied Statistics, Applied Mathematics, Econometrics, or Computer Science.

The comparison with the Assistant Director and Deputy Director of Agriculture and Animal Husbandry is not apt as they possess Professional Qualifications.

The pay scale is commensurate with the qualifications and duties attached to the post. The Commission accordingly, assigns a corresponding scales of Rs.18030-43630 (Rs.10285-24200) to the Assistant Director and Rs.21820-48160 (Rs. 12385-27750) to the Deputy Director respectively.

Joint Director : **Rs.15500-30000**
 No. of Posts : 6

No specific scale is proposed. But it is requested to assign a suitable pay scale. The mode of recruitment of this post is by promotion from the category of Deputy Director. The pay scale is adequate. Accordingly, the Commission assigns a corresponding pay scale of Rs. 27000-51760 (Rs. 15500-30000).

Director : **Rs.19675-30765**
 No. of Posts : 1

The request is to assign the pay scale of Rs.23500-30765 on par with the Director of Ground Water and Factories. It is represented that the Director is overall in charge of technical and administrative functions of the Department and Nodal Officer for effective coordination of various Statistical activities. The Director interacts with the Statistical agencies at National level, Reserve Bank of India and Research Institutions/Universities. Further, the Director disseminates the information gathered for public and other research organizations.

The post is filled by promotion from the category of Joint Director.

Keeping in view the relativities with other Heads of Department the Commission assigns a pay scale of Rs. 37600-54360 which corresponds to the scale of Rs.21550-30765 to the category of Director of Economics and Statistics who is in the pay scale of Rs. 19675-30765.

31 (a). LAND ADMINISTRATION DEPARTMENT

The history of Land Administration dates back to the olden days of kings and Kingdoms. The Land Revenue was the major source of revenue for the kings. The present system of preparing and maintaining land records originated from the Moghul period and it reached its scientific form during the British rule. During the British times, Revenue Department was the pivot of Administration. The Board of Revenue that wielded extraordinary powers administered it. Consequent on the abolition of the erstwhile Board of Revenue, the functional Commissioners of Survey, Settlement & Land Records and Commissioner of Land Reforms & Urban Land Ceiling were created. Subsequently they were replaced. In their place, the post of Chief Commissioner of Land Administration was created in G.O Ms. No. 59, Revenue (DA) Department, Dated 21.01.1999. The Chief Commissioner of Land Administration (CCLA) is the chief controlling authority for the revenue administration consisting of Revenue, Survey, Settlement & Land Records and Urban Land Ceiling Departments. He exercises statutory functions and general superintendence over all his subordinates.

At district level, the District Collector is the head of the administration. He acts as the District Magistrate for maintaining Law and Order in his jurisdiction. He deals mainly with planning and development, law and order, scheduled areas/agency areas, general elections, arms licensing etc. The Joint Collector who also belongs to the I.A.S Cadre runs the Revenue administration under various enactments in the District. He is also designated as Additional District Magistrate. He mainly deals with civil supplies, land matters, mines and minerals, village officers etc. Government recently created 22 posts of Additional Joint Collectors (Non cadre) vide G.O. Ms. No. 282, Finance (SMPC) Department dated 19-11-2009 to strength the District Administration

Each District is divided into Sub divisions for administrative convenience. A Sub division is headed by a Revenue Divisional Officer in the rank of a Deputy Collector or a Sub – Collector in Cadre of IAS. He is the Sub Divisional Magistrate having jurisdiction over his division. The Sub divisional Offices are a replica of Collectorate in the matter of number of sections and they act as intermediary in the administrative setup. The District Revenue Officer (DRO) in the Cadre of Special Grade Deputy Collectors assists the Collector and Joint Collector in discharging their duties. The District Revenue Officer looks after all the branches of the Collectorate. He deals mainly with general administration and is vested with supervision of day-to-day functions of the Collectorate.

Mandal is the functional level offices. Mandals have been formed in Andhra Pradesh to bring administration to the doorsteps of Citizens and make all the public services easily available to them. Earlier the Taluks had huge jurisdiction and were divided into Firkas. This 5 tier district administrative system was unviable for delivering speedy Citizen Services. So against 305 Taluks and 1084 Firkas, 1106 Mandals were formed in 1985. Subsequently 20 more Mandals were added at different intervals of time. So at present we have a 4 tier district administrative set up with the Mandal playing an important role in administration at the grass root level. At present there are 1127 Mandals in Andhra Pradesh.

Tahsildar heads the Mandals. The MRO is vested with the same powers and functions of Tahsildars of erstwhile Taluks including magisterial powers. Mandal Revenue Officer heads the Mandal Revenue Office. MRO provides the interface between the government and public within his jurisdiction. He initiates welfare measures within his jurisdiction. The MRO assists the higher authorities in collecting information and conducting inquiries. He provides feedback to the district administration that helps in decision-making at higher levels of administration. He is assisted by the Deputy Tahsildar/ Superintendent, Mandal Revenue Inspector, Superintendent, Mandal Surveyor, Assistant Statistical Officer and Other Ministerial Staff.

Deputy Tahsildar : **Rs.7770-18575**
 No. of Posts : 2574

The Association sought a higher pay scale on the following grounds:

- 1) The Deputy Mandal Revenue Officer implements and interprets various Acts and Codes. Hence a complete knowledge of the Revenue Acts, Codes and Rules is essential for the incumbents.
- 2) The Deputy Mandal Revenue Officer has to pass Revenue Test, Survey Training, Criminal Procedure Test and Indian Evidence Act. The syllabus includes 100 Acts and related Rules.
- 3) While upgrading the posts of Head Assistant in the Tahsil Office as Deputy Mandal Revenue Officer, the items relating to Public Distribution system and Survey have been entrusted to Deputy Tahsildar. The Deputy Tahsildar working as Superintendent in Tahsil Office, discharges the duties of the Deputy Tahsildar in addition to other items.

- 4) The Deputy Mandal Revenue officer working in a Special post discharges the duties of flying squad and demolition squads for removal of encroachments in Government Land.
- 5) The Co-operative Sub Registrar, Extension Officer (Industries), Development Officer (Handlooms and Textiles) and Assistant Social Welfare Officers whose duties and responsibilities are lower and less arduous have been assigned a higher pay scale.

The mode of recruitment to the post of Deputy Tahsildar is by Direct Recruitment through Group II competitive examination conducted by the Andhra Pradesh Public Service Commission and by promotion from the category of Senior Assistant.

The pay scales of the Deputy Mandal Revenue Officer and the comparable posts from time to time are as under:

Category	1969	1974	1978	1986	1993	1999	2005
	Rs.						
Deputy Tahsildar	250-500	430-800	700-1200	1330-2630	2600-5580	5000-10600	7770-18575
Co-Operative Sub Registrar	250-500	430-800	700-1200	1330-2630	2600-5580	5000-10600	8385-19125
Extension Officer (Ind)	160-320	360-700	600-1050	1330-2630	2600-5580	5000-10600	8385-19125
Development Officer (Handlooms and Textiles)	200-400	430-800	700-1200	1330-2630	2600-5580	5000-10600	8385-19125
Assistant Social Welfare Officer			575-950	1230-2330	2525-5390	5000-10600 5300-11300*	8385-19125

*improved by the Anomalies Committee, 2004

There is historical parity among Deputy Tahsildar, Co-operative Sub Registrar (Assistant Registrar of Co-operative Societies), Extension Officer (Industries now re-designated as Industrial Promotion Officer) and Development Officer, (Handlooms and Textiles). The Pay Revision Commissioner, 2005 improved the pay scale of the Co-operative Sub Registrar (Assistant Registrar of Co-operative Societies) and Development

Officer, (Handlooms and Textiles) keeping in view conferring Gazetted status to these categories.

The duties and responsibilities of the Deputy Mandal Revenue Officer are far more exacting than those of the Co-operative Sub Registrar, Extension Officer (Industries), Development Officer (Handlooms and Textiles) and Assistant Social Welfare Officer. The Deputy Mandal Revenue Officer (Deputy Tahsildar) plays a vital role in the Revenue Administration and discharges both executive and administrative functions.

Taking into consideration all relevant factors, keeping in view the functions and duties attached to the post as the Commission assigns the pay scale of Rs.14860-39540 (Rs. 8385-19125) to the Deputy Tahsildar, who is in the pay scale of Rs. Rs.7770-18575.

Tahsildar	:	Rs.9285-21550
No. of Posts	:	1381

The Association sought a higher pay scale on the following grounds:

- 1) The Revenue Officers belonging to the category of Tahsildar have to work from dawn to dusk and they are subject to considerable stress and strain. The role of Tahsildar (MRO) assumes considerable importance during National calamities, disaster management, conduct of general elections, Elections to Water Users Associations, Law and Order issues, settlement of land disputes and in all emergencies in addition to implementation of several statutes. These are very few parallels to the multifaceted functional responsibilities of a Tahsildar.
- 2) The responsibilities have increased on account of implementation of Arogya Sree scheme.
- 3) Revenue Department is the backbone of the District Administration. Its functionaries have the dual functions viz., revenue and quasi judicial functions of Executive Magistrate in addition to the Developmental programmes. The department plays a vital role in catering the needs of people more particularly downtrodden and successfully carries out all the schemes being introduced by the Government.
- 4) Tahsildar has to pass eight tests comprising of 57 Acts and Codes.
- 5) Tahsildar functions as Protocol Officers during the visits of VIPs in the Districts.

- 6) Tahsildar should have thorough knowledge of Criminal Procedure Code, Indian Penal Code, Indian Evidence Act etc.
- 7) The Administrative Officers in the Ground Water ,Industries Department, Education Department and Information Officer in the Information and Public Relations have administrative functions and do not have statutory functions and they have been assigned higher pay scales.

According to the Service Rules, the post is to be filled in by promotion from the category of Deputy Tahsildar.

Comparison with the Administrative Officers in the Ground Water, Industries Department, Education Department and Information Officer in the Information and Public Relations is not apt as the duties and responsibilities are different.

The pay scale of Tahsildar in earlier pay revisions is as under:

1969	1974	1978	1986	1993	1999	2005
Rs.						
300-600	530-1050	800-1450	1550-3050	3110-6380	5980-12100	9285-21550

The Commission assigns corresponding scale of Rs. 16150-42590 (Rs. 9285-21550) for the post of MRO (Gazetted)/Tahsildar.

Revenue Divisional Officer

(Deputy Collector) : Rs.10845-25600

No. of Posts : 308

The Association furnished the following reasons for assigning a higher scale of Rs.13390-28500 on par with the Executive Engineers.

- 1) The functions of the department are many with varied responsibilities. The Revenue Divisional Officers co-ordinate the activities and functions of different departments.
- 2) They perform the functions of the District Collector at Divisional level.
- 3) R.D.Os handle important items relating to law and order. They are vested with magisterial powers. They also carry out proceedings relating to land acquisition, conduct of various elections.

- 4) They are acquainted with various Revenue related Acts.

The post is to be filled in by Direct Recruitment through Group I competitive examination conducted by the Andhra Pradesh Public Service Commission and by promotion from the category of Tahsildar or by transfer from the category of Superintendents of the Office of the Commissioner of Land Revenue/Section Officers of Secretariat.

The Pay Revision Commissioner, 1993 observed that over the past two decades, the Deputy Collector has been drawn more and more into the main stream of developmental activities. He functions as the principal coordinating officer at the divisional level.

The Revenue Divisional Officer, Deputy Superintendent of Police and Commercial Tax Officer are on par from inception and they are placed at the top of the Group I Services Examination conducted by the Andhra Pradesh Public Service Commission.

In the entire administration, Revenue, Police and Judiciary play a pivotal role. Keeping in view the importance attached to the post, the successive Pay Revision Commissions kept the post of Revenue Divisional Officer on top of the other posts and assigned a higher scale.

Comparison with Executive Engineer of the Engineering Departments, Deputy Director of Social Welfare Department is not apt. The right comparison is only with the posts which are being filled in by Direct Recruitment through Group I competitive examinations conducted by the Andhra Pradesh Public Service Commission in which the Revenue Divisional Officer is already at the top position. The Executive Engineer and Deputy Director of Social Welfare to have scales of Rs.13390-28500 and Rs.12385-27750 respectively are promotional posts. The Deputy Executive Engineer is brought on par with the Revenue Divisional Officer by the Pay Revision Commission 2005. Similarly, the District Social Welfare Officer was assigned the pay scale of Rs.6350-13000 by the Pay Revision Commissioner 1999. The Anomalies Committee 2004 improved same and assigned the higher scale of Rs.6950-14425. The Pay Revision Commissioner 2003 further improved the scale and assigned the pay scale of Rs.10285-24200.

The role of the Revenue Divisional Officer is similar to that of an IAS officer who is appointed as Sub Collector. The Revenue Divisional Officer has a key role in the overall governance as he coordinates the functions of different departments. Thus the post of the Revenue Divisional Officer is an important post at the field level. At the start of the career itself, the Revenue Divisional Officer shoulders heavy responsibilities which involve critical decision making and crisis management.

The revised Junior Time scale of Indian Services is Rs.15600-39100 with grade pay of Rs.5400/-. If the present relative position of Revenue Divisional Officer/Deputy Collector is to be maintained then it will be appropriate to bring the minimum of the pay scale of the Revenue Divisional Officer nearer to the Junior Time scale of Indian Administrative Service. Keeping all these factors in to consideration, the Commission recommends the scale of Rs.20680-46960 for the post of Deputy Collector. This Corresponds to the scale of Rs. 11755-26300.

Special Grade Deputy Collector : Rs.14600-29250
 No. of Posts : 158

The Association has requested for assigning higher scale on the following grounds.

- 1) The District Revenue Officer is a promotional post to the Revenue Divisional Officer and it is the Additional District Magistrate who looks after Law and order and he has Magisterial Functions on par with District Collector.
- 2) All the important files of all the District Officers of other Departments including that of Engineering Department will be routed through the District Revenue Officer for effective functioning of other Departments.
- 3) The District Revenue Officer is responsible for smooth conduct of elections, Relief and Rehabilitation operatives under natural calamities, Protocol work of VIPs/ VVIPs.
- 4) The District Revenue Officer is a nodal office for conduct of various training programs at different Training Centers of Dr. MCR HRD Institute, Hyderabad.
- 5) The District Revenue Officer acts as liaison officer of all Departments in the District on behalf of District Collector.
- 6) The District Revenue Officer reviews the work relating to all District Officers including the Joint Directors of various Departments and the work of Superintending Engineers.
- 7) The District Revenue Officer in the capacity of Additional District Magistrate looks after the law and order in the District whenever required by the District Collector.

- 8) The District Revenue Officer is the direct Head in the Revenue matters.
- 9) The District Revenue Officer is in the scale of Rs.14100-29250 whereas the District Heads of other Departments are in the higher pay scale of Rs.15500-30000 and the Superintending Engineer is in the scale of Rs.18025-30765. The discrimination in the pay structure is letting down the dignity of the Revenue Department especially while dealing with the matters relating to natural calamities, Protocol and Disposal of Public grievances the cadre difference is lurking in the minds of the said two posts.

As per service rules, this post is filled by Promotion from the category of Deputy Collector. There is no promotion for this category, except elevation to the Indian Administration Service subject to fulfillment of certain conditions.

Comparison with Superintending Engineers of Engineering Departments Joint Director of Agriculture is not apt as the duties and responsibilities are entirely different.

The Pay Revision Commissioner, 1986 improved the scale of this category by two stages and assigned a scale of RS.2590-4300 and the Pay Revision Commissioner, 1993 assigned a higher pay scale of Rs.5040-8700 which is one grade above. The PRC 99 and 2003 did not agree for assigning higher scale of pay on the ground that it is not possible without disturbing inter department parities. The PRC 2003 accordingly assigned the corresponding scale.

This is senior position for a number of Revenue officials who are recruited to the category of Deputy Tahsildar. Very few employees reach the position of Special Deputy Collector. Only the Revenue Divisional Officers who are directly recruited by Group-I Service examination and a few Deputy Tahsildars can aspire for elevation to the Select list of the Indian Administrative Service.

In the case of All India Service Officers, the next grade to Junior Time scale is Rs.15600-39100 with a grade pay of Rs.4600/-. This is a scale applicable to Joint Collector in the Central Government. The corresponding Grade Post is District Revenue Officer/Special Grade Deputy Collector who is promoted from the category of Deputy Collector. Considering the important role played by the District Revenue Officer/Special Grade Deputy Collector and to maintain relative position vis-à-vis All India Service Officers, the Commission recommends the scale of Rs. 27000-51760 for the post of District Revenue Officer/Special Grade Deputy Collector. This corresponds to the present scale of Rs. 15500-30000.

31 (b). COMMERCIAL TAXES DEPARTMENT

Asst. Commercial Tax Officer	:	Rs.7770-18575
No. of posts	:	1341
Deputy Commercial Tax Officer	:	Rs.9285-21550
No. of posts	:	471
Commercial Tax Officer	:	Rs.10845-25600
No. of posts	:	289
Asst. Commissioner	:	Rs.14600-29250
No. of posts	:	73
Deputy Commissioner	:	Rs.15500-30000
No. of posts	:	39
Joint Commissioner	:	Rs.16925-30765
No. of posts	:	9
Additional Commissioner	:	Rs.19675-30765
No. of posts	:	5

The Association has requested for assigning higher pay scales on the following grounds.

The Association has stated that the department was designed to execute the work of the AP General Sales Tax and Central Sales Tax Acts. The annual income in 1957 was Rs.6 crores and now the Commercial Tax collection has crossed Rs.20,000 Crores. This is nearly 70% of the State revenue with a minimum collection cost below 2%. Gradually various acts like APET, Professional Tax, Luxury Tax, Cable T.V., Road Development cess, Entry Tax, Horse Racing Betting tax and VAT etc., have been enacted by the Legislature and responsibility of administering these acts has been entrusted to the Commercial Taxes Department without sanctioning additional posts for effective implementation all these acts. The employees of this department are over burdened with the work. They are compelled to work for more than 12 to 14 hours a day. They have further stated that as per Section 45 and 46 of the A.P.V.A.T. Act 2005 the officials of the Commercial Taxes Department have to attend to the checking of all vehicular traffic to control evasion of the tax. Checking of all vehicle traffic is very risky and cumbersome. They also exercise quasi judicial powers like seizure of goods, confiscation of property, issue of summons and hearing of cases etc. Considering the nature of work risk factors, mental stress and additional efforts, the department has requested to delink the employees of the

Commercial Taxes Department with the employees of the other department while designing the new pay structure and also special pay scales to all categories of the employees by adding atleast two more additional increments from general category.

The association has submitted that the highest cadres in Commercial Tax Department services were discriminated and were put to disadvantage as compared to the cadres in Transport Department Services. In support of this claim they have stated the Additional Commissioner and Joint Commissioner in Commercial Taxes Services are 6th and 5th level gazetted categories, whereas they were equated with 5th and 4th level gazetted service in the Transport Department. They have therefore requested to assign the scales which are one level above, the scales of Additional Transport Commissioner and Joint Transport Commissioner to the categories of Additional Commissioner and Joint Commissioner of Commercial Taxes Department.

The request is also for scales which are one level above those of the corresponding categories in Transport Dept.,

The AP Commercial Taxes Non-Gazetted Officers Associations have made the following additional request.

1. Amendment to GPF Rules 13 (4).
2. Rectification of anomaly on account of fixation of FR 22 (B).
3. Amendments to AP Revised Pension Rules 1980.
 - i) For retirement gratuity the ceiling limit of Rs.3.50 lakhs be enhanced to Rs.10 lakhs.
 - ii) Amendment to Rule 54(2)(3) similarly Sub Rule 5,2 and 5,3 of AP Revised Pension Rules in respect of Payment of Family Pensioner's to the surviving deceased Government servants.
 - iii) Compensation of family members of the deceased employees by enhancing the present limit of compensation to the extent of Rs.4 lakhs to Rs.5 lakhs.
4. Drawal of full D.A. and HRA during Half Pay Leave.
5. Sanction of Rural Allowance for working at remote rural areas.
6. Night duty allowance for working in the night shifts.
7. Holiday Allowance for working on holiday.
8. Incentive allowance for intellectual contribution.

9. Special pays for peculiar type of duties.
10. Risk allowance for attending duties involving risk.
11. Creation of Computer cadre or allowance to the Computer Operators.
12. e-Governance initiatives in Commercial Tax Department.
13. Grievances of Women employees :
 - a. Transparent working premises for women employees.
 - b. Staggering working hours for women employees.
 - c. Sanction of two years leave for child care.
 - d. Setting up of Day Care Centres.
 - e. Sanction of maternity leave of 180 days.
 - f. Transfers of women employees.
 - g. Extension of age relaxation for widows and legally separated women.
 - h. Additional Casual Leave for 5 days to the women employees.
14. Inclusion of certain members of the family for the purpose of L.T.C.
15. Eligibility of travel in AC 2 Tier for the persons who are eligible to travel first class.
16. Sanction of FTA to A.C.T.O.
17. Revision of rates of D.A. on tour.
18. Revision of Lodging charges.
19. Revision of House Building Advances etc.
20. Revision of Marriage and Computer Advances.
21. Revision of Festival and Education Advances.
22. Revision of Tuition Fees.
23. Revision of Bus Pass facility.
24. Revision of Medical facilities.

The following are the details relating to individual categories.

1. Assistant Commercial Tax Officer : (Rs.7770-18575)

The post of Asst. Commercial Tax Officer is filled by Direct Recruitment / or by transfer of Senior Stenographer / or Sr. Commercial Tax Inspector/By transfer from ASO and Senior Stenographer of Secretariat. The qualification prescribed for Direct Recruitment is graduation.

This category was in the pay scales of Rs. 430-800 and Rs. 700-1200 in 1974 and 1978 revisions. This category was assigned a revised pay scale of Rs. 1330-2630 in 1986 revision which was a one stage improvement.

The PRC 1993, assigned a revised pay scale of Rs. 2600-5580 on par with Deputy Tahsildar.

This category did not represent to PRC 1999. A corresponding pay scale of Rs. 5000-10600 was assigned.

This category represented to PRC 2005, seeking a separate higher pay scale by adding two more increments to the existing scales. The PRC assigned a revised pay scale of Rs. 7770-17455, duly taking into account the existing relativities and parities. The above pay was revised to Rs. 7770-18575 based on the recommendations of O.M.C.

2. Deputy Commercial Tax Officer: (Rs. 9285-21550)

The post of Deputy Commercial Tax Officer is filled by promotion from the category of Assistant Commercial Tax Officer and by transfer of Superintendents.

This category was in the pay scale of Rs. 530-1050 and Rs. 800-1450 in 1974 and 1978 revisions. The PRC 1986 assigned a revised pay scale of Rs. 1550-3050 on par with Motor Vehicle Inspector in Transport Department and this was a one stage improvement.

The PRC 1993 assigned a revised pay scale of Rs. 3110-6380 on par with Tahsildar. This category did not represent to PRC 1999. The corresponding pay scale of Rs. 5980-12100 was assigned in 1999.

This category did not represent to PRC 2005. A revised pay scale of Rs. 9285-21550 was assigned and this was a one stage improvement.

3. Commercial Tax Officer. (Rs. 10845-25600)

The Post of Commercial Tax Officer is filled by promotion from the category of Deputy Commercial Tax Officer.

4. Assistant Commissioner (Rs. 14600-29250)

The Post of Assistant Commissioner is filled in by promotion from the category of Commercial Tax Officer.

5. Deputy Commissioner. (Rs.15500-30000)

The Post of Deputy Commissioner is filled in by promotion from the category of Assistant Commissioner.

6. Joint Commissioner : (Rs. 16925-30765)

The post of Joint Commissioner is filled by promotion from the category of Deputy Commissioner.

This category is created subsequent to 1978 Pay Revision in the pay scale of Rs. 1700-2250 and it was assigned a revised pay scale of Rs. 2880-4930 in 1986 revision. This was a one stage improvement and the scale was on par with Joint Transport Commissioner.

This category represented to PRC 1993, seeking parity with Joint Secretary to Government and to assign a pay scale of Rs. 3580-5380. The PRC did not agree and assigned the scale of Rs.5770-9260.

This category represented to PRC 1999 seeking parity with Joint Secretary to Government and to assign a pay scale of Rs. 7070-10100. The PRC did not agree and assigned the corresponding pay scale of Rs. 10950-17575.

This category did not represent to Pay Revision Commissioner 2005. The Pay Revision Commissioner 2005 assigned corresponding scale to Joint Commissioner.

The Association has now come forward with a request to assign a scale which is one stage above the Joint Commissioner of Transport Department. The pay scales of the Joint Commissioner from 1986 onwards is as follows.

Commercial Taxes Department				
Category	1986	1993	1999	2003
Joint Commissioner	2880-4930	5770-9260	10950-17575	16925-30765

Transport Department				
Category	1986	1993	1999	2003
Joint Commissioner	2880-4930	5770-9260	10950-17575	16925-30765

7. Additional Commissioner: (Rs. 19675-30765)

The post of Additional Commissioner is filled by promotion from the category of Joint Commissioner.

This category did not exist in 1974 and 1978 Revisions. This category was created in the pay scale of Rs.3090-5140 in the year 1991 and represented to PRC 1993, seeking parity with Additional Secretary to Government (Non-Cadre). The PRC did not agree for parity with Additional Secretary to Government (Non-Cadre) and assigned a revised pay scale of Rs. 6610-9820, thus benefited by 2 stages.

This category represented to Pay Revision Commissioner, 1999, seeking a higher pay scale of Rs.8140-10380 on par with Additional Secretary to Government. The Pay Revision Commissioner did not agree and assigned the corresponding scale of Rs. 12550-18625.

This category did not represent to PRC 2005. A corresponding pay scale of Rs.18355-30765 was given and the same was revised to Rs.19675-30675 based on the recommendations of O.M.C.

The Association has requested for sanction or enhancement of existing Special Pays, sanction of Special Pay to new categories and sanction of Risk Allowance to the staff working in Check Posts etc. All the above requests are discussed in Vol. I separately.

In order to examine the request of the officers of the Commercial Taxes Department, it is necessary to go into the pay structure in depth atleast since 1969. In the entire administration Revenue, Police and Judiciary pay a pivotal role. Keeping in view the importance attached to these posts in these departments, the successive PRCs kept the Revenue Divisional Officers, Deputy Superintendent of Police and District Munisiff on top of the other posts and assigned higher scales.

The Commercial Tax Officers were also given parity with the Revenue Divisional Officers and Deputy Superintendent of Police. With the introduction of pay scales recommended by 1st National Judicial Commission to the Judicial officers in the State, they are not under the purview of the State PRCs. Thereby the Revenue, Commercial Taxes and Police are placed at the top. Even in Group I Services, where the Public Service Commission

conducts the examination, these three posts are placed at the top of the Group-I services. The successive Pay Revision Commissions are maintaining parity in pay scales of various posts upto the level of Special Grade Deputy Collector in the Revenue Department, Asst. Commissioner in the Commercial Tax Department and Addl. S.P. (Non-Cadre) in the Police Department. Normally any person recruited as Deputy Tahsildar or A.C.T.O. through Group II Services or Sub Inspector of Police will rise upto the level of Special Grade Deputy Collector or Assistant Commissioner of Commercial Taxes or Addl. S.P. (Non-Cadre). Thus they will be getting 3 promotions in their entire service. Even these promotions are remote. At the most they will be retiring at the level of R.D.O. or C.T.O. or Dy. S.P.

In the case of Group I Services, the R.D.O. can seek entry into the All India Service subject to certain conditions. But in the case of Deputy Tahsildar or A.C.T.O. the possibility by getting into All India Service is very remote. It is only the persons who are directly recruited through Group I service that can aspire for elevation to the All India Services. In the case of Police Department the Sub Inspector who is equivalent to the Deputy Tahsildar or A.C.T.O. has not been given due consideration so far. The Sub Inspector can aspire for promotion upto the level of D.S.P. and in exceptional cases upto the level of the Non-cadre S.P.

The Commercial Taxes Department has been recognized as major revenue earning department and therefore a number of posts beyond the level of Asst. Commissioner of Commercial Taxes have been created with appropriate scales. The Department at one time made a request before the PRC to equate the posts with Income Tax Officers which was rejected. Subsequently, the department had been advocating for assigning scales on par with posts in the Secretariat. Even this plea was not considered by the successive PRCs on several counts. The hierarchy of both the Departments (i.e.,) Commercial Taxes Department and Transport together with the scale of pay are as indicated below.

Commercial Taxes Department		Transport Department	
Post	PRC 2005 Scale of Pay	Post	PRC 2005 Scale of Pay
Assistant Commercial Tax Officer	7770-18575	Assistant Motor Vehicle Inspector	8815-20300
Deputy Commercial Tax Officer	9285-21550	Motor Vehicle Inspector	9285-21550
Commercial Tax Officer	10845-25600	Regional Transport Officer	10285-24200
Assistant Commissioner	14600-29250	--	--

Deputy Commissioner	15500-30000	Deputy Transport Commissioner	12385-27750
Joint Commissioner	16925-30765	Joint Transport Commissioner	16925-30765
Additional Commissioner	19675-30765	Additional Transport Commissioner	19675-30765

At the direct recruitment level though there is variation in the scales of pay between Commercial Tax Officer and Regional Transport Officer, there is equality in Pay Scales at the level of Joint Commissioner and Additional Commissioner. The duties of officers of Commercial Taxes Dept., are different from the duties of officers of Transport Department although both are Revenue and law enforcement departments. The Pay Revision Commission 1986 has rationalized the levels in the Heads of Departments and brought them on par as far as possible. As already observed by earlier Commissions, the emolument at the entry level cannot be the same. The same is in line of Government of India. The Commission also noticed that an additional post of Assistant Commissioner was created between the Deputy Commissioner and Commercial Tax Officer and thereby the relative position is altered. Further, the Commission noticed that the next higher scale which is sought to be recommended for the post of Addl. Commissioner of Commercial Taxes is the scale applicable to the Joint Secretary to Govt. The levels of the Heads of Departments, the levels of Secretariat are different. The successive Pay Revision Commissions of 1993, 1999 and 2005 have been maintaining existing parities. The Commission does not see any new ground for assigning a higher pay scale than the scale of pay applicable to Additional Transport Commissioner.

It may be stated that comparison with the Transport Department is not relevant in the sense that the qualifications prescribed for Assistant Motor Vehicle Inspector and Motor Vehicle Inspector are Engineering qualifications whereas the qualifications prescribed for A.C.T.O. & D.C.T.O. are only graduation. As already stated their nature of duties is different from that of Transport Department. The scale of pay assigned to A.M.V.I. is based on the qualification i.e. a Diploma in Automobile Engineering and for M.V.I. it is degree in Mechanical or Automobile Engineering.

But considering the relative parities with Mandal Revenue Officer and Deputy Mandal Revenue Officer which they were having for the last three decades, the Commission recommends the scales as applicable to those categories in Revenue Department to the Deputy Commercial Tax Officer and Assistant Commercial Tax Officer of Commercial Taxes Department. The Commission therefore recommends the scale of Rs.14860-

39540(Rs.8385-19125) for Assistant Commercial Tax Officer and Rs.16150-42590(Rs.9285-21550) for Deputy Commercial Tax Officer.

The Commission elsewhere in this report recommended the scale of Rs.20680-46960 (Rs.11755-26300) for the post of Revenue Divisional Officer and the scale of Rs.27000-51760 (Rs.15500-30000) to the Special Grade Deputy Collector. In order to maintain the relative parities, the Commission recommends the scale of Rs.20680-46960 corresponding to Rs.11755-26300 to the category of Commercial Tax Officer which is presently in the pay scale of Rs.10845-25600 and assigned a pay scale of Rs.27000-51760 corresponding to Rs.15500-30000 to the category of Asst. Commissioner of Commercial Taxes which is presently in the pay scale of Rs.14600-29250. The Commission also recommends the pay scale of Rs.29200-53060 corresponding to Rs. 16925-30765 to the category of Deputy Commissioner which is in the pay scale of Rs. 15500-30000 and for the Joint Commissioner, the Commission recommends the scale of Rs.31550-53060 corresponding to Rs.18025-30765 as against the existing scale of Rs.16925-30765. In the case of Additional Commissioner, the Commission assigns a scale of pay of Rs.37600-54360 corresponding to Rs.21550-30765 against the present scale of Rs.19675-30765.

The final position would be as follows:-

1. Assistant Commercial Tax Officer	Rs.14860-39540
2. Deputy Commercial Tax Officer	Rs.16150-42590
3. Commercial Tax Officer	Rs.20680-46960
4. Assistant Commissioner	Rs.27000-51760
5. Deputy Commissioner	Rs.29200-53060
6. Joint Commissioner	Rs.31550-53060
7. Additional Commissioner	Rs.37600-54360

**31 (d). SURVEY, SETTLEMENT AND LAND RECORDS
DEPARTMENT**

Deputy Surveyor / Computer Draughtsman Grade II	:	Rs.5200 -11755
No. of Posts	:	
Surveyor / Computer Draughtsman Grade I	:	Rs.5750-13030
No. of Posts	:	
Deputy Inspector of Survey / Senior Draughtsman	:	Rs.6505-15025
No. of Posts	:	
Head Draughtsman	:	Rs.7200-16925
No. of Posts	:	
Inspector of Survey	:	Rs.7770-18575
No. of Posts	:	

The A.P. Survey Employees Association had requested for rectification of anomalies in the Pay Scales of technical categories and placing them on par with technical categories of Engineering Departments. It is represented that the main functions of Survey Department are to maintain Land Records conduct of survey operations, preparation and maintenance of land records. They have further stated that the education qualifications, method of recruitment and functions of Draughtsman of the department are identical to similar categories in Town and Country Planning, Irrigation, Energy and all Engineering Departments. But the scales of pay of the above categories are not on par with similar categories in the Engineering Departments. It is further stated that ITI Draughtsman (Civil) is technical qualification for direct recruitment to the initial category i.e., Deputy Surveyor / Computer Draughtsman Grade II, Diploma in Civil Engineering is the technical qualification for direct recruitment to the post of Deputy Inspector of Survey / Senior Draughtsman in the Survey, Settlement and Land Records Subordinate Service. They attend to the Cadastral Survey which is one of the important duties, the object of which is delimitation of boundaries of villages and preparation of various maps and registers.

As per the recruitment rules the qualification prescribed for Deputy Surveyors / Computer Draughtsman Grade II is ITI (Draughtsman Civil) and for Surveyor / Computer Draughtsman Grade I, it is by promotion. In the case of Deputy Inspector of Survey / Draughtsman the qualification prescribed for direct recruitment is a Diploma in Civil Engineering. In the case of Inspector of Survey / Head Draughtsman the post is filled by promotion from the category of Deputy Inspector of Survey / Draughtsman. Bachelor's degree in Engineering is prescribed for the post of Assistant Director through direct recruitment.

The PRC 1999 before whom the association pleaded for parity with the Draughtsman in the Engineering Departments has observed that the scales assigned to these categories were improved by two stages in 1986 Revision and by another two stages in 1993 Revision. He has further observed that even taking into account the qualifications (which perhaps are not possessed by many of the existing incumbents), the scale assigned in 1993 Pay Revision is adequate and accordingly recommended corresponding scales. The Anomalies Committee 2004 agreed with the views expressed by PRC 1999.

The P.R.C. 2005 did not agree parity with similar posts in the Engineering Departments. Accordingly recommended the following scales.

Dy. Surveyor	Rs.5200-11715
Computer Draughtsman Grade II	Rs.5200-11715
Surveyor	Rs.5750-12985
Computer Draughtsman Grade I	Rs.5750-12985

In the case of Deputy Inspector of Survey / Senior Draughtsman / Senior Computer, the P.R.C. 2005 did not agree parity with Draughtsman Grade I / Assistant Engineer in the Engineering Departments. Accordingly recommended the scale of Rs.6505-15025 for the above post. The Anomalies Committee, 2008 has observed that comparisons such as these across the board between different departments are better left to P.R.C.

With regard to the Inspector and Head Draughtsman / Head Computer, the P.R.C. 1999 has observed that the scales of all these categories were improved by one stage in 1986 Revision and again in 1993 Revision and came to conclusion that no further improvement is called for. He has accordingly, assigned the revised scale of Rs.5000-10600 to the category of Inspector / Inspector of Survey and Land Records and Rs.4850-10250 to the category of Head Draughtsman / Head Computer.

The Anomalies Committee 2004 concurred with the views expressed by P.R.C. 1999.

The P.R.C. 2005 while considering the observations of P.R.C. 1999 that the Pay Scales are determined on the basis of considerations like qualifications prescribed, level of categories, duties and responsibilities attached and method of recruitments, there can be no absolute horizontal parity between different departments. As for the alleged large differences between the scales of the present categories and that of the promotion posts, it is said to be that the levels existing in any department are based on

administrative requirements. Considering the improvements made in 1986 and in 1993, the Commission recommended the pay scales of Rs.7200-16195 for the post of Head Draughtsman and Rs.7770-17455 for the post of Inspector of Survey and Land Records.

The Anomalies Committee 2008 has observed that comparison such as these across the board between different departments are better left to PRC.

The qualifications prescribed for the post of Deputy Surveyor is a pass in S.S.C. with a National Council of Vocational Training Centre Certificate in Draughtsman (Civil) Trade Certificate – (Two years duration) with Survey as one of the subjects in any ITI. In the case of appointment by transfer from Chainman / Attender one should have SSC and a pass in Survey Test Lower Grade part 1 & II or Survey and Settlement Surveyor's Test Lower Grade Part I & II.

The Department strongly pleaded for improvement of scales on the basis of the arduous nature of the work involved in Survey Operations and also on the basis of extremely tough Departmental examinations whose percentage of passes is very low as is borne out of results.

The qualifications for the various posts in the Survey and Land Records and in the Engineering Department are as follows.

Survey and Land Records		Engineering Departments	
Category	Qualifications	Category	Qualifications
Deputy Surveyor / Computer Draughtsman Grade II	ITI (Draughtsman Civil)	Jr. Technical Officer formerly (Draughtsman Grade III Overseer)	ITI Draughtsman Civil
Survey & C.D. Grade I	By Promotion	Draughtsman Grade II	By Promotion
Deputy Inspector of Survey / Draughtsman	Diploma in Civil Engineering	Asst. Tech. Officer formerly Draughtsman Grade I	By Promotion Diploma in Civil Engineering
Inspector of Survey / Head Draughtsman	By Promotion	Tech. Officer formerly Draughtsman Spl. Grade.	By Promotion
Asst. Director	Bachelor's Degree in Engineering	Tech. Officer Spl. Grade formerly Deputy Executive Engineer	Bachelor's Degree

As can be seen from the above, the qualification for the cadres in Survey and Land Records and Engineering Department is the same. But there is difference in their duties. The duties in Survey and Land Records are, apart from maintaining basic records, conduct of need based survey of all agricultural lands in villages, updation of Village Maps, F.M.Os / Tippons, Land Registers Demarcation of Land, maintenance of survey frame work on the ground, conducting of street surveys of all major Gram Panchayats. Thus the Survey, according to the Commissioner, is the basic and integral part of land management system, Delimitation / localization of lands is a legal process where as measurement and mapping thereof, is a technical process involving specialized and technical skills, while the duties of Draughtsman Grade III / Grade II / Grade I are preparation of estimates for the works drafting of tender schedules etc. The Draughtsman Grade II / Grade I supervise the work, check accuracy of the estimates and draft the tender schedules.

It is contended that there is a difference in duties and responsibilities between the cadres of the Survey and Land Records and Engineering Departments in as much as in the case of Survey and Land Records, they perform the ground work and also office work where as in the case of Technical Officers i.e., Draughtsman Grade III / Grade II / Grade I in the Engineering Departments is only in the office and not in the field.

Further perusal of Tests prescribed and pass in the above tests reveals that the tests are rigorous and it is very difficult to pass the above tests. Such tests are not prescribed for the Technical Officers Grade III to Grade I in the Engineering Departments. The duties and responsibilities are exacting and have become highly technical. The department suffered neglect for long specially after the completion of Settlement operations consequent to abolition of Jamindaris, Jagirs, Inams etc. It has acquired importance now with prominence attached to updation of land records. The Department also has responded by modifying the qualifications for entry into service and introducing a rigorous examination system in the case of serving employees. An efficient and effective Survey Department is essential for improved maintenance of Land Records. Considering that the nature of the work has changed and has become more challenging and that the department has taken effective steps to induct staff with improved qualifications, the Commission is inclined to recommend an improvement in the salary structure of Survey staff.

In spite of the fact that for Direct Recruitment the qualifications are the same for both Survey and Engineering Works, in case of Survey and Settlements a person without a basic technical qualification like ITI or a Diploma can still become a Deputy Surveyor or Surveyor and rise in the organization while in the case of Engineering Wing the entry qualification

even at the lowest level is an ITI (Draughtsman). In view of this difference in qualifications, it may not be correct to equate them and give the same set of pay scales. However, in view of the fairly rigorous examination conducted for effecting promotions, in the Survey Department and the arduous work, the Commission proposes to improve the pay scales of these categories of employees and recommends the following scales:

Dy. Surveyor / Computer Draughtsman Grade II	Rs.9460-27700 (Rs.5470-12385)
Surveyor / Computer Draughtsman Grade I	Rs.11530-33200 (Rs.6505-15025)
Dy. Inspector of Survey / Senior Draughtsman	Rs.12910-36700 (Rs. 7385-17475)
Head Draughtsman	Rs.13660-38570 (Rs.7770-18575)
Inspector of Survey / Head Draughtsman	Rs.15280-40510 (Rs.8815-20300)

With regard to the other requests, such as sanction of special pay and uniform allowances etc., the requests have been discussed in a separate chapter in Volume I.

31 (e). PROHIBITION & EXCISE DEPARTMENT

The A.P. Excise & Prohibition Head Constables, Tree Markers of Constables Association has represented that they are having parity in the salary structure of the other departments like Police, A.P.S.P. constables on deputation since 1960. It is stated that before 1969, the Excise Head Constable was on par with Police personnel and the parity was disturbed in 1969 revision and the same disparity is continued thereafter.

It is further represented that this department is one of the top revenue earning departments. The staff of the department are discharging duties at various levels and are entrusted with statutory powers such as Toddy administration and Rental collection, detection of cases, Intelligent Beat duties, collection of Excise arrears/ collection of intelligence on major crimes/ administration of toddy shops and investigation and Prosecution of offenders.

The General demand is for equation of pay scales with police personnel.

The Department has also requested other allowances including higher HRA

The Association's other requests which include HRA, CCA, and other allowances: and also requested for enhancement of Vehicle Allowance to the Constables and Head Constables of Excise Department.

Prohibition & Excise Constable : Rs.4595-10285
 No. of Posts : 5657

The category of P&E Constable is filled by Direct Recruitment and by transfer of Attenders in the Excise Department. For Both the methods, one must have passed S.S.C. or its equivalent examination and must have certain Physical Standards.

This category was in the pay scale of Rs.325-500 and the Police Constable was in the pay scale of Rs.350-550 in 1978 revision. This category represented to the PRC, 1986 seeking parity with Police Constable and to assign a pay scale of Rs.350-550. The PRC, 1986 assigned a revised pay scale of Rs.780-1275 on the ground that the minimum qualification for Excise Constable was pass in 8th class and for Police Constable, it was pass in S.S.C. Thus this category was given one stage improvement. The category of Police Constable was assigned a revised pay scale of Rs.810-1420 and was given 2 stages improvement.

This category represented to the PRC, 1993 seeking parity with Forest Guard (Rs.950-1670) / Police Constable (Rs.810-1420) on ground that the minimum qualifications prescribed for this category was enhanced to pass in S.S.C. Further the categories of Fireman, Forest Guard, Excise Constable, Jail Guard were all in the same pay scale of Rs.175-300 and Rs. 325-500 respectively. But in the 1986 revision, the Forest Guard was given higher pay scale of Rs.950-1670, while this category was given the pay scale of Rs.780-1275. The PRC, 1993 did not agree parity with Police Constable and Forest Guards. Accordingly the PRC, 1993 assigned a revised pay scale of Rs.1535-2840. Thus this category was given one stage improvement. The category of Police Constable was assigned a revised pay scale of Rs.1595-3020 and was given one stage improvement.

This category represented to the PRC, 1999 seeking parity with Police Constable (Rs.1595-3020). The PRC did not agree for parity with Police Constable and assigned a corresponding pay Scale of Rs.2870-5470. The category of Police Constable was assigned a corresponding pay scale of Rs.2990-5810.

This category represented to the PRC, 2005 seeking parity with Police Constable (Rs.2990-5810). The PRC, 2005 did not agree for parity with Police Constable and recommended a revised pay Scale of Rs.4595-10285. Thus this category was given 2 stages improvement. The category of Police Constable was assigned a revised pay scale of Rs.4825-10285 and was given 2 stages improvement.

Prohibition & Excise Head

Constable : **Rs.5200-11755**

No. of Posts : 1191

The category of P&E Head Constable is filled in by Promotion from P& E Constable and one Must have passed S.S.C or its equivalent qualification and must have prescribed physical standards. This category is also filled in by transfer from Drivers (HV/LV) working in the Excise Department, one must have worked for one year as Excise Constable as a trainee.

This category was in a pay scale of Rs.410-625 in 1978 revision. This category represented to PRC, 1986 seeking parity with Head Constable of Police Department (Rs.425-650) on the ground that this category was having parity before 1969 and same was disturbed in subsequent revisions. The P.R.C.1986 did not agree for parity with Head Constable of Police Department and assigned a revised pay scale of Rs.950-1670. Thus this category was given four stages improvement. The category of Head Constable was assigned a revised pay of Rs.1010-1800 and was given 4 stages improvement.

This category represented to the PRC, 1993 seeking parity with Head Constable (Rs.1010-1800) of Police Department. The same was not agreed to. Accordingly PRC, 1993 assigned a revised pay scale of Rs.1875-3750. Thus was given one stage benefit. The category of Police Head Constable was assigned a revised pay scale of Rs.1975-4010 and thus was given one stage improvement.

This category represented to the PRC, 1999 and PRC, 2005 seeking parity with Head Constable (Rs.1975-4010 and Rs.3750-7650) of Police Department. The PRCs observed that comparison with Head Police Constable was not valid. Accordingly corresponding pay scales of Rs.3550-7150 and Rs.5200-11715 were assigned. The pay scale of Rs. 5200-11715 has been revised to Rs.5200-11755 as per the recommendations of O.M.C. The PRC, 2005 assigned a corresponding pay scale of Rs.5470-12325 for the category of Police Head Constable, the same was revised to Rs.5470-12385 as per the recommendations of OMC.

The Categories of P&E Constable and P&E Head Constable represented to the Anomalies Committee, 2008 seeking parity with Police Constable and Head Constable. The above Committee recommended pay scale on par with Police Constable and Police Head Constable.

However, the above recommendations were examined and not considered by the Government on the grounds that the recommendations does not come under the definition of anomalies.

The following pay scales are assigned to the two categories in successive pay revisions :

Name the category	1974	1978	1986	1993	1999	2005
	Rs.					
Prohibition & Excise Constable	175-300	325-500 (2 stages benefit)	780-1275 (2 stages benefit)	1535-2840 (1 stage benefit)	2870-5470 (corresponding scale)	4595-10285 (2 stages benefit)
Police Constable	180-350	350-550 (corresponding scale)	810-1420 (2 stages benefit)	1595-3020 (1 stage benefit)	2990-5810 (corresponding scale)	4825-10845 (2 stages benefit)
Prohibition & Excise Head Constable	240-420	410-625 (corresponding scale)	950-1670 (4 stages benefit)	1875-3750 (1 stage benefit)	3550-7150 (corresponding scale)	5200-11755 (corresponding scale)

Police Head Constable	250- 430	425-650 (corresp onding scale)	1010- 1800 (4 stages benefit)	1975- 4010 (1 stage benefit)	3750-7650 (correspon ding scale)	5470- 12385 (corresp onding scale)
-----------------------------	-------------	---	--	---------------------------------------	--	--

It is thus seen that the categories of Prohibition & Excise Constable and Prohibition & Excise Head Constable never had parity with their counterparts in Police. The Commission elsewhere in the report exhaustively dealt with the issue and ruled out parity.

In view of the above, the Commission assigns the pay scale of Rs.7960-23650 and 10020-29200 corresponding to the pay scales of Rs.4595-10285 and Rs.5750-13030 to the categories of Prohibition & Excise Constable and Prohibition & Excise Head Constable.

Other requests are dealt with in volume-I of the report.

Prohibition & Excise

Sub-Inspector : **Rs.6675-15500**
Number of Posts : 1026

Prohibition & Excise Inspector : **Rs.7770-18575**
Number of Posts : 669

It is represented that the Prohibition & Excise Inspector is Station House Officer and looks after the work of check post, different task forces, etc.,. They are being assisted by Sub-Inspector of Police and Constables. The Prohibition & Excise Inspector has Jurisdiction over three to five mandals for control of Prohibition & Excise offense, realization of Excise revenue etc. While discharging their duties, they are subjected to heavy physical stress and strain and agony. Many of them are subjected to assault, physical injuries during the course of discharge of duties such as raids, arrest, seizure, collection of Government Revenue etc.

It is further represented that the functions of Prohibition and Excise Officials are one and the same when compared to Police officers under section 24 of A.P. Prohibition Act-1995 and Section 56 of A.P. Excise Act-1968. Apart from that they are engaging in arrest of accused, seizure of contraband, escorting accused from Crime scene to Prohibition & Excise station, attending to court duties along with the accused during investigation and also filing charge sheet as per Criminal Procedure Code, A.P. Excise Act-1968 and other allied Acts.

The categories of Prohibition & Excise Inspector and Prohibition & Excise Sub-Inspector are also rendering services under Section 56,57, 59 of

A.P. Excise Act-1968 on par with Police Inspector, in charge of Police station. There are many Supreme Court rulings declaring that the Prohibition & Excise officer is a Police officer.

In spite of the above duties and responsibilities, the categories of Prohibition & Excise Inspector and Prohibition & Excise Sub-Inspector are assigned lesser pay scales when compared to their counterparts i.e., Police Inspector and Police Sub-Inspector. Further the above categories are getting lesser pay scales of Rs.6675-15500 and Rs. 7770-18575, when compared to first level Gazetted Officers of other departments namely Tahsildar (Rs.9285-21550), Asst. Labour Officer (Rs.8385-19125), Fisheries Development Officer(Rs.8385-19125), Royalty Inspector of Mines & Geology(Rs. 8385-19125), Asst. Social Welfare Officer(Rs. 8385-19125) and District Inspector Legal Metrology (Rs.9285-21550).

Hence it is requested for assigning pay scales of Rs.7200-26925 and Rs.9285-21550 on par with Police Sub Inspector and Police Inspector.

The Associations requested for Special Pay and other allowances, Vehicle Allowance on par with police staff.

The Commissioner of Prohibition and Excise Department has also recommended for assigning higher pay scales on par with Police Sub Inspector and Inspector of Police. He also recommended enhancement of other allowances.

P&E Sub- Inspector : (Rs. 6675-15500)

The category of P&E Sub- Inspector is filled in by Direct Recruitment and must hold a Bachelor Degree of any university with physical requirements as prescribed. This category is also filled in by promotion from category of P&E Head Constable and also by transfer of Junior Assistants working in Excise Department. One Must have passed the following tests:

1. Excise Department test. 2.Accounts test for Subordinate Officers Part I & II and
2. Third language test in any two of the following languages which one shall be Telugu.
 - i) Telugu ii) Urdu iii) Hindi

This category was in the pay scale of Rs.550-900 and the Police Sub-Inspector was in the pay scale of Rs.575-950 in 1978 revision. The P.R.C.1986 did not agree for parity with Sub Inspector (Rs.575-950) of Police Department and assigned a revised pay scale of Rs.1230-2330. Thus this category was given three stages improvement.

This category represented to PRC,1993 seeking parity with officers of Weights and Measurements Department, Fire Services Department, Transport Department etc., on the ground that this category had parity with above categories before 1986 revision and also seeking parity with Sub- Inspector of Police Department (Rs.1280-2440). The P.R.C. did not agree for parity with either Sub Inspector of Police Department or the Weights & Measurements Inspector and Motor Vehicle Inspector. Accordingly assigned a revised scale of Rs.2375-5040, giving one stage improvement.

This category represented to the PRC, 1999 seeking parity with Sub-Inspector (Rs.2525-5390) of Police Department and also similar categories in Commercial Taxes Department. The PRC did not agree for parity with similar categories in Commercial Taxes Department. Accordingly assigned a corresponding pay scale of Rs.4550-9600.

P&E Inspector :

The category of P&E Inspector is filled in by promotion from Excise Sub-Inspector / By Transfer from Senior Assistant from A.P. Ministerial Service of Excise Department and by transfer from A.S. O. of Secretariat for that one must have passed the following tests:

1. Excise Department test.
2. Accounts test for Subordinate Officers Part I & II and
3. Third language test in any two of the following languages which one shall be Telugu.

- i. Telugu
- ii. Urdu
- iii. Hindi

This category was in a pay scale of Rs.750-1300 and the category of Police Inspector was in the pay scale of Rs.800-1450 in 1978 revision. The P.R.C.1986 did not agree for parity with Inspector of Police Department. Accordingly assigned a revised pay scale of Rs.1380-2750, thus given one stage improvement.

This category represented to PRC, 1993 seeking parity with W&M Inspector of Weights and Measures Department, Motor Vehicle Inspector of Transport Department etc and also seeking parity with Inspector of Police Department. The P.R.C.1993 did not agree for parity with Inspector of Police Department /W&M Inspector of Weights and Measures Department, Motor Vehicle Inspector of Transport Department. Accordingly PRC, 1993 assigned a revised pay scale of Rs.2750-5960 for the category of Excise Inspector, thus giving one stage improvement.

This category represented to the PRC, 1999 seeking parity with Inspector of Police Department and also similar categories in Commercial Taxes Department. The PRC did not agree parity with Inspector of Police and similar categories in Commercial Taxes Department. Accordingly PRC,1999 assigned a corresponding pay scale of Rs.5300-11300.

The categories of P&E Sub-Inspector and P&E Inspector represented to the PRC, 2005, seeking parity with their counter parts in Police Department/ Transport Department. While reiterating the views of the P.R.C.1999, the PRC, 2005 did not agree for parity with the categories of Police Department, as the same was not considered and conceded by all the earlier pay revisions. The Commission did not agree for parity with the Commercial Taxes Department and Revenue Department, in view of the differences in the nature of duties and method of collection between the two departments.

Accordingly PRC, 2005 assigned a corresponding pay scale of Rs. 6675-15025 to the category of P&E Sub-Inspector. The same has been revised to Rs.6675-15500 as per the recommendations of OMC. The category of Police Sub- Inspector was assigned a corresponding scale of Rs.7200- 16925.

The category of P&E Inspector was assigned a corresponding pay scale of Rs. 7770-17455. The same has been revised to Rs. 7770-18575 as per the recommendations of OMC. The category of Police Inspector was assigned a revised scale of Rs.9285-21550 which was an improvement by one stage.

These categories represented to the Anomalies Committee, 2008 seeking parity with their counterparts of Police. The Committee recommended for equality in the structure of pay scales between the Police and the Prohibition & Excise Departments and the pay scales prevalent in the Police Department will apply to those in Prohibition & Excise at the levels of Constable, Head Constable, Sub-Inspector of (Excise & Prohibition Department). Accordingly recommended the following pay scales:

- | | | | |
|----|-------------------------------------|---|---------------|
| 1. | Prohibition & Excise Constable | - | Rs.4825-10845 |
| 2. | Prohibition & Excise Head Constable | - | Rs.5470-12385 |
| 3. | Prohibition & Excise Sub-Inspector | - | Rs.7200-16925 |

However, the above recommendations were examined and not considered by the Government on the ground that there is no parity with Police Department earlier. The above Committee did not make any recommendations in the case of Prohibition & Excise Inspector.

The following pay scales are assigned in the successive PRCs

Category	1974	1978	1986	1993	1999	2005
	(Rs.)					
Prohibition & Excise Sub-Inspector	310-560	550-900 (one stage benefit)	1230-2330 (3 stages improvement)	2375-5040 (one stage benefit)	4550-9600 (corresponding scale)	6675-15500 (corresponding scale)
Police Sub Inspector	320-580	575-950 (one stage benefit)	1280-2440 (3 stages improvement)	2525-5390 (one stage benefit)	4850-10250 (corresponding scale)	7200-16925 (corresponding scale)
Prohibition & Excise Inspector	480-900	750-1300 (corresponding scale)	1380-2750 (one stage benefit)	2750-5960 (one stage benefit)	5300-11300 (corresponding scale)	7770-18575 (corresponding scale)
Police Inspector	530-1050	800-1450 (corresponding scale)	1550-3050 (one stage benefit)	3110-6380 (one stage benefit)	5980-12100 (corresponding scale)	9285-21550 (one stage benefit)

In view of the above position, comparison with other first level Gazetted posts is not appropriate, as the qualifications, duties and responsibilities are varying. Further categories are not having parity with Police Inspector and Police Sub-Inspector. The successive Pay Revision Commissions rejected the plea for parity with Police or Transport. We believe that the Pay Commissions are far more competent to comment and recommend pay scales than the Anomalies Committees as the former has an overall view of the functioning of various departments and their relative positions in the hierarchy of pay scales while the latter looks at limited representations made by specific categories. We also feel that the Anomalies Committee had no jurisdiction to recommend a parity while successive PRCs considered and rejected such parities. In fact there was no anomaly created by the recommendations of 2005 PRC and on that ground alone the committee should have rejected the representation.

The Commission assigns the pay scales of Rs. 12910-36700 & Rs.14860-39540 corresponding to the pay scale of Rs. 7385-17475 and Rs.8385-19125 to the categories of Prohibition & Excise Sub-Inspector and Prohibition & Excise Inspector i.e., one stage below of Police Inspector

respectively, which are presently in the pay scales of Rs. 6675-15500 and Rs. 7770-18575.

Assistant Chemical Examiner : Rs.6675-15500
 (Formerly known as Lab Assistant)
 No of posts : 28

Regarding the category of **Assistant Chemical Examiner**, it is represented that the lab staff deal with analysis of highly volatile and inflammable chemicals such as Benzene, Methanol, Chloroform, Chloral Hydrate, Acetone, Pyridine, Ether and concentrated acids. The above chemicals have several negative effects on human body. They have to analyze Narcotic and Psychotropic substances such as Diazepam, Alparazolam, Ganja, Opium etc. They have to attend the court of law and advance evidence during the prosecution.

In view of the above duties, it is requested for a higher pay scale of Rs.8385-19125 for this category on par with Scientific Assistant (FSL) of Police Department.

The Commissioner of Prohibition and Excise Department has recommended for parity with Scientific Assistant (FSL) of Police Department.

According to the Service Rules, appointment to the post of Assistant Chemical Examiner is by direct recruitment and one must possess a Bachelor's degree in Science with Chemistry or B.Sc (Chemistry) or B.Sc (Pharmacy).

This category of Assistant Chemical Examiner was in a Pay scale of Rs.700-1200 in 1978 revision. The PRC 1986 observed that the department has a peculiar set up, wherein some of the technical posts were inter transferable with uniformed posts like chemical Examiner and Assistant Excise Superintendent and it was therefore difficult to match the scales of such technical posts with similar post of other departments. Accordingly the PRC,1986 assigned a corresponding pay scale of Rs. 1280- 2440.

This category was in the pay scale of Rs.1280-2440 (1986) and represented to the PRC 1993, seeking parity with Circle Inspector of Police (Rs.1550-3050) and also with Assistant Chemist of Mines and Geology, Chemist of Archaeology and Museums, Analyst of Ground Water Department, Chemist of Marketing Department and Junior Chemist of Industries Department. The PRC did not agree for parity with the above categories. The PRC assigned a corresponding scale of Rs.2375-5040.

This category represented to PRC 1999 seeking parity with Scientific Assistant (FSL) of police Department and to assign a pay scale of Rs.2750-5960 on plea that this category had a higher pay scale in 1986 revision. The PRC 1999 observed that there had been no change in the service rules and the issues raised by the earlier PRC are still valid. Accordingly PRC, 1999 assigned a corresponding pay scale of Rs. 4550-9600.

This category represented to PRC 2005 seeking parity with Scientific Assistant (FSL) of Police Department (Rs.5640-11300). The PRC 2005 did not agree and assigned a corresponding pay scale of Rs.6675-15025. The same has been revised to Rs. 6675-15500 based on the recommendations of OMC. The category of Scientific Assistant (FSL) was assigned a corresponding scale of Rs.8385-19125.

This category represented to the A.C. 2008, seeking higher pay scale of Rs.8815-20300 or Rs.8385-19125, keeping in view the duties of the post of Asst Chemical Examiner which is of regional level. The above committee observed that the categories of Assistant Chemical Examiner and Chemical Examiners were drawing scales as applicable to sub-Inspector of Excise and Assistant Excise Superintendent. The above Committee recommended the enhanced pay scale of Rs. 7200-16925 on par with Sub-Inspector of P&E.

However the above recommendations were examined and not accepted by the Government.

Chemical Examiner	:	Rs.9285-21550
No of posts	:	8

Regarding the category of **Chemical Examiner**, it is represented that this category is a Regional Gazetted post and also Head of the office. He is discharging arduous nature of duties in the laboratories analyzing varieties of samples which include a large number of highly inflammable and carcinogenic solvents and chemicals. He has to attend court of law to give evidence during the prosecution.

It is further represented that this category is having responsibilities as Quality Controller of all Excisable articles like E N A, M & T P and safeguarding Excise Revenue by assessing correct alcohol contents in Excise goods. Hence the duties of this category are comparable to that of Assistant Director (FSL) of Police Department. It is requested for a higher pay scale of Rs.10845-25600 on par with Asst. Director (FSL) of Police Department.

The Association made request for Risk Allowance of Rs.1200/- p.m. and Rs.800/- for the categories of Chemical Examiner/Asst. Chemical Examiner and Lab. Attenders, as they are handling various chemicals in lab which are risky in nature.

The Commissioner of Prohibition and Excise Department has recommended for a scale beyond P&E Excise Inspector and below the Assistant Prohibition and Excise Superintendent.

Appointment to the category of Chemical Examiner is made by direct recruitment and one must possess a First or Second Class degree M.Sc. in Chemistry or M.Pharmacy. This category is filled in by transfer from Assistant Excise Superintendent, Assistant Chemical Examiner and also by transfer from Excise Inspector of Excise Department and one must possess a First or Second Class degree M.Sc. in Chemistry or M. Pharmacy.

This category was in a pay scale of Rs.900-1500 in 1978 revision and was assigned the corresponding pay scale of Rs.1550-3050 in 1986 revision. This category represented to the PRC 1993, seeking parity with Sr. Scientific Officer of I P M/ Drugs Control Administration (Rs.2410-4050), Asst. Director (FSL) (Rs.1980-3500) of Police Department and Chemist of Ground Water Department (Rs.1980-3500) and also for a higher pay scale of Rs.1980-3500 on par with Excise Superintendent. The PRC 1993 did not agree for parity with the above categories. Keeping in view of the fact that this post was on par with the Asst. Excise Superintendent from 1969 up to 1978 revision. The PRC 1993 assigned a revised pay scale of Rs.3310-6840 on par with Asst. Excise Superintendent. Thus this category was given 2 stages improvement.

This category represented to the PRC 1999 seeking parity with Assistant Director (FSL) in Police Department and to assign a higher pay scale of Rs.4400-8700. The PRC 1999 observed that there had been no change in the service rules and the position commented upon by the earlier P.R.C. still continued. Accordingly PRC, 1999 recommended a corresponding pay scale of Rs.6350-13000.

This category represented to PRC 2005 seeking parity with Scientific Officer (FSL)(Rs.6350-13000), Sr. Scientific Officer, I P M/ Drugs Control administration (Rs.8400-16525) and Deputy Director of Mines & Geology Department(Rs.8400-16525), who were having limited duties and responsibilities. The PRC 2005 did not agree for parity with the above categories, accordingly assigned the corresponding pay scale of Rs.9285-19775. The same has been revised to Rs.9285-21550 as per the recommendations of One Man Committee.

This category was discussed by the Anomalies Committee, 2008. However, the above Committee did not make any recommendations and observed that this category was drawing pay scale on par with Asst. Excise Superintendent.

In view of the above position, the category of Assistant Chemical Examiner is not having parity with Scientific Assistant of F.S.L in the successive revisions of 1986, 1993, 1999 and 2005. However, this category is having parity with P&E Sub- Inspector.

The category of Chemical Examiner is also not having parity with Assistant Director of F.S.L of Police Department and also not having parity with other posts of Senior Scientific Officer of IPM and Drug Control Administration. However, this category is having parity with Assistant Excise Superintendents in the successive pay revisions.

Hence the Commission assigns scales of the pay scale of Rs.12910-36700 corresponding to the pay scale of Rs.7385-17475 for the category of Assistant Chemical Examiner which is presently in the pay scale of Rs. 6675-15500 on par with Prohibition and Excise Sub-Inspector and a corresponding pay scale of Rs.16150-42590(Rs.9285-21550) to the category of Chemical Examiner on par with Assistant Excise Superintendent.

Assistant Prohibition & Excise Superintendent	:	Rs.9285-21550
Number of Posts	:	99

It is represented that the posts of Asst. Excise Superintendent and Deputy Superintendent of Police belong to Group-I Services. The period of training undergone by both the categories is the same and both are uniformed officers. The Asst. Excise Superintendent is a divisional level post having jurisdiction over 3-4 Excise Stations as in the case of a Revenue Divisional Officer. He also deals with special grave crime cases and an investigation officer in all special grave crime cases. He is responsible for collection of revenue as well as control of crime in his jurisdiction.

Hence it is requested for parity with Deputy Superintendent of Police, Revenue Divisional Officer of Revenue Dept. and Commercial Tax Officer of Commercial Taxes (Rs.10845-25600).

A appointment to this category is by direct recruitment and by transfer from the categories of Inspectors, Office Superintendents, Laboratory Assistant and Chemical Examiner. For direct recruitment, one must have a degree and must be at least 165 cms in height and at least 81cms round the chest on full expiration with an expansion of at least 5cms. For the method of transfer, one must have passed the Departmental Tests prescribed.

In 1978 revision, this post was in the pay scale of Rs.900-1500. In 1986 revision, it was improved by one stage and was given the pay scale of Rs.1810-3230.

In 1993 and in 1999 revision, this category sought parity with Deputy Superintendent of Police and Commercial Tax Officer the same was not agreed to and corresponding scales of Rs.3310-6840 and Rs. 6350-13000 were assigned.

This category represented to the P.R.C, 2005 seeking parity with Deputy Superintendent of Police / Regional Transport Officer / Commercial Tax Officer / Deputy Collector(Rs.7400-15475). The P.R.C. 2005 did not agree for parity with the above categories and recommended a corresponding pay scale of Rs.9285-19775. The same has been revised to Rs.9285-21550 as per the recommendations of One Man Committee. The Anomalies Committee, 2008 did not agree for the above parity.

The successive PRCs did not agree for parity with personnel of Police and Commercial Taxes, Revenue and Transport Departments. The essential difference between the Asst. Excise Superintendent and the Commercial Tax Officer, Dy. Superintendent of Police and Dy. Collector is that the nature and scope of the job of the latter is wider, carrying greater amount of responsibility and public accountability. We have no reason to differ from our precedent Commission. The corresponding scale of Rs.16150-42590 (Rs. 9285-21550) is therefore assigned.

Prohibition & Excise

Superintendent	:	Rs.10845-25600
Number of Posts	:	65

It is represented that the P & E Superintendent is the licensing authority, having supervision over the P & E district. He is also the appointing authority of P & E Constables. He is primarily responsible for generating Excise Revenue and in controlling the Excise related crimes.

Hence it is requested for parity with Asst. Commissioner of Commercial Taxes (Rs.14600-29250) and Additional S.P. in Police Department (Rs.14600-29250)and Special Grade Collector in Revenue Department(Rs.14600-29250).

According to the Service Rules, appointment to this category is by promotion from the categories of Assistant Excise Superintendent, Inspectors and Chemical Examiner who have put in 2 years of service.

This post was in the pay scale of Rs.1050-1600 in 1978 revision. In 1986 revision, the pay scale of Rs.1980-3500 was assigned on par with other District Officers (Assistant Directors). Thus was given one stage improvement.

In 1993 revision, this category sought parity with Special Grade Deputy Collector (Rs.2590-4300), the same was not agreed and assigned a revised pay scale of Rs.3880-8140. Thus was given one stage improvement.

This category represented to PRC, 1999 and 2005 seeking parity with Asst. Commissioner (Commercial Taxes) / Addl. S.P. in Police Department/ Special Deputy Collector. The same was not agreed and assigned corresponding scales of Rs.7400-15475 and Rs. 10845-25600

Successive PRCs did not agree for parity with personnel of Police and Commercial Taxes and Revenue Departments.

The Commission assigns the pay scale of Rs. 20680-46960 corresponding to the pay scale of Rs.11755-26300 to the category of Prohibition and Excise Superintendent, which is presently in the pay scale of Rs. 10845-25600.

Joint Director (Technical) (formerly known as Senior	:	Rs.12385-27750
Chemical Technologist)		
No. of posts	:	1

The request has been made to assign a pay scale on par with the Assistant Commissioner of Excise (Rs. 14600-29250).

It is further represented that there are two more Joint Director Posts other than Joint Director (Technical) that carry the pay scales of Rs.16925-30765 and Rs.15500-30000 respectively. It is represented that the Joint Director (Technical) which requires higher qualifications and has technical duties has been totally ignored and is allowed a lower scale of Rs.12385-27750. Hence, it is requested for uniform pay scale of Rs.16925-30765 for all Joint directors of the same Department. The above request is made keeping in view of the technical nature of duties, higher educational qualifications, having State Wide Jurisdiction and supervision. This category is also the Head of the technical wing of Prohibition & Excise Department.

This category is filled in by direct recruitment/ By deputation/ on contract basis from scientific organization and one must possess Ph.D. in sugars with specialization Ethyl, alcohol or Ph.D. in Chemical Technology with specialization in sugar and minimum experience of 3 years in any of these branches. This category is also filled in by promotion from Chemical

Examiner and one must possess 1st or 2nd class M.Sc. or M.Phil with a pass in the relevant departmental test and also with a minimum service of 3 years.

This category was formerly known as Sr. Chemical Technologist, was in the pay scale of Rs.1400-2000 in 1978 revision. In 1986, this category was assigned a corresponding pay scale of Rs.2410-4050.

This category represented to PRC 1993, seeking parity with Scientific Officer (FSL), chief Water Analyst of Institute of Preventive Medicine, Joint Director (Analysis) of Mines & Geology. The PRC did not agree for parity with the above categories. Accordingly assigned a corresponding pay scale of Rs.4400-8700.

This category represented to the PRC 1999 seeking a pay scale of Rs.5770-9260 in between Asst. Commissioner and Deputy Commissioner. Further stated that this category was on par with Asst Commissioner in 1986 revision. The PRC,1999 did not agree and assigned a corresponding pay scale of Rs.8400-16525.

This category represented to the PRC 2005 seeking parity with Joint Director (Technical Education)(Rs.10950-17575). However the PRC,2005, while endorsing the observations of PRC 1999, assigned a corresponding pay scale of Rs.12325-24715. The same has been revised to Rs.12385-27750 as per the recommendations of the OMC.

This category did not have parity with Assistant Commissioner of in the successive revisions of 1993, 1999 and 2005.

Name of the category	1978	1986	1993	1999	2005
	Rs.				
Joint Director (Technical)	1400-2000	2410-4050	4400-8700	8400-16525	12385-27750
Assistant Commissioner Of P&E Department	1300-1900	2410-4050	5040-8700 (on par with Special Grade Deputy Collector)	9600-16525	14600-29250
Deputy Commissioner of P&E	1500-2100	2690-4440	5390-8980	10250-17050	15500-30000
Joint Director of Excise Academy	1500-2100	2690-4440	5390-8980	10250-17050	15500-30000

This category is not having promotional avenues and incumbent is also having higher qualifications, the Commission assigns the pay scale of Rs. 23650-49360 corresponding to the pay scale of Rs. 13390-28500 to the category of Joint Director (Technical) (formerly known as Senior Chemical Technology) which is presently in the pay scale of Rs. 12385-27750.

Assistant Commissioner of Prohibition

and Excise : **Rs.14600-29250**
 Number of Posts : 32

It is represented that P & E Asst. Commissioner is an Enforcement officers at Zonal level having jurisdiction over one/ two districts. He supervises the work of the staff up to Excise Superintendents. He is responsible for control crime in his area. He supervises and reviews crime work of all stations, sub-divisions and districts of his zone. Hence it is requested for parity with Deputy Commissioner of Commercial Taxes Department (Rs.15500-30000).

Appointment to this category is made by promotion from the category of Excise Superintendent.

In 1978 this post was in the pay scale of Rs.1300-1900. In 1986 revision, it was improved by one stage and given the pay scale of Rs.2410-4050. In 1993 revision, this category was assigned a pay scale of Rs.5040-8700 on par with Special Grade Deputy Collector, keeping in view of the fact that this category had parity with the above category in 1974 and 1978 revisions. Thus this category was given 3 stages improvement.

This category represented to PRC 1999 seeking parity with Deputy Commissioner of Commercial Taxes (Rs.5390-8980). The P.R.C. did not agree and assigned a corresponding pay scale of Rs.9600-16525.

This category represented to Pay Revision Commission 2005, seeking parity with Deputy Commissioner of Commercial Taxes (Rs.10250-17050). While reiterating the views of PRC 1999, the P.R.C, 2005 assigned a corresponding pay scale of Rs.14305-25965. The same has been revised pay scale of Rs.14600-29250 based on the recommendations of One Man Committee.

This category is not having parity with Deputy Commissioner of Commercial Taxes Department in the successive PRCs. The commission has noticed that this category is having parity with Asst. Commissioner of

Commercial Taxes. We recommend a pay scale of Rs.27000-51760 corresponding to the pay scale of Rs. 15500-30000 to this post which is presently in the pay scale of Rs. 14600-29250.

**Deputy Commissioner of
Prohibition and Excise** : **Rs.15500-30000**
Number of Posts : 19

It is represented that Deputy Commissioner is in charge of a Division consisting of one to two districts. The above post is a Regional post like Deputy I.G. [Non-cadre]. He supervises the work of Asst. Commissioner and Excise Superintendent and has overall responsibility for arresting all sorts of Excise related crimes in his jurisdiction. He is the appointing authority for the categories of P & E Sub-Inspectors and Prohibition & Excise Inspectors. Hence it is requested for parity with Joint Commissioner of Commercial Taxes Department (Rs.16925-30765).

Appointment to this category is by promotion from the category of P&E Assistant Commissioner.

In 1978 revision, this post was in the pay scale of Rs.1500-2100. In 1986 revision, it was improved by one stage and assigned the pay scale of Rs.2690-4440.

In 1993 revision, this category was assigned a revised pay scale of Rs.5390-8980. Thus was given one stage improvement.

This category represented to PRC 1999, seeking parity with Joint Commissioner of Commercial Taxes (Rs.5770-9260). The PRC did not agree and assigned a corresponding pay scale of Rs.10250-17050.

This category represented to Pay Revision Commission 2005, seeking parity with Joint Commissioner of Commercial Taxes (Rs.10950-17575) and also Inspector of General of Police (Non Cadre) (Rs.14425-19150). While reiterating the views of PRC 1999, the Pay Revision Commission 2005 assigned a corresponding pay scale of Rs.15025-26615. The same has been revised to Rs.15500-30000 as per recommendations of One Man Committee.

This category had no parity with police personnel and Commercial Tax Department in successive P.R.Cs. The commission accordingly recommends a scale on par with Deputy Commissioner of Commercial Taxes, the Commission assigns the pay scale of Rs. 29200-53060 corresponding to the pay scale of Rs. 16925-30765 to the category of Deputy Commission of

Prohibition and Excise, which is presently in the pay scale of Rs. 15500-30000.

Joint Commissioner of Prohibition & Excise	:	Rs.16925-30765
Number of Posts	:	5

It is represented that P & E Joint Commissioner is the highest [non-cadre] post in the Excise department. Hence it is requested for parity with Additional Commissioner in Commercial Taxes department (Rs.19675-30765) and I.G. of Police [Non-Cadre] (Rs.23500-30765).

According to the Service Rules, appointment to this category is by promotion from the category of P&E Deputy Commissioner.

This category was in the pay scale of Rs.5770-9260 in 1993 revision. This category was assigned a corresponding pay scale of Rs.10950-17575 in 1999 revision.

This category represented to P.R.C, 2005, seeking parity with Additional Commissioner (Commercial Taxes) (Rs.12550-18675) / Inspector General of Police (Non Cadre) (Rs.14425-19150). The PRC, 2005 did not agree for parity with personnel of Commercial Taxes and Police Departments and accordingly a corresponding pay scale of Rs.16195-27965 was assigned. The same has been revised to Rs.16925-30765 as per the recommendations of One Man Committee. The category of Addl. Commissioner of Commercial Taxes was assigned a corresponding pay scale of Rs.19675-30765 and the category of Inspector General of Police (non-cadre) was assigned a corresponding pay scale of Rs.23500-30765.

This category did not represent to the Anomalies Committee, 2008.

In view of the above position, the category is not having parity with personnel of Police and Commercial Taxes Departments in the successive PRCs.

The Commission noticed that the post is having parity with Joint Commissioner of Commercial Taxes Department. The Commission assigns the pay scale of Rs. 31550-53060 corresponding to the pay scale of Rs. 18025-30765 to the category of Joint Commissioner of Commercial Taxes Department.

31 (f). REGISTRATION AND STAMPS DEPARTMENT

Sub-Registrar Grade-II : **Rs.7770-18575**
 No. Posts : 426

The Association has requested for a higher pay scale of Rs.8815-20300 on the following grounds:

- 1) Sub-Registrars are looking after statutory duties under various enactments like Registration Act, 1908 Indian Stamp Act, 1999 and other acts. They have multifarious duties involving critical responsibilities of collecting revenues to the State Exchequer. An enormous amount of risk is involved in the day to day functioning of the department due to negligible member of staff in comparison with work turned out by them.
- 2) The above category had parity in the pay scales with Assistant Labour Officer/Assistant Social Welfare Officer/Sub Treasury Officer/Co-Operative Sub Registrar (Now Assistant Registrar) and Extension Officer (Rural Development) in 1993 and 1999 revisions. This category was assigned a lower pay scale of Rs. 7770-18575, in 2005 whereas the other categories were allowed a higher pay scale of Rs.8385-19125.

Appointment to the post is by direct recruitment and by transfer from Senior Assistant in the department. The qualification prescribed for direct recruitment is a degree. In case of transfer of Senior Assistant, one must have put in a service of not less than two years in the category of Senior Assistant.

This category is request to Anomalies Committee 2008 for a higher scale did not bear fruit.

The pay scales of the posts referred to by the Association from 1986 onwards are as follows:

Category	1986	1993	1999	AC.2004	2005
	(Rs.)				
Sub-Registrar Grade-II	1330-2630	2600-5580	5000-10600	--	7770-18575
Assistant Labour Officer	1330-2630	2600-5580	5000-10600	--	8385-19125
Assistant Social Welfare Officer	1230-2330/ 1280-2440 (A/RGC 1990)	2525-5390	5000-10600	5300-11300	8385-19125

Sub Treasury Officer	1330-2630	2600-5580	5000-10600	--	8385-19125
Assistant Registrar (formerly Co-Operative Sub Registrar)	1330-2630	2600-5580	5000-10600	--	8385-19125
Extension Officer(Rural Development)	--	2525-5390	4850-10250	5000-10600	8385-19125

Sub-Registrar Grade-I is a promotion post for the Sub-Registrar Grade-II (Rs.7770-18575). The next promotion post is Asst. District Registrar in the scale of Rs.9285 – 21550. The post of Asst. District Registrar seems to have been abolished. Therefore the Sub- Registrar Grade-II, who is recruited through group-II services is now having promotional channel as indicated below.

Sub – Registrar Grade-II	:	Rs.7770-18575
Sub- Registrar Grade-I	:	Rs.8385- 19125
District Registrar	:	Rs.10285-24200

The scale of Special Grade post and the scale of Special Promotion post for the post of Sub-Registrar grade-II are the same. i.e. Rs.8385-19125. Considering the earlier parities and keeping in view the duties and responsibilities, the Commission recommends assign the scale of Rs.14860-39540 which corresponds to Rs.8385-19125 for the post of Sub-Registrar Grade-II as against the existing pay scale of Rs.7770-18575.

Sub-Registrar Grade-I	:	Rs.8385-19125
No. Posts	:	149

The request is for assigning the higher scale of Rs.9285-21550.

On account of re-organization, the post of Assistant District Registrar is abolished and Sub- Registrar Grade-I (Rs.8385-19125) has become the feeder category for the post of District Registrar (Rs.10285-24200).

According to the service rules, appointment to Sub-Registrar Grade-I is by promotion of Sub-Registrar Grade-II and with a minimum service of three years of which at least two years shall be in the category of Sub-Registrar Grade-II.

The following pay scales were assigned to the categories of Labour Officer, ACTO, MPDO, M.R.O and Sub-Registrar Grade-I in the successive pay revisions since 1986.

Name of the category	1986	1993	A.C. 1995	1999	A.C. 2004	2005	A.C. 2008
	(Rs.)						
Labour Officer of Labour Department	1550-3050	3110-6380	--	5980-12100	--	9285-21550	--
Assistant Treasury Officer	1550-3050	3110-6380	--	5980-12100	--	9285-21550	--
M.P.D.O	1550-3050	3110-6380	--	5980-12100	--	9285-21550	--
M.R.O	1550-3050	3110-6380	--	5980-12100	--	9285-21550	--
Sub-Registrar Grade-I	1380-2750	2750-5960	--	5300-11300	--	8385-19125	--

Having noted the recent reorganization and the relative parities, the commission recommends the scale of Rs.16150-42590 which corresponds to Rs.9285-21550 to the category of Sub-Registrar Grade – I as against the existing scale of Rs.8385-19125.

This also rectifies the anomalous situation where the same scale was assigned to special grade and SPP I.

The Registration and Stamps Department is a Revenue Earning Department. The Commission has classified Commercial Taxes, Transport and Prohibition and Excise Departments as Revenue Earning Departments. 7th Commission reviewed the scales following posts in the Registration and Stamps Department, even though, no representation has been received from the Officers' Association.

District Registrar	:	Rs.10285-24200
Deputy Inspector General of Registration and Stamps	:	Rs.12385-27750
Joint Inspector General	:	Rs.15500-30000
Additional Inspector General		
Inspector General Cadre Post	:	Rs.19675-30765

District Registrar (Rs.10285-24200) :

As per the service rules the post is filled by direct recruitment and also by promotion from the category of Sub-Registrar Grade-I. The qualification prescribed for direct recruitment is a graduation from a university. The recruitment is through Group-I services. The Commission has recommended upgradation of the scale of C.T.O. duly maintaining parity with R.D.O. / Deputy Collector of Revenue Department. On the same analogy the Commission assigns the scale of Rs.19050-45850 which corresponds to Rs.10845-25600 to the District Registrar as against the pay scale of Rs.10285-24200.

Deputy Inspector General Registration & Stamps (Rs.12385-27750) :

He is at present in the scale of Rs.12385-27750. The Commission assigns a scale of Rs.23650-49360 which corresponds to Rs.13390-28500 to the D.I.G. of Registration and Stamps as against the pay scale of Rs.12385-27750.

Joint Inspector General (Rs.15500-30000):

He is at present in the scale of Rs.15500-30000. In the case of Deputy Commissioner of Commercial Taxes and Deputy Commissioner of Excise Department the Commission has recommended the scale of Rs.16925-30765. The Commission has decided to assign the same scale of pay of Rs.29200-53060 which corresponds to Rs.16925-30765 to the Joint Inspector General as against the pay scale of Rs.15500-30000.

Additional Inspector General (Rs.19675-30765):

This is highest post available for Departmental Officers. Only District Registrar who are directly recruited can aspire promotion for this post. This is a new post created in the scale of Rs.19675-30765 in G.O.Ms.No.149, Finance (SMPC) Department, dated: 28/6/09 which is the scale assigned to the Additional Commissioner of Commercial Taxes and Additional Commissioner of Transport Department. As the post is recently created, any upgradation to the level of Additional Commissioners of the above two departments may not be desirable. The Commission assigns corresponding scale to this post is Rs. 34050-54360.

31 (g). ENDOWMENTS DEPARTMENT

Executive Officer Grade III : **Rs.4825-10845**
No. of Posts

Executive Officer Grade II : **Rs. 6195-14175**
No. of Posts

Executive Officer Grade I : **Rs. 7770- 18575**
No. of Posts

No representation has been received the above categories are having parity with Junior Assistant, Senior Assistant and Superintendent respectively. The Commission maintains the above parity and assigns the following scales

Executive Officer Grade III : Rs. 8440-24950
 (Rs. 4825-10845)
 (on par with Junior Assistant)

Executive Officer Grade II : Rs. 10900-31550
 (Rs. 6195-14175)
 (on par with Senior Assistant)

Executive Officer Grade I : Rs. 14860-39540
 (Rs. 8385-19125)
 (on par with Superintendent)

Assistant Commissioner : **Rs.9285-21550**
No. of Posts : 92

Deputy Commissioner : **Rs.12385-27750**
No. of Posts : 16

Regional Joint Commissioner : **Rs.15500-30000**
No. of Posts : 16

Additional Commissioner : **Rs.18025-30765**
No. of Posts : 3

The common representation is that these categories are exercising statutory and quasi-judicial functions under the Act and also have varied administrative functions' like administration of temples, conduct of fairs and festivals, safe-guarding the jewel's and immovable properties belonging to the

Endowment Institutions and safe collection and custody of temple revenues. Thus the duties and responsibilities of these posts are as arduous and taxing as those of the comparable categories in Commercial Taxes department. In fact, the jurisdiction of the aforementioned categories in this department is larger than the corresponding categories in Commercial Taxes Department. The request therefore is to assign the pay scales on par with corresponding categories of Commercial Taxes Department.

Assistant Commissioner : Rs.9285-21550

In 1974 revision, Asst. Commissioner's post was in the pay scale of Rs. 530-1050 and in 1978, the scale of Rs. 800-1450 was assigned on par with Tahsildar. This category was assigned a revised pay scale of Rs. 1810-3230 in 1986 revision. This was a two stage improvement. This category represented to the PRC 1993, seeking parity with District Munsiff and to assign a pay scale of Rs.2150-3690. The PRC did not agree for parity with District Munsiff and assigned the corresponding pay scale of Rs. 3310-6840.

This category represented to the PRC 1999 seeking parity with Asst. Commissioner of Commercial Taxes department. This was not agreed and the corresponding scale of Rs.6350-13000 was assigned. In the subsequent PRC, the corresponding scale was assigned and this was subsequently improved to Rs.9285-21550 on the recommendation of O.M.C.

According to the Services Rules, appointment to the post of Assistant Commissioner is by direct recruitment of a person who has been an Advocate of the High Court of A.P. for not less than 3 years and also by promotion from the categories of Superintendent of Endowment, Executive officer Grade-I. There is also provision by transfer from certain other categories of endowment institutions.

Assistant Commissioner is incharge of departmental works in the district. As per G.O.Ms.No.245, Revenue (Endowments-I) Department, dt.8.5.2002, the persons appointed to this post shall be in the rank above that of Tahsildar. Comparison with Commercial Taxes Department is not valid. The Commission after taking into consideration, the qualifications prescribed and also the duties and responsibilities attached to the post recommends the scale of Rs.18030-43630 (Rs.10285-24200)

Deputy Commissioner : Rs. 12385-27750

All institutions with income of Rs.75 lakhs fall under jurisdiction of Deputy Commissioner. He is also Head of certain temples discharging responsibilities as Executive Officer. The main functions of Deputy Commissioner are approval of Budget, Constitution Trust Boards, ensuing individuals' rights to honours besides following customs and practices of

particular endowment institutions. He will also exercise administrative control over Executive Officer.

In 1974 revision Deputy Commissioner was in the pay scale of Rs. 850-1425. The same was revised to Rs.1250-1800 in 1978. A revised pay scale of Rs. 2410-4050 was assigned in 1986 according a two stage improvement. This category represented to the PRC 1993, seeking pay scale of Rs. 2690-4440 on par with Deputy Commissioner of Commercial Taxes, Deputy Commissioner of Panchayat Raj. The PRC did not agree for parity with the above categories. Considering the qualifications, duties and responsibilities and also the pay scale of the feeder post, a corresponding pay scale of Rs. 4400-8700 was assigned.

This category represented to the PRC 1999 seeking parity with Deputy Commissioner of Commercial Taxes department. The PRC 1999 did not agree and assigned the corresponding pay scale of Rs. 8400-16525. This category did not represent to the PRC 2005. A corresponding pay scale of Rs. 12325-24715 was assigned and the same was revised to Rs. 12385-27750 based on the recommendations of O.M.C.

The category of Deputy Commissioner is filled by direct recruitment and by promotion from the category of Assistant Commissioner and also by transfer from the equivalent category of staff of Tirumala Tirupati Devasthanams. The requirement for direct recruitment is at least 5 years practice at the Bar of High Court of A.P. or Supreme Court of India. The rules provide that the direct recruitment to both these categories shall not exceed 1/5th of the cadre strength in each category.

Comparison with the similar categories in Commercial Taxes Department is not apt. As per the service rules the post can be filled by direct recruitment and also by promotion of Assistant Commissioner. The qualification is a degree in Law with five years of practice at High Court or the Supreme Court.

Considering the qualifications and duties, the Commission feels that there are no new grounds warranting a higher scale. The Commission accordingly recommends the corresponding scale of Rs. 21820-48160 (Rs.12385-27750).

Joint Commissioner : Rs. 15500-30000

He exercises the delegated powers of Commissioner. These include hearings of appeals, revisions arising from the orders of Executive Officers / Assistant Commissioner in regard to constitution of Trust Boards, emoluments of Archakas and other service matters. He conducts inspections

of the institutions to ensure that the administration is carried out as per the provisions of the Act and the appointments of Trust Boards.

In 1974 revision, Joint Commissioner was in the pay scale of Rs. 1100-1650. In 1978, a revised pay scale of Rs. 1500-2100 was assigned. This category represented to PRC 1986 seeking parity with District Judge Grade-I. This was not agreed to and a revised pay scale of Rs. 2690-4440 was given. This category represented to the PRC 1993, seeking parity with Dy. Secretary to Government. Also, the scale of pay Dy. Executive Officer of TTD was sought. The PRC 1993 did not agree for parity with Dy. Secretary to Government and that held comparison with pay scales of TTD was not valid, and assigned a pay scale of Rs. 5390-8980.

This category represented to the 1999 PRC seeking parity with Joint Commissioner of Commercial Taxes department. The PRC 1999 did not agree and assigned a corresponding pay scale of Rs. 10250-17050. This category did not represent to the PRC 2005. The corresponding pay scale of Rs.15025-26615 was assigned, and the same was revised to Rs. 15500-30000 based on the recommendations of O.M.C.

According to service rules this post is filled by promotion of Deputy Commissioner. Comparison with the Joint Commissioner of Commercial Taxes Department is not apt, as the duties and responsibilities are different. The Commission holds that the present scale is adequate and accordingly recommends the corresponding scale i.e., Rs. 27000-51760 (Rs.15500-30000).

Additional Commissioner : Rs. 18025-30765

The category of Additional Commissioner did not exist till 1986. The post was created subsequently in the scale of Rs. 3090-5140. This category represented to the PRC 1993, seeking a higher pay scale of Rs.3580-5380 on the ground that the incumbent was exercising the functions of the commissioner in several matters. The PRC 1993 assigned a revised pay scale of Rs. 6150-9820 on par with Additional Directors of other departments thus giving a one stage advancement. This category represented to the 1999 seeking parity with Addl. Commissioner of Commercial Taxes department. The PRC 1999 did not agree and assigned a corresponding the pay scale of Rs. 11650-18625.

This category did not represent to the PRC 2005. The corresponding pay scale of Rs.17035-29365 was assigned and the same was revised to Rs.18025-30765 based on the recommendations of O.M.C.

This is a promotional post for Joint Commissioner. He exercises the functions of the Commissioner in several matters. This is the highest post available to the departmental candidates as the post of Commissioner is usually held by Cadre Officer. The duties are mainly supervisory in nature. The post is comparable to Additional Directors in other departments. The Commission recommends the corresponding scale to the existing scale of pay i.e., Rs. 31550-53060 (Rs. 18025-30765).

32 (a). TRANSPORT DEPARTMENT

The functionaries of Transport Department enforce the Motor Vehicles Act and Rules, collect taxes and fees and issue of Driving Licenses and Certificates of Fitness for Transport Vehicles; carry out registration of Motor Vehicles and granting regular and temporary permits for vehicles. The department also carries out road safety awareness campaigns, pollution check of vehicles and enforces regulatory measures such booking speeding vehicles through laser guns and interceptor vehicles and detect drunken drivers through breath analyzers. The Department is thus not only a regulatory department but also generates revenue.

The Department is headed by the Transport Commissioner. He is assisted by an Additional Commissioner, four Joint Commissioners, three Regional Transport Officers one Regional Transport officer as State Representative before State Transport Appellate Tribunal and one Chief Accounts Officer in the Head Office. At the field level the Transport Commissioner is assisted by Deputy Transport Commissioners who provide the overall supervision and coordination of all transport offices at the district level.

Transport Constable	:	Rs.4595-10285
No. of Posts	:	464

The request is to assign the pay scale of Rs. 4825-10845 to this category on par with the Police Constable on the plea that the Transport Constables have to possess the Motor Driving License as an additional qualification. The duties of Transport Constable include stopping of the vehicles, assist the Regional Transport Officers/Motor Vehicles Inspectors during checks, take the seized vehicles to the seizure yards, work as couriers, attend bank duties such as remittances of Demand Drafts and assist the Traffic Police in pollution control.

The post of Transport Constable is filled by Direct Recruitment and the qualifications are SSC or its equivalent. They must hold Motor Driving License to drive Light Motor Vehicles.

Comparison with Police on the ground that both are uniformed services is not correct. The nature of the duties performed by the Police cannot be compared with those discharged by the Transport Department. The Commission, therefore, recommends the corresponding pay scale to the Transport Constable i.e., 7960-23650 (Rs.4595-10285).

The other requests include sanction of Special Pay, Uniform Allowance and Washing Allowance on par with the Police Constables and Excise Constables, Risk Allowance, Conveyance Allowance and Fixed Travelling Allowance. These requests are discussed separately in the relevant chapter.

Assistant Motor

Vehicle Inspector : **Rs. 8815-20300**
No. of Posts : 357

Motor Vehicle Inspector : **Rs. 9285-21550**
No. of Posts : 257

Regional Transport Officer : **Rs. 10285-24200**
No. of Posts : 47

Deputy Transport

Commissioner : **Rs. 12385-27750**
No. of Posts : 18

It is represented that Government recognized the Motor Vehicle Inspector and Assistant Motor Vehicle Inspector as Technical category vide G.O. Ms. No.152, Transport, Roads and Buildings (Tr. I) Department dated 06-09-2003. Besides performing technical duties, the Assistant Motor Vehicle Inspectors realize revenues and meet the financial targets. It is requested to equate this category with the Assistant Executive Engineer. It is further requested to equate Motor Vehicle Inspectors, Regional Transport Officers and Deputy Transport Commissioners with the Deputy Executive Engineers, Executive Engineers and Superintending Engineers respectively by assigning the pay scales indicated below :-

Category	Existing scale Rs.	Post compared with	
		Category	Pay scale Rs.
Assistant Motor Vehicle Inspector	8815-20300	Assistant Executive Engineer	9285-21550
Motor Vehicle Inspector	9285-21550	Deputy Executive Engineer	10845-25600
Regional Transport Officer	10285-24200	Executive Engineer	13390-28500
Deputy Transport Commissioner	12385-27750	Superintending Engineer	18025-30765

The post of Assistant Motor Vehicle Inspector is filled,

- (i) by Direct Recruitment,
- (ii) by promotion, from the category of Transport Head Constable and if no qualified and eligible person is available by promotion from the category of Transport Constable
- (iii) by transfer from the category of Senior Assistants of Transport Department and if no qualified and eligible Senior Assistants are available by transfer from the category of Junior Assistants

The qualifications for appointment by Direct Recruitment or by Promotion or Transfer are:

- (a) A Degree in Mechanical Engineering or Automobile Engineering OR Diploma in Automobile Engineering or equivalent
- (b) Must hold a Motor Driving License to drive Light Motor Vehicles and possess Heavy Transport Vehicle endorsement with two years experience.

The post of Motor Vehicle Inspector is filled by promotion from the category of Assistant Motor Vehicle Inspector with three years of service. Direct Recruitment to this category was dispensed with vide G.O. Ms. No. 114, Transport, Roads and Buildings (Ser IV) Department, dated 12-08-2004 read with G.O. Ms. No. 280, Transport, Roads and Buildings (Ser IV) Department dated 17-12-2005.

The post of Regional Transport Officer is filled by Direct Recruitment through Group I competitive examinations conducted by the Andhra Pradesh Public Service Commission or by promotion from the category of Motor Vehicle Inspector or by transfer from the category of Administrative Officer.

The scales of pay of these categories from time to time are as mentioned below:

Category	1986	1993	1999	2005
	Rs.			
Assistant Motor Vehicle Inspector	1330-2630	2600-5580	5000-10600	8815-20300
Motor Vehicle Inspector	1550-3050	3110-6380	5980-12100	9285-21550
Regional Transport Officer	1980-3500	3640-7580	6950-14425	10285-24200

Deputy Transport Commissioner	2410- 4050	4400- 8700	8400- 16525	12385- 27750
----------------------------------	---------------	---------------	----------------	-----------------

The Pay Revision Commissioner 1986 equated the categories of the Assistant Motor Vehicle Inspector and Motor Vehicle Inspector with the Assistant Engineer (Diploma Holder) and Assistant Executive Engineer (Degree holder) respectively keeping in view the qualifications prescribed for these posts. The successive Pay Revision Commissioners maintained that equation. Comparing the post of Assistant Motor Vehicle Inspector with the Assistant Executive Engineer is justified as the qualifications are Degree/Diploma.

The Association is claiming parity with the Engineers at various levels. How far the comparison stands is the issue.

In G.O. Ms. No. 152, Transport, Roads and Buildings (TR II) Department dated 6.9.2003 orders were issued treating the posts of Motor Vehicle Inspectors/Assistant Motor Vehicle Inspectors in the Department as Technical Posts on par with technical posts in other Engineering Departments.

According to the Service Rules the category of Regional Transport Officer is filled by Direct Recruitment, by promotion from the category of Motor Vehicle Inspector and by transfer from the category of Administrative Officer/Special Category Stenographers office of the State Transport Authority. Orders were issued in G.O. Ms. No. 24, Transport, Roads and Buildings (Ser-IV) Department, dated 30-08-2007, creating a separate channel of promotion to the Administrative Officers working in State Transport Authority. According to these orders, the category of (4) of the Andhra Pradesh Transport Service consists of Regional Transport Officers (including Assistant Secretaries, Regional Transport Authorities) and new sub category (4A) consists of Assistant Secretaries in the office of the State Transport Authority, Hyderabad, Secretary State Transport Appellate Tribunal and State Representative before State Transport Appellate Tribunal. The categories (4) and (4A) viz., Regional Transport Officers (including Assistant Secretaries, Regional Transport Authorities) and Assistant Secretaries in the office of the State Transport Authority, Hyderabad; Secretary, State Transport Appellate Tribunal and State Representative before State Transport Appellate Tribunal form feeder categories to the post of Deputy Transport Commissioner. However, there is no mention about the posts of Assistant Secretary in the offices of Regional Transport Authority and in the State Transport Authority in the Departmental Schedule furnished by the Department. Nor is there a mention of this in the meeting with the Associations along with the Head of the Department.

The qualifications prescribed for the post of Assistant Motor Vehicle Inspector for any mode of recruitment is Degree or Diploma in Mechanical

Engineering and the post of Motor Vehicle Inspector is filled by promotion from the category of Assistant Motor Vehicle Inspector. The technical tag is there only for the posts of Assistant Motor Vehicle Inspector and Motor Vehicle Inspector. From the level of Regional Transport Officer, Non Engineering Graduates are also entitled to hold office. So, these posts of Regional Transport Officer and Deputy Commissioner cannot be treated as Technical categories. Hence, the claim for equation with the engineers is valid up to only Assistant Motor Vehicle Inspector and Motor Vehicle Inspectors and in the case of higher categories of Regional Transport Officer and above, the argument for equation with Engineers does not hold good.

The Assistant Motor Vehicle Inspector and Motor Vehicle Inspector are at par with Assistant Engineer and Assistant Executive Engineer respectively. The Commission finds no reason to disturb parity between Assistant Motor Vehicle Inspector and Assistant Engineer. Accordingly, the Commission assigns the corresponding scale of Rs. 15280-40510 (Rs.8815-20300) to the Assistant Motor Vehicle Inspector.

In the case of Motor Vehicle Inspector, it is a promotion post to the Assistant Motor Vehicle Inspector and direct recruitment to the post is dispensed with. This is the feeder category for the post of R.T.O., we therefore assign the pay scale of Rs. 18030-43630 corresponding to the pay scale of Rs.10285-24200 to the Motor Vehicle Inspector who is presently in the pay scale of Rs.9285-21550.

There is direct recruitment for Regional Transport Officer in addition to promotion from the category of Motor Vehicle Inspector. Keeping in view the improvement in the scale of the feeder category, it is proposed to assign the pay scale of Rs.19050-45850 corresponding to the pay scale of Rs.10845-25600 to the Regional Transport Officer who is now presently carrying the pay scale of Rs.10285-24200.

The Deputy Transport Commissioner is a promotion post to the Regional Transport Officer. The Commission, keeping in view the improvement in the pay scales of the feeder categories, assigns the pay scale of Rs.23650-49360 which corresponds to the pay scale of Rs.13390-28500 to the Deputy Transport Commissioner which is presently in the scale of Rs. 12385-27750.

The Commission observes that the Joint Transport Commissioner and Additional Transport Commissioner are maintaining parity with the Joint Commissioner and Additional Commissioner of Commercial Taxes respectively. Accordingly, we assign the pay scales of Rs. 31550-53060 corresponding to the pay scale of Rs. 18025-30765 to the Joint Transport Commissioner who is presently in the scale of Rs. 16925-30765 and Rs.37600-54360 corresponding to the pay scale of Rs.21550-30765 to the

Additional Transport Commissioner who is in the pay scale of Rs.19675-30765.

The other requests of the Association included:

- (a) Sanction of Uniform Allowance on par with Police personnel.
- (b) Sanction of Kit Maintenance Allowance on par with Police personnel.
- (c) Enhancement of Conveyance Allowance from Rs.10/- per K.M. to Rs.15/- per K.M. in case of Motor Car and from Rs.3/- per K.M. to Rs.6/- per K.M. in case Motor Cycles.
- (d) Sanction of advance increments for possession of higher qualifications.

These requests are discussed separately under the relevant chapter in Volume - I.

Administrative Officer : Rs. 8385-19125
 No. of Posts : 117

It is requested for equation of this category with that of Motor Vehicle Inspectors on the plea that both Administrative Officers and Motor Vehicle Inspectors form feeder categories to the post of Regional Transport Officer. The Pay Scale of Administrative Officer is Rs.8385- 19125 whereas the pay scale of Motor Vehicle Inspector is Rs. 9285-21550. Further, it was contended that the Assistant Motor Vehicle Inspector was drawing a lesser pay scale than the Superintendent till 1978 Pay Revision. In 1978 Pay Revision, the Assistant Motor Vehicle Inspector was equated with the Superintendent. This parity continued till 2005 Pay Revision. The Pay Revision Commissioner assigned a pay scale of Rs.8385-19125 to the Administrative Officer (earlier Superintendent) and assigned a higher scale of Rs. 8815-20300 to the Assistant Motor Vehicle Inspector duly equating the post with the Assistant Engineer.

The post of Administrative Officer is to be filled in by promotion from the category of Senior Assistant and it is an upgraded and re-designated post of Superintendent under Common Category. The pay scales of this category from time to time are as under:

1969	1974	1978	1986	1993	1999	2005
Rs.						
200-400	430-800	700-1200	1330-2630	2600-5580	5000-10600	8385-19125

The categories of Motor Vehicle Inspector and Assistant Motor Vehicle Inspector are technical posts whereas the Administrative Officer is a non technical post. All the feeder categories to any given post need not carry same scale of pay.

The last Pay Revision Commissioner assigned a higher pay scale by one stage than the pay scale of the Superintendent.

In view of the above, a corresponding scale of Rs.14860-39540 (Rs.8385-19125) is assigned.

32 (c). PORTS DEPARTMENT

General

The Ports Department conserves and maintains Intermediate Ports and Minor Ports in the State. There are two Intermediate Ports and ten Minor Ports in our State. The two intermediate ports are at Kakinada and Machalipatnam. The North Zone ports viz., ports at Bhavanapadu, Calingapatnam, Bheemunipatnam, Gangavaram, Muthyalapalem, Kakinada, Rawa and Narsapur are under the jurisdiction of Port Officer, Kakinda. The South Zone ports at Machalipatnam, Nizampatnam, Vadarevu and Krishnapatnam are under the jurisdiction of Port officer, Machalipatnam.

The Director is the Head of the Department and the Directorate of Ports is situated at Kakinada. There are two Civil Engineering Divisions to look after the Marine Civil Works at the North Zone and South Zone Block and one Mechanical and Dredging Division to look after the entire Mechanical, Electrical works and to provide Navigational Aids. The Civil Engineering Divisions are at Kakinada and Machalipatnam. The Mechanical and Dredging Division is at Kakinada. The Engineering Divisions are under the control of Superintending Engineer (M).

The Department facilitates import and export of various commodities of interland and ensures safe entry and berthing of vessels for the loading and discharging of cargo. It issues necessary instruction to guide mariners and warn them of imminent dangers.

The following are the details of various category of posts and their scales of pay:

Dock Mazdoor	:	Rs. 3850-8600
No. of posts	:	4
Fuel Yard Maistry	:	Rs. 3850-8600
No. of posts	:	1
Lascar	:	Rs. 3850-8600
No. of posts	:	88
Oilman	:	Rs. 3850-8600
No. of posts	:	24
Time Keeper	:	Rs. 4260-9520
No of Posts	:	2

Launch Driver Grade III	:	Rs. 4595-10285
No. of posts	:	11
Launch Driver Grade II	:	Rs. 5200-11755
No. of posts	:	8
Launch Driver Grade I	:	Rs. 5750-13030
No. of posts	:	1
Sarang	:	Rs.5200-11755
No of posts	:	24
Operator Grade II	:	Rs. 6195-14175
No. of posts	:	2

It is represented that the duties of the above personnel are arduous. They work in floating crafts in mid sea at odd hours. They require special skill like swimming with experience in the relevant field. Operator mans the dredges. Driver, Oilmen, Lascar and Mazdoor assist the operator. Sarang is in charge of the vessel on the deck side and mans the vessel during transportation of crew and cargo from shore to ship and vice versa. Lascar assists the Sarang. The Oilman assists the Driver in checking oil levels, cleans and greases parts of engine of the floating crafts and maintains vessels. Lascar assists the Sarang and Driver in maneuvering the crafts and attends to watch and ward of the craft round the clock. The Time keeper maintains the attendance of the crew allots crafts and ensures timely departure of vessels. He also observes the cyclonic movements and accordingly regulates the movement of crafts. He verifies logbooks and checks out the timing of trips. The Mazdoor assists the Sarang.

The request is to assign the scales to the categories of personnel as mentioned below:

<u>Category</u>	<u>Existing Scale</u> (Rs.)	<u>Pay Scale</u> <u>sought</u> (Rs.)
Lascar/Oilman/Mazdoor	3850-8600	4595-10285 (7675-15550)
Time Keeper	4260-9520	5200-11755 (8675-17300)
Sarang	5200-11755	6195-14175 (10300-21175)
Launch Driver Grade III	4595-10285	5200-11755 (8675-17300)
Launch Driver Grade II	5200-11755	5750-13030 (9575-19175)

Launch Driver Grade I	5750-13030	6195-14175 (10300-21175)
Operator Grade II	6195-14175	6505-14565 10800-23425)

(The pay scales indicated in Brackets are DA merged Scales)

The posts of Dock Mazdoor and Fuel Yard Maistry are filled by Direct Recruitment. The posts of Lascar including Boat man have to be filled in by Direct Recruitment and by promotion from the category of Fuel Yard Maistry and Mazdoor with common seniority. The post of Oilman is to be filled in by promotion from Polling/Dock/Fuel Yard Mazdoor with common seniority. The qualifications for the post of Lascar including Boatman for Direct Recruitment and for the post of Oilman are experience for a period of three months in handling boats, minor repairs thereto, rigging sails and other normal duties of boatman and fisherman and capacity to swim.

All the above posts carry the pay scale applicable to the last grade service from inception. The Pay Revision Commission, 2005 also assigned a common pay scale of Rs. 3850-8600. The Anomalies Committee recommended a higher pay scale of Rs.3950-8815 to the Lascar and Oilman subject to confirmation that they form promotion posts to the Dock Mazdoor and Fuel Yard Maistry. However, these recommendations were not accepted by the Government.

The post of Maistry including posts formerly designated as Fuel Yard Maistry and Mazdoor (Poling, Dock and Fuel Yard) is to be filled in by Direct Recruitment. The qualification is a pass in examination and should know swimming. This category forms feeder category to the posts of Oilman and Lascar including Boatman. The post of Lascar including Boat Man can also be filled in by Direct Recruitment. The qualifications for the posts of Oilman are previous experience in engine room for one year and capacity to swim. The qualification for Lascar including Boatman is three months experience in handling boats, minor repairs thereto, rigging sails and other normal duties of boatman/fisherman and capacity to swim. The post of Time Keeper is to be filled in by promotion from any other lower class or category and if no suitable candidate is available by transfer from the category of Record Assistant or by Direct Recruitment. The minimum qualifications are minimum general educational qualifications of tenth class. The post of Sarang is to be filled in by promotion from the category of Lascar and the qualification is a Certificate of competency as Sarang issued under Andhra Pradesh Minor Ports Harbour Craft Rules. The post of Driver Grade III is to be filled in by Direct Recruitment and the qualification is a Driving Certificate issued by the competent authority. The post of Driver Grade II is to be filled in by promotion from the category of Driver Grade III. The qualifications are Second Class Motor Driving Certificate, ability to hold

independent charge of Tugs up to 40 NHP and five years experience as Driver Grade III. The post of Driver Grade I is to be filled in by promotion from Driver Grade II. The qualifications are first class Inland Motor Drivers Certificate issued by competent authority, ability to handle and operate diesel tugs and launches from 40 NHP to 200 NHP and Second Class Inland Motor Vessel Drivers Certificate issued by Competent Authority having five years experience. The post of Operator is to be filled in by promotion of Driver Grade I and if no qualified Driver Grade I is available by Direct Recruitment. The qualification for promotion is second class Inland Motor Vessels Driver Certificate issued by Competent Authority, three years experience as Driver on Dredges, Tugs and Launches and working knowledge in Telugu. The qualification for Direct Recruitment is a Trade Certificate in Mechanic Trade issued by any ITI and first class Inland Motor Vessel Driver Certificate.

The scales of these categories from time to time are as under:

Category	1969	1974	1978	1986	1993	1999	2005
	Rs.						
Dock Mazdoor	45/- fixed	45/- fixed	310- 475	740- 1150	1375- 2375	2550- 4050	3850- 8600
Fuel Yard Maistry	62- 100	165- 250	310- 475	740- 1150	1375- 2375	2550- 4050	3850- 8600
Oilman	62- 100	165- 250	310- 475	740- 1150	1375- 2375	2550- 4050	3850- 8600
Lascar	62- 100	165- 250	310- 475	740- 1150	1375- 2375	2550- 4050	3850- 8600
Time Keeper	90- 192	240- 420	410- 625	810- 1420	1535- 2840	2870- 5470	4260- 9520
Sarang	70- 130	260- 450	450- 700	860- 1470	1875- 3750	3550- 7150	5200- 11755
Launch Driver Grade III	80- 160	240- 420	410- 625	810- 1420	1665- 3200	3130- 6150	4595- 10285
Launch Driver Grade II	90- 192	260- 450	450- 700	910- 1625	1875- 3750	3550- 7150	5200- 11755
Launch Driver Grade I			530- 850	1010- 1800	2075- 4270	3950- 8150	5750- 13030
Operator Grade II	140- 280	290- 520	530- 850	1150- 2110	2195- 4560	4190- 8700	6195- 14175

The Anomalies Committee improved the pay scales of the Launch Drivers (Grade I, II and III), Operator and Sarang by one stage. The said recommendations have not been accepted by the Government.

The Commission feels that these categories require very few skills and as such the present pay Scales are adequate. However, the Oilman and Lascar are promotion posts to the Fuel/Dockyard/Polling Mazdoor.

The Commission keeping in view the above, assign the pay scale of Rs. 7100-21250 corresponding to Rs. 4050-9050 as against the existing scale of Rs. 3850-8600 to the Oilman and Lascar. The Commission also improves the pay scale of Operator Gr.II and assigns the scale of Rs.11530-33200.

This corresponds to Rs. 6505-1525 as against the existing scale of Rs. 6195-214175. All other posts get corresponding scales as follows.

Dock Mazdoor	:	Rs.6700-20110 (Rs. 3850-8600)
Fuel Yard Maistry	:	Rs.6700-20110 (Rs. 3850-8600)
Time Keepeer	:	Rs.7520-22430 (Rs.4260-9520)
Launch Driver Gr.III	:	Rs. 7960-23650 (Rs. 4595-10285)
Launch Driver Gr.II	:	Rs. 9200-27000 (Rs. 5200-11755)
Launch Driver Gr.I	:	Rs.10020-29200 (Rs. 5750-13030)
Sarang	:	Rs. 9200-27000 (Rs. 5200-11755)

The other requests pertaining to Special Pay and Risk Allowance are dealt with separately under relevant chapters under Volume I.

Assistant Port Conservator/ Wharf Supervisor	:	Rs.6195-14175
No. of posts	:	13
Port Conservator	:	Rs.7200-16925
No. of posts	:	12

It is represented that the Port Conservator is the Executive officer in the Port Department and performs various statutory and non statutory duties relating to Port conservancy and port operations. His duties are related to marine and port operations. He has to work round the clock. The Assistant Port Conservator and Wharf Superintendent assists him. It is requested to assign the pay scales on par with the Senior Assistant and Superintendent to the Assistant Port Conservator/Wharf Supervisor and Port Conservator respectively.

The pay scales of these categories from time to time are as indicated below:

Category	1978	1986	1993	1999	2005
	Rs.				
Assistant Port Conservator and Wharf Supervisor	450-700	860- <u>1470</u> 910-1625*	1745-3420	3290- <u>6550</u> 4190-8700**	6195-14175
Port Conservator	575-950	1100- <u>2050</u> 1150-2110*	2315-4880	4430- <u>9300</u> 4850-10250**	7200-16925

*Improved by the Anomalies and Regrouping Committee.

** Improved by the Anomalies Committee, 2004.

The Assistant Port Conservator and Wharf Supervisor were one stage above Junior Assistant and the Post Conservator was one stage above Senior Assistant in 1978 Pay Revision. The Pay Revision Commissioner 1986 assigned corresponding scales. The Anomalies and Regrouping Committee improved the pay scale one stage. The Pay Revision Commissioner, 1993 recommended corresponding scales. The Pay Revision Commissioner 1999 assigned corresponding scale to the Port Conservator and improved the pay scale of Assistant Port Conservator and Wharf Supervisor by one stage. The Anomalies Committee 2003 improved the scale of Port Conservator by two stages and the pay scale of the Assistant Port Conservator and Wharf Superintendent by three stages. The Pay Revision Commissioner, 2005 keeping in view the enhancement of the scale by the Anomalies Committee, 2005 assigned corresponding scale to these categories.

The Commission in view of the above feels that the existing scales do not require any improvement and accordingly assigns corresponding scales of Rs. 10900-31550 (Rs.6195-14175) to the Assistant Port Conservator and Wharf Supervisor and Rs. 12550-35800 (Rs.7200-16925) to the Port Conservator.

34 (a). SOCIAL WELFARE DEPARTMENT

Social Welfare Department

Warden Grade – II

Matron Grade – II	:	Rs.6195-14175
No. of Posts	:	2000

B.C. Welfare Department

Warden Grade-II

Matron Grade-II	:	Rs.6195-14175
No. of Posts	:	1152

Tribal Welfare Department

Hostel Welfare Officer Grade-II:

	:	Rs.6195-14175
No. of Posts	:	435

It is represented that the cadre of Hostel Welfare Officers / Wardens / Matrons Gr. II are working in S.W., B.C., S.T. Hostels under the control of Social Welfare, B.C. Welfare and Tribal Welfare Departments. It has been stated that though they are discharging multifarious activities without utilizing the second Saturdays, Sundays, Public Holidays and vacation, the P.R.C.2005 have not taken into consideration the above duties and qualifications while assigning the pay scales.

It has further been stated that the B.Ed Asst. (School Asst.) of School Education Dept., who are having B.Ed qualifications and who are discharging only teaching responsibilities are assigned a higher pay scale of Rs. 7200-16925, where as H.W.Os., who have multifarious activities are given the scale of Rs. 6195-14175. Hence the request is for assigning the scale of Rs.7770 – 18575.

The Association have also requested for the following allowances.

- (i) To treat this as “Non-Vacation” Department and to allow the facility of sanction of 30 days E.L per annum, as they are discharging duties without availing general holidays, public holidays and festivals.
- (ii) To sanction risk allowance on the ground that there are more than 100 students who are pursuing their education in each of the Hostels and it is common and natural that at least one of them may fall ill at any given time. In the case of necessity such student is being taken to Referral Hospital, due to which the Hostel Welfare Officers are compelled to work day in and day out.

According to the service rules, appointment to the post of Warden/ Matron G.II is made by direct recruitment and one must have Graduation with B.Ed Degree.

This category is also filled by promotion from the category of Class IV employees of Social Welfare Hostels, one must have Graduation with B.Ed with not less than 3 years of service as Class – IV employees. This category is also filled in by transfer from any other Department / Service. For this one must have Graduation with B.Ed and must be working in Panchayat Raj / Municipal Administration Department or any other Local Bodies as Teacher with unblemished record of service.

This post was assigned the pay scale of Rs.450-700 in 1978 revision and Rs.1050-1945 in 1986 revision which was an improvement by four stages. This category represented to the PRC, 1993 for the pay scale on par with B.Ed Asst. However, the comparison with Trained Graduate Teachers was not accepted by the P.R.C. on the ground that the duties and responsibilities of a Teacher are totally different from those of Warden / Matron Gr. II and Gr. I. The P.R.C. 1993 assigned a scale of Rs.2075-4270 which was an improvement by one stage.

This category again represented to PRC 1999 seeking parity with Senior Asst. and B.Ed. Asst. The PRC 1999 has observed as follows:

“Comparison with the categories of Senior Assistant and B.Ed. Assistant is not valid in view of the differences in duties and responsibilities. It is difficult to agree to the suggestion that parity be given with a particular category merely because the qualifications prescribed for the two categories are the same. Upward revision of qualification by itself does not warrant awarding a higher pay scale.”

The P.R.C. 1999 assigned a corresponding scale of Rs.3950-8150.

The category represented to PRC 2005 seeking parity with School Asst. The PRC had endorsed the views of the Pay Revision Commission, 1999 and assigned the scale Rs.6195-13945. The same has been revised to Rs. 6195-14175 as per the recommendations of OMC.

In view of the above, the Commission agrees with the views of earlier P.R.Cs and accordingly recommends corresponding pay scale of Rs. 10900-31550 (Rs.6195-14175).

Social Welfare Department**Warden Grade-I /**

Matron Grade-I : **Rs.7200-16925**
 No. of Posts : 312

Backward Classes Welfare Department**Warden Grade-I /**

Matron Grade-I : **Rs.7200-16925**
 No. of Posts : 140

Tribal Welfare Department**Hostel Welfare Officer Grade-I** : **Rs.7200-16925**

No. of Posts : 71

Represented that the cadre of Hostel Welfare Officers / Wardens / Matrons Gr. I working in S.W., B.C., and S.T. Hostels under the control of Social Welfare, B.C. Welfare and Tribal Welfare Departments that even though they are discharging multifarious activities without utilizing the second Saturdays, Sundays, Public Holidays as well as the vacational holidays. The P.R.C.2005 has not taken into consideration of the above duties and qualifications of Degree with B.Ed, while assigning the pay scales.

Submitted that the Head Master / M.E.O (Graduation with B.Ed.) of School Education Dept. who are having B.Ed qualifications and who are discharging Institute Head Master and acting as Drawing and Disbursing Officer and also teaching classes were assigned a higher pay scale of Rs. 9285-21550, where as Hostel Welfare Officers / Wardens / Matrons Gr. I who are discharging multifarious activities were given the lower scale of Rs. 7200-16925. Further there are about 523 Hostel Welfare Officers / Wardens / Matrons Gr. I working in the state and have completed more than 16 years of service. The Commissioner of Social Welfare Department has also supported the request of the Association.

According to service rules, appointment to the post of Hostel Welfare Officers / Wardens / Matrons Gr. I is made by promotion or transfer from the category of Hostel Welfare Officers / Wardens / Matrons Gr. II (1) Should pass Secondary Grade Basic Training or Teacher Training Certificate qualification, (2) Pass in Accounts Test for Subordinate Officers Part – I and Part – II and Revenue Test Part-I Paper-I (3) Service for a period of not less than 2 years as Warden / Matron Gr. II. This post is feeder category to the post of Asst. Social Welfare Officer.

The category of Warden/Matron Grade-I was on the pay scale of Rs.320-580 in 1974 revision and Rs.575-950 in 1978 revision. It was improved by two stages in 1986 revision and was assigned the pay scale of Rs.1230-2330.

This category was represented to the PRC, 1993 for the pay scale on par with B.Ed Asst and P.R.C. did not agree parity with Trained Graduate Teachers on the ground that the duties and responsibilities of a Teacher were completely different from those of Hostel Welfare Officer / Warden / Matron Gr. I and Teachers were not having the adequate promotion channel. The P.R.C. 1993 assigned a scale of Rs.2375-5040 which was improved by one stage.

This category represented to PRC 1999 seeking parity with Head Master of High School and to assign a pay scale of Rs. 5980-12100. PRC while reiterating its views in regard to feeder category i.e. Hostel Welfare Officers / Wardens / Matrons Gr. II, assigned a corresponding pay scale of Rs. 4550-9600.

The category represented to PRC 2005 seeking parity with Head Masters of High School and to assign a pay scale of Rs. 5980-12100. The PRC has endorsed the views of the PRC 1999. Keeping in view the duties of Hostel Welfare Officers, Wardens and Matrons which are arduous in nature, recommended a revised pay scale of Rs. 7200-16195, thus improved by one stage. The same was revised to Rs. 7200-16925 as per recommendations of OMC.

In view of the above, the Pay Revision Commission agrees with the views of earlier PRCs and recommends corresponding pay scales of Rs. 12550-35800 (Rs.7200-16925) for the above categories.

Superintendent (C.C.)	:	Rs.7770-18575
No. of Posts	:	83

It is represented that the post of Superintendent carries more responsibilities, mainly with office administration and service matters of all categories (including Asst. Social Welfare Officers), dealing with departmental schemes, budget and LAQs etc., where as the duties of Asst. Social Welfare Officers are confined to supervision of hostels and scrutiny of scholarship applications only. At present, the category of Superintendent is assigned a lower pay scale of Rs. 7770-18575, where as the category of Asst. Social Welfare Officers were assigned a higher pay scale of Rs.8385-19125. Further, Superintendents of Treasuries and Accounts Department, Panchayat Raj Department, Co-operative Departments were re-designated and were conferred Gazetted status, where as the category was deprived of the above benefit. The request is to assign the higher pay scale above the pay scale of Asst. Social Welfare Officers and also to change the nomenclature of this category as “Administrative Officer”..

This category is filled in by promotion or transfer from the category of Senior Assistant of the department and one must possess a Bachelor degree.

This category comes under common category. This category forms feeder category to the post of Assistant Director / District Social Welfare Officer along with Asst. Social Welfare Officer.

This category comes under common category, it was in the pay scale of Rs. 700-1200 in 1978 revision and assigned a higher pay scale of Rs. 1330-2630 in 1986 revision, thus benefited by one stage. This category was assigned pay scale of Rs. 2600-5580 in 1993 revision and Rs. 5000-10600 in 1999 revision.

This category represented to the PRC 2005, for assigning higher pay scale than that of Asst. Social Welfare officer, duly taking into account the key role played in administration by Superintendent both at district and department level and also the pay scales of Superintendent and Asst. Social Welfare Officer was the same in 1999 revision, but the pay scale of Asst. Social Welfare Officer was revised to Rs.5300-11300 by the Anomalies Committee 2004 and also requested to re-designate the post as “Administrative Officer”. The PRC, 2005 observed that the post is covered under common categories and re-designation of the post does not come under the to preview of the Commission and assigned a revised pay scale of Rs. 7770-18575, thus benefited by one stage.

Subsequently the above category represented to Anomalies Committee 2008 for assigning pay scale of Rs. 8385-19125 on par with Asst. Social Welfare Officer and also for conferring Gazetted status and to re-designate it as “Administrative Officer”. The Anomalies Committee has observed that the present position cannot be disturbed. Regarding the issue conferring Gazetted status, the above committee has not made any recommendations.

The Pay scales assigned to Superintendent / Asst. Social Welfare Officer which are as follows:

S.I No	Name of the Category	1979	1986	1993	1999	2003
1	Superintendent	700-1200	1330-2630	2600-5580	5000-10600	7770-18575
2	Assistant Social Welfare Officer	575-950	1230-2330 ----- 1280-2440 (A/RGC 1989)	2525-5390	5000-10600 ----- 5300-11300 (AC 2004)	8385-19125

As seen from the above, the category of Superintendent is having higher pay scales in 1979, 1986 and 1993 revisions, the same was disturbed in subsequent revisions of 1999 and 2005 due to assigning the higher pay scale

times in the entire division, when compared to 1st Level Gazetted Officers in other departments who are having jurisdiction of one or two mandals.

The category of Assistant Social Welfare Officer is filled in by Direct Recruitment or by transfer of Warden Grade I / Matron Grade. I / Hostel Welfare Officer Gr. I (formerly known as Matron Grade. I of Tribal Welfare Department). For direct recruitment, one must have Bachelor Degree. If it is by transfer, one must have passed Accounts Test for Subordinate Officers Part I and Part II and Revenue Test Part I, Paper 1. This category form feeder category to District Social Welfare Officer / Assistant Director along with Superintendents.

The category of Assistant Social Welfare is having parity in the pay scales with Assistant B.C. Welfare Officer of B.C. Welfare Dept. and Assistant Tribal Welfare Officer of Tribal Welfare Department.

This category was in the pay scale of Rs. 575-950 in 1978 revision. A revised pay scale of Rs. 1230-2330 was assigned in 1986 revision. This was two stage improvement. Based on recommendations of Anomalies and Re-Grouping Committee 1989, the above scale was enhanced to Rs. 1280-2440.

The above category represented to the PRC 1993 for assigning pay scales on par with Head Masters of High School. The PRC 1993 did not agree for parity and observed that the duties and responsibilities were completely different and assigned a revised pay scale of Rs. 2525-5390, which was a one stage improvement.

This category represented to the PRC 1999 seeking parity with MRO (Gazetted), MDO and Head Master of High School. The PRC 1999 did not agree for parity with MRO (Gazetted), MDO and High School Head Master. The PRC observed that the duties and responsibilities were different and assigned a revised scale of Rs. 5000-10600, which was a one stage improvement. Based on the recommendations of Anomalies Committee 2004, the pay scale of this category was further revised to Rs. 5300-11300, taking into consideration the job chart and the executive duties. This category represented to the PRC 2005, seeking parity with 1st level Gazetted Posts i.e. Information Officer of Tourism, MVI of Transport Dept., MRO of Revenue Dept., M.E.O./Head Master of Education Dept. who are in the pay scale of Rs.9285-21550. However, a pay scale of Rs. 8385-19125 was assigned, which was again a one stage improvement.

The categories of Assistant Social Welfare Officers are originally Taluk Public Relations Officers (Now known as Assistant Public Relations Officer) and drafted from I&PR Department. They were in the pay scale of

Rs.575-950 as a result of revision in 1978. The following Pay scales are assigned for the above categories in successive revisions:

Name of the Category	1979	1986	1993	1999	2003
Assistant Social Welfare Officer	575-950	1230-2330 ----- 1280-2440 (A/RGC 1989)	2525-5390	5000-10600 ----- 5300-11300 (AC 2004)	8385-19125
Assistant Public Relations Officer of I&PR Department (formerly known as Taluk Public Relations Officer)	575-950	1150-2110	2375-5040	4550-9600	6675-15500

It is clear that the above category has derived major improvements in the pay scales from time to time, when compared to Assistant Public Relations Officer of I&PR Department. Comparison with other 1st level Gazetted Officers is not valid, as the duties and responsibilities are varying. The Commission also noticed that the Assistant Social Welfare Officers have already derived substantial benefit and that there are no new grounds that warrant a higher scale of Rs.9285-21550, on par with M.R.Os and M.P.D.Os. The duties of M.R.Os and M.P.D.Os are more complex than those of Assistant Social Welfare Officers. The PRC is convinced that the present scale is adequate and accordingly recommends corresponding scale of Rs.14860-39540 (Rs.8385-19125).

Assistant Director/ District Social Welfare Officer	:	Rs.10285-24200
No. of Posts	:	27
Deputy Director	:	Rs.12385-27750
No. of Posts	:	29

The above categories have not represented to the PRC.

According to the Service Rules, appointment to the category of Assistant Director is by direct recruitment and also by transfer from the categories of Assistant Social Welfare Officer, Superintendents and Social Welfare Inspectors. Appointment to the categories of Deputy Director, is by promotion from the next lower category i.e Assistant Director/ District Social Welfare Officer.

The pay scales assigned to these categories in the earlier pay revisions are as indicated below:

Category	1978	1986	1993	1999
	Rs.			
Assistant Director/ District Social Welfare Officer	900-1500	1810-3230	3310-6840	6350-13000
Deputy Director	1050-1600	1980-3500	3880-8140	7400-15475

The above categories represented to PRC, 1999 seeking parity with their counter parts in other departments. The Commission while assigning the corresponding pay scales for the categories of Assistant Director and Deputy Director made the following observations:

“Comparison is sought to be made with similarly designated categories in the other departments. This aspect was given a close consideration by the last PRC. After reviewing the prevailing structure that emerged in 1986 revision, the last PRC left it intact at the levels of Assistant Director and Deputy Director and assigned the same pay scales to the posts in all the departments carrying the pay scale of Rs.1980-3500 and Rs.2410-4050 with a couple of exceptions. As the categories of Assistant Director and Deputy Director in this department were on lower scales of Rs.1810-3230 and Rs.1980-3500, they were assigned the scales of Rs.3310-6840 and Rs.3880-8140 respectively. As regards the categories of Joint Director and Additional Director, the last PRC was of the view that these posts cannot be tied down to a single pay scale because of the varying circumstances obtaining in the departments and accordingly recommended placing the Additional Directors and Joint Directors in three levels. The assignment of pay scales in the last revision to these categories in various departments including this department, was thus made basing on the categorization so arrived. The Anomalies commission of 1995 also considered this issue and observed that the pay scales assigned by the PRC 1993 to these several categories were adequate and it was not necessary to revise them upwards.”

The Anomalies Committee 2004 revised the pay scales of Assistant Director/District Social Welfare Officer/District Backward Class Welfare Officer/District Tribal Welfare Officer to Rs.6950-14425 while agreeing with the pay scales recommended by PRC 1999 for the other posts. The PRC,2005 observed that the Anomalies Committee has established parity in case of Assistant Directors. The scale in respect of Deputy Director is lower than the

scales in the Women Welfare Department and A.P. Disabled Welfare Department. The Commission recommended the following pay scales for these posts.

Assistant Director /		
District Social Welfare Officer	:	Rs.10285-24200
Deputy Director	:	Rs.12385-27750

The above pay scales were revised to Rs.10285-24200 and Rs.12385-27750 respectively as per the recommendations of O.M.C.

In view of the above, the Commission agrees with the views of P.R.C, 2005 and accordingly recommends corresponding pay scales of Rs. 18030-43630 (Rs.10285-24200) and 21820-48160 (Rs.12385-27750) to the categories of Assistant Director/District Social Welfare Officer and Deputy Director respectively.

Joint Director	:	Rs.14600-29250
No. of Posts	:	6

Represented that the post of Joint Director is the fourth level Gazetted cadre post and this has been re-designated as Zonal Joint Director. They are vested with administrative powers on all Zonal level posts. Each zonal Joint Director is allotted 3 to 6 districts for supervision and inspection. Their work load is heavy as compared to their counter parts in other departments i.e., School Education, Collegiate Education, Labour, Economics and Statistics, Employment and Training, Treasuries and Accounts Departments. The Joint Director in these departments are drawing a higher pay scale of Rs.15500-30000, whereas Joint Directors in Social Welfare Department are drawing a lower pay scale of Rs.14600-29250. Hence the request is for a higher pay scale of Rs.15000-30000. The Commissioner of Social Welfare Department has also supported the request of the Association.

This category is filled by promotion or transfer from the category of Deputy Director with a bachelor degree.

This category was in the pay scale of Rs.1400-2000 in 1978 revision and assigned the revised pay scale of Rs.2690-4440 in 1986. This was a 2 stage improvement. This category was not discussed by the PRC 1993, however a corresponding pay scale of Rs.5040-8700 was assigned.

This category represented to the PRC 1999 seeking the higher scale of Rs.5390-8980 on par with other Joint Directors of Employment & Training, Sericulture, Animal Husbandry, and Agriculture & Co-operation Depts. The P.R.C. did not agree for parity with other Addl. Directors on the ground that the categories of Joint Directors and Addl. Director of different departments

could not be tied down to a single pay scale because of varied functional responsibilities. The PRC recommended placing the Additional Directors, Joint Directors in three levels. The assignment of pay scales in the last revision to these categories in various departments including Social Welfare department was thus made basing on this categorization. The Anomalies committee, 1995 also considered this issue and observed that the pay scales assigned by the PRC 1993 to these several categories were adequate and it was not necessary to revise them upwards. Accordingly the corresponding pay scale of Rs.9600-16525 was assigned. The Anomalies Committee, 2004 has also reiterated the views of P.R.C. 1999.

This category represented to the PRC 2005 seeking parity with other Joint Directors of Employment & Training, School Education, College Education, Treasuries and Accounts and Labour Depts. The P.R.C. while reiterating the views of PRC 1999 and assigned a corresponding scale of Rs. 14305-25965, the same was revised to Rs.14600-29250 as per the recommendations of OMC. This category did not represent to the Anomalies Committee, 2008.

Taking into consideration the responsibilities attached to the post of Joint Director, Social Welfare Department, B.C. Welfare Department and Tribal Welfare Department, the Commission, assigns the pay scale of Rs.27000-51760 corresponding to the pay scale of Rs. 15500-30000 to the category of Joint Director which is presently in the pay scale of Rs.14600-29250.

Additional Director	:	Rs.16925-30765
No. of Posts	:	1

Represented that the category of Addl. Director is the highest Gazetted Category (non-cadre post) in the Department and is vested with certain powers of H.O.D. He is Head of the Office of the Commissionerate and has to co-ordinate with all the heads of Departments and Secretariat Departments. He has to attend important State level meetings at Secretariat as also the Legislature Committees. At present this category is in a lower pay scale of Rs.16925-30765, where as the counterparts in Sericulture, School Education, Handloom and Textiles and Municipal Administration have been assigned higher pay scales of Rs.18025-30765 and Rs.19675-30765 respectively. Hence request is for Rs.19675-30765. The Commissioner of Social Welfare Department has also supported the request.

This category is filled by promotion or transfer from the category of Joint Director with a Bachelor degree.

The category of Addl. Director has been assigned the pay scale of Rs.5770-9260 in the revision of 1993.

This category represented to the PRC 1999 seeking a higher scale of Rs.6610-9820 on the ground that this post is head of the office and was responsible for planning and monitoring welfare schemes. The P.R.C. did not agree for parity with the Addl. Directors of other departments on the ground that these posts from different departments cannot be tied down to a single pay scale because of varying functional responsibilities. The assignment of pay scales in the last revision to these categories in various departments including Social Welfare department was thus made basing on the categorization so arrived. The Anomalies committee, 1995 also considered this issue and observed that the pay scales assigned by the PRC in 1993 to these categories were adequate and it was not necessary to revise them upwards. Accordingly the corresponding pay scale of Rs.10950-17575 was assigned. The Anomalies Committee, 2004 has also reiterated the views of P.R.C. 1999.

This category represented to the PRC 2005 seeking parity with other Addl. Directors of School Education, Sericulture, Cooperative, Handlooms and Textiles and Labour Depts. The P.R.C. while reiterating the views of PRC 1999, assigned a corresponding pay scale of Rs. 16195-27965. The same was revised to Rs.16925-30765 as per the recommendations of OMC. This category did not represent to the Anomalies Committee, 2008.

Taking into consideration the activities of the department and having regard to the responsibilities attached to the post of Additional Director, the Commission assigns the pay scale of Rs. 31550-53060 corresponding to the pay scale of Rs.18025-30765 to the category of Additional Director which is presently in the pay scale of Rs.16925-30765.

36 (b). TRIBAL CULTURAL RESEARCH AND TRAINING INSTITUTE

Deputy Director of TCR&TI : **Rs.10845-25600**
No. of posts : 9

The Tribal Welfare Gazetted Officers Welfare Association has requested for the pay scale of Rs.12385-27750 on par with their counterparts in other departments i.e., Tribal Welfare/Economics and Statistics/Women & Child Welfare Department / Mines & Geology / Marketing / Fisheries.

The category of Deputy Director is filled in by promotion from Assistant Director (Research), Statistical Officer and Tabulation Officer / Assistant Director (Cartography), Assistant Director (Law) and Assistant Director (Linguistic). One must possess First or second class Master's degree in Social Anthropology / Sociology / Social Work of a recognized with at least two publications in National Level Academic Journals. Preference is given to the candidates possessing M.Phil or Ph.D., in Social Anthropology / Sociology / Social Work.

This category has been representing to the successive PRCs seeking parity with Deputy Directors of other departments. The same has not been accepted. The following is the progression of pay scales of this category and comparable categories from 1974 onwards:

Name of the category	1974	1978	1986	1993	1999	2005
	Rs.					
Deputy Director (TCR&TI)	700-1200	1050-1600	1980-3500 (one stage improvement)	3880-8140 (one stage improvement)	7400-15475 (Corresponding scale)	10845-25600 (Corresponding scale)
Assistant Director (Tribal Welfare Department)	700-1200	1050-1600	1980-3500 (One Stage improvement)	3640-7580 (corresponding scale)	6950-14425 (Corresponding scale)	10285-24200 (Corresponding scale)
Deputy Director of Economics and Statistics/Women & Child Welfare Department / Mines & Geology / Marketing / Fisheries	900-1450	1300-1900	2410-4050 (One stage improvement)	4400-8700 (Corresponding scale)	8400-16525 (Corresponding scale)	12385-27750 (Corresponding scale)

This category has parity with Assistant Director, Tribal Welfare from 1974 to 1986 revisions. In subsequent revisions of 1993, 1999 and 2005, this category was assigned higher pay scales. This category is not having parity with Deputy Director of other departments in successive revisions. Hence comparison with the Deputy Director of other departments is not appropriate, as the duties and responsibilities, area of Jurisdiction and departmental set up are completely different.

In view of the above position, the commission recommends the corresponding pay scale of Rs. 19050-45850 (Rs.10845-25600).

Joint Director of TCR&TI : **Rs.13390-28500**
No. of posts : 2

The Tribal Welfare Gazetted Officers Welfare Association has requested for the higher pay scales of Rs.14600-29250 and Rs.15500-30000 on par with their counterparts in other departments i.e., Joint Director of Tribal Welfare/Social Welfare / B.C. Welfare/ Mines and Geology / I&PR and Marketing and Joint Director of Economics and Statistics.

The category of Joint Director of TCR&TI is filled in by promotion from Deputy Director, TCR&TI. One must possess First or second class Master's degree in Social Anthropology / Sociology / Social Work of a recognized with at least two publications in National Level Academic Journals. Preference will be given to the candidates possessing M.Phil or Ph.D., in Social Anthropology / Sociology / Social Work.

This category has been representing to the successive PRCs seeking parity with Joint Director of Tribal Welfare Department and Joint Directors of other departments. The same has not been accepted. The following is the progression of pay scales of this category and comparable posts.

Name of the category	1974	1978	1986	1993	1999	2005
	Rs.					
Joint Director (TCR &TI)	--	1400-2000	2410-4050 (corresponding scale)	4400-8700 (corresponding scale)	8400-16525 (corresponding scale) 9000-16525 (A.C.2004) (one stage improvement)	13390-28500 (corresponding scale)
Deputy Director (Tribal Welfare)		1300-1900	2410-4050 (One stage improvement)	4400-8700 (corresponding scale)	8400-16525 (corresponding scale)	12385-27750 (corresponding scale)

Joint Director (Tribal Welfare Department)		1400-2000	2690-4440 (2 stages improvement)	5040-8700 (corresponding scale)	9600-16925 (corresponding scale)	14600-29250 (corresponding scale)
--	--	-----------	----------------------------------	---------------------------------	----------------------------------	-----------------------------------

The Joint Director (TCR&TI) is having parity with Deputy Director (Tribal Welfare Department) in 1986, 1993 and 1999 revisions. The pay scale of Joint Director (TCR&TI) Department was enhanced from Rs.8400-16525 to Rs.9000-16525 based on the recommendations of AC 2004. At present, this category is not having parity with Deputy Director Tribal Welfare Department. There are no new grounds for allowing pay scale on par with Joint Director of other department, as the duties and responsibilities, qualifications, departmental set up is completely different.

In view of the above position, the commission recommends the corresponding pay scale of Rs. 23650-49360 (Rs.13390-28500).

Director of TCR&TI : **Rs.14600-29250**
 No. of posts : 1

The Tribal Welfare Gazetted Officers Welfare Association has stated that the Director of the above institute maintains working relationship with the Commissioner Tribal Welfare and takes approval of all policy and financial matters. He also assists the Commissioner of Tribal Welfare in taking up Research Studies Training, Surveys, Planning, Monitoring and Evaluation and other matters as and when required. He has to attend National level coordination meetings, Seminars, Workshops which are relevant to the research and training activities of the institute including annual meetings of Director, TRIs at New Delhi along with All India Government Service Officials.

Hence it is requested for the higher pay scales on par with their counterparts in other departments i.e., Director of Economics and Statistics / Archeology & Museums / Marketing (Rs. 19675-30765) , Director of Women & Child Welfare (Rs.16925-30765), Director of Mines and Geology / Director of State Audit (Rs.18025-30765) and Director of Public Libraries (Rs.15500-30000).

Another request is for upgradation of the scales of Director of TCR&TI to that of Additional Director Tribal Welfare and to assign pay scale of Rs.16925-30765.

As per service rules, the category of Director TCR&TI is filled in by promotion from the category of Joint Director, TCR&TI. One must possess First or second class Master's degree in Social Anthropology / Sociology /

Social Work of a recognized with at least two publications in National Level Academic Journals. Preference will be given to the candidates possessing M.Phil or Ph.D., in Social Anthropology / Sociology / Social Work.

The category has been representing to the successive PRCs seeking parity with Directors of other departments and also for upgradation of the post as Additional Director. The same has not been accepted. The following is the progression of pay scales of this category and comparable categories.

Name of the category	1974	1978	1986	1993	1999	2005
	Rs.					
Director (TCR&TI)	1000-1550	1400-2000	2690-4440 (2 stages improvement)	5040-8700 (Corresponding scale)	9600-16525 (Corresponding scale)	14600-29250 (Corresponding scale)
Joint Director (Tribal Welfare Department)	--	1400-2000	2690-4440 (2 stages improvement)	5040-8700 (Corresponding scale)	9600-16525 (Corresponding scale)	14600-29250 (Corresponding scale)
Director (Tribal Welfare Department)	--	1600-2200	3090-5140 (3 stages improvement)	-Cadre post-	-Cadre post -	- Cadre post -

The category of Director (TCR&TI) is having parity with Joint Director of Tribal Welfare Department. Comparison with Director of other departments is not appropriate, as the duties and responsibilities, qualifications and relative parities are different.

The upgradation of the above post to that of Additional Director does not come under the purview of Commission. However, the above issue is of administrative in nature and the department has to formulate a view and take a decision at their level.

In view of the above the Commission assigns the pay scale of Rs.27000-51760 corresponding to the pay scale of Rs.15500-30000 to the category of Director, Tribal Cultural Research & Training Institute, which is presently in the pay scale of Rs.14600-29250 on par with Joint Director of Tribal Welfare Department.

**37 (a). WOMEN DEVELOPMENT AND CHILD
WELFARE DEPARTMENT**

Extension Officer (Grade I)	:	Rs.6675-15500
(Formerly Extension Officer/ Supervisor Grade I)		
No. of Posts	:	970

The request is to equate this post with the Extension Officer (PR&RD) by assigning the pay scale of Rs.8385-19125 on the following grounds:

- a) Both posts are borne on Panchayat Subordinate Services and both posts belong to the category of Extension Officers.
- b) In the case of Direct Recruitment, this post requires specialized qualification of Bachelors Degree of Home Science which is of a technical nature, while for Extension Officer (PR&RD) a Degree in any subject is adequate.
- c) Among other modes of recruitment, the post is filled by transfer from the category of VDO (W) Grade I with three years of experience. Thus this is a promotion post to VDO Grade I. But both these posts carry the same scale of pay and hence, the post of Extension Officer (Grade) I is to be assigned a higher pay scale.
- d) The jurisdiction of this post is larger than the jurisdiction of the post of Extension Officer (PR&RD).
- e) The promotion for this post is Child Development Project Officer (CDPO) whereas the promotion for the post of Extension Officer (PR&RD) is Mandal Parishad Development Officer (MPDO). Both the posts of CDPO and MPDO carry the same scale of pay.

A perusal of the Service Rules reveals that the post of Extension Officer (WD&CWD) is governed by the Andhra Pradesh Women Development and Child Welfare Subordinate Service Rules issued in G.O. Ms. No. 14, WD&CW Department, dated 10-5-2000 read with G.O. Ms. No. 8, WD&CW Department, dated 14-5-2007 and G.O. Ms. No. 12, WD&CWD, dated 18.6.2007. The post of Extension Officer (PR&RD) is governed by the Andhra Pradesh Panchayat Raj and Rural Development Service Rules issued in G.O. Ms. No. 132, PR&RD Department, dated 24-3-1998. Although originally, the post of Extension Officer WD&CWD was governed by the A.P. Panchayat Raj Sub-ordinate (General Branch) Service Rules,

issued in G.O. Ms. No. 836, Panchayat Raj Department dated 2.8.1965, they lost their connection when once the post of Extension Officer of WD&CWD has been brought under the service Rules issued in G.O. Ms. No.14, WD&CWD Department, dated 10-05-2000. Therefore, the contention of the Extension Officer Grade I that both the posts i.e., Extension Officer, WD&CWD and Extension Officer (PR&RD) are borne on the same rules is not correct.

In so far as the filling of posts of Extension Officer Grade-I of WD & CWD is concerned 30% of the posts are to be filled by way of direct recruitment, 50% of the posts are to be filled from the category of Supervisor Grade-II and the remaining 20% to be filled in from Balwadi Cretch Teachers etc., The Supervisor Grade-II and Balwadi Cretch Teachers should have been approved probationers and should have completed three years of service to get the eligibility for appointment to Extension Officer Grade-I. The Village Development Officer (W) are not feeder categories to the post of Extension Officer (WD&CWD). The jurisdiction of Extension Officer (WD&CWD) is more than one Mandal and it not larger than that of Extension Officer Grade-I (PR & RD) as claimed.

The pay scales of this category and comparable posts from time to time are as under:

Category	1969	1974	1978	1986	1993	1999	2005
	Rs.						
Extension Officer Grade – I	150-300	320-550	550-900	1150-2110	2315-4880	4430-9300	6675-15500
Village Development Officer Gr. I	125-250	310-560	550-900	1150-2110	2315-4880	4430-9300	6505-15025
Extension Officer (PR & RD)	150-300	360-700	650-1100	1330-2630	2600-5580	5000-10600	8385-19125

Same plea was placed before the last Pay Revision Commission who improved the scale by one stage and recommended a higher pay scale to this category than the VDO Gr. I(W). The Anomalies Committee who also considered the plea of the Extension Officer Gr I did not recommend any revision. Meanwhile, the service rules have been amended deleting the mode of recruitment by transfer from the category of VDO Gr I (W) and by promotion from the category of VDO Gr II(W).

The argument that the promotion posts of CDPO and MPDO to the Extension Officer (WD & CW) and Extension Officer (PR & RD) respectively must carry the same scale of pay is not valid for claiming parity.

The feeder category for Extension Officer Grade-I is the Extension Officer Grade-II in the Women Development and Child Welfare Department and Balwadi Cretch Teachers- II in the Women Development and Child Welfare Department are in two different pay scale of Rs.5200-11755 and Rs.5470-12385. There is no hard and fast rule that the all feeder categories should necessarily carry the same scale.

However, considering the qualification prescribed for the Extension Officer Grade-I, the Commission recommends to assign a scale higher than the existing scale. Hence the pay scale of Rs. 12550-35800 corresponding to the pay scale of Rs.7200-16925 is assigned to the category of Extension Officer Grade – I, (formerly Extension Officer / Supervisor Grade -I) which is presently in the pay scale of Rs. 6675-15500.

37 (b). DISABLED WELFARE DEPARTMENT

The Disabled Welfare Department is an independent department since 1983. Objectives are to implement Educational programs through residential schools, hostels and by sanctioning scholarships, to endeavor for social justice in the field of development and to ameliorate the economic and social status of disabled etc. The department sanctions various scholarships viz., scholarships to students studying 1-8th class, 9th and above, mentally retarded children, research scholars etc. There are 40 hostels, 10 special schools for visually disabled persons, 11 residential schools for disabled and a Junior college for hearing handicapped at Bapatla and Mahaboobnagar. Commissioner is the head of the office and is assisted by Deputy Directors, Assistant Directors and other officers and staff. In the districts, the unit office is headed by Assistant Director. The district officers provide scholarships to the disabled students, undertake economic rehabilitation activities through self employment scheme and provide aids and appliances as part of rehabilitation programme of the disabled.

The following are the requests seeking an increase in the existing Allowances and also other benefits.

1. The Conveyance Allowance of Rs.650 P.M. now admissible to the Physically Handicapped be enhanced to Rs.1300/ Rs.1500/ Rs.2000/- or 20% of basic pay due to increase in cost of petrol etc.
2. Conveyance Allowance now allowed to Orthopedically Handicapped employees be extended to deaf and dumb employees also.
3. Sanction of a monthly medical allowance of 5% of basic pay or Rs.750 p.m.
4. Sanction of an allowance of Rs. 500/- p.m. for maintenance of Prothetic Aids, Crutches and Medicines etc.

Special Pays and other Allowances:

5. Enhancement of Readers Allowance to Rs.1000 to Secondary Grade and including Craft Instructors, Rs.1250 to School Assistants and Rs.1500 to Junior Lecturers and above.
6. Enhancement of Special pay to those who are working as Teachers in Defective Children Schools. The enhancement be made at the rate of Rs. 200/- p.m. to Secondary Grade Teachers, Language Teachers Gr. II and Technical Teachers Gr.

I, Rs.250/- p.m. to School Assistants and Rs.130/- to Technical Teachers.

7. Enhancement of Special Allowance without any disparity between Government and Aided Schools.
8. Sanction of Assistant Allowance of Rs.500/- p.m.
9. Payment of Conveyance allowance and readers allowance for the entire year on par with non vacation employees.
10. Sanction of Special Allowance per month to the employees who are having mentally retarded children.

Other Concessions :

11. Reservation for physically handicapped employees in promotion also as in the case of SC and ST employees.
12. Providing 30% concession in APSRTC buses.
13. Provide latest technology to blind employees i.e. screen reading software built in computers and give special training to blind employees how to use latest technology.
14. Exemption from passing departmental tests for special promotion post scale I & II under automatic advancement scheme.
15. Sanction of Special leave of 3 years with salary to the employees who are having mentally retarded children towards their medical needs.
16. Priority in transfers for employees who have mentally retarded children.
17. Enhancement of 10 days Casual Leave for visually handicapped teachers.

Pension and Pensionary Benefits :

18. Sanction of Housing Loans on priority basis.
19. Sanction of 3 wheeler loan with subsidy to Physically Handicapped employees.

20. Sanction of Education Loan of Rs.15000/- for every year to Disabled employees.
21. Sanction of full pensionary benefits irrespective of length of service.
22. Increase their Gratuity for their peaceful retire life of blind employees.
23. Enhancement of superannuation age by 2 or 3 years to disabled employees as is allowed by Government of Punjab and Haryana
24. Designing new insurance scheme to the disabled employees.

The above requests are dealt with in the relevant chapters in Volume-I of the report.

The request for the pay scales are examined below:

SGB Teacher	:	Rs.6195-14175
No. of Posts	:	34
Trained Graduate Teacher	:	Rs.8385-19125
No. of Posts	:	85
Post Graduate Teacher	:	Rs.9285-21550
No. of Posts	:	15
Principal	:	Rs.11755-26300
No. of Posts	:	11

It is represented that the Government of Andhra Pradesh have started Residential Schools for the Visually and Hearing Handicapped children in the year 1987. These residential schools have been administered by Commissionerate for Disabled Welfare Department under the Administrative control of Women Development and Child Welfare Department. Teaching to hearing handicapped is more complicated than to normal children and the teachers should have service motive, commitment in discharging their duties. Ever since the schools came into existence, all categories of Teachers were assigned lower pay scales. They have therefore requested for sanction of the following pay scales and special pays.

Category	Pay Scales assigned in RPS-2005	Pay Scales requested	Special Pay sanctioned in RPS-05	Special Pay requested
	Rs.			
SGB Teacher	6195-14175	6505-15025	100	1975
Speech Therapist	6195-14175	8815-20300	65	2600
PET/Craft Teacher / Drawing Teacher	6195-14175	6505-15025	65	1975
Trained Graduate Teacher	8385-19125	8815-20300	125	2600
Post Graduate Teacher	9285-21550	10285-24200	150	3000
Principal	11755-26300	12385-27750	150	5200

Another request is made for the following pay scales and special pays, based on the recommendations of Committee to the Parliament.

Category	Pay Scales requested	Special Pay sanctioned in RPS-05
	Rs.	
SGB Teacher	9195-16945	100
Trained Graduate Teacher	11385-20905	125
Post Graduate Teacher	12285-22755	150
Principal	14715-38150	150
Speech Therapist	11385-20905	65
PET/Craft Teacher /Drawing Teacher	9195-16945	65

The duties of Teachers working in Residential Schools for hearing handicapped are arduous in nature. They are not having promotional avenues, like their counter parts in other posts and also other ministerial staff. The category of Speech Therapists are also attending to academic duties.

They have therefore requested for awarding 3 Increments or next higher scales to the residential schools or separate special scales for hearing handicapped and visually handicapped schools staff.

The other plea of the Associations is that Special Teachers such as PET, MOTT, Music and Craft Teachers have not been sanctioned special

pays. Hence a request is made for special pays along with other teachers i.e. Principal, Post Graduate Teachers (PGT), Trained Graduate Teachers (TGT), Secondary Grade Basic Training Teacher (SGBT).

The post of Principal is filled by direct recruitment (50%) and one must possess Master's Degree in any subject with a degree in Education and must have undergone training in the Education of Visually Handicapped Hearing Handicapped from any recognized Institution for a period of one year or an equivalent recognized qualification. This category is also filled in by promotion from among qualified and eligible Trained Graduate Teachers (50%) Working in Residential Schools for Visually Handicapped or Hearing Handicapped or Headmaster. This category forms the feeder category to the category of Deputy Director (Rs.12385-27750).

The category of Trained Graduate Teacher is filled by direct recruitment or by promotion from the category of S.G.B.T. Teachers. One must have a Bachelor's Degree in any subject and a Bachelor's degree in Education with one year Teacher Training Certificate in teaching the Visually Handicapped / Hearing Handicapped children from a recognized Institution or any other equivalent qualification.

The category of SGBT Teacher is filled by direct recruitment and one must have passed Intermediate Examination with one year training in teaching the visually handicapped / hearing handicapped from any recognized institution or any other equivalent qualification.

No rules have been framed so far for the post of Post Graduate Teacher.

The above categories are assigned scales from 1986 onwards as indicated in the statement below:

Category	1986	1993	1999
	Rs.		
SGB Teacher	1010-1800	2195-4560	4190-8700
Trained Graduate Teacher	---	2930-5960	5640-11300
Post Graduate Teacher	---	3110-6380	5980-12100
Principal	---	4140-8140	7900-15475

The main request is to assign higher scale of pay than the scales assigned to the teachers working in the residential schools. The Commission noticed that the teachers working in the residential schools are assigned scales two stages above the existing scale of pay assigned to the teachers in the School Education Department. Keeping in view the approach outlined

towards teaching Community in Volume-I, the Commission has improved the scales of teachers across the board. In respect of schools under Disabled Welfare Department, the teachers are having special pay in addition to the higher scales assigned to them. The Commission has separately recommended an improvement in the special pays to the teachers working in the schools under the control of Disabled Welfare Department in view of the arduous nature of work. The Commission therefore, feels that the special pay coupled with the existing dispensation of teachers in residential schools having scales two stages beyond the scales recommended to the corresponding categories in the School Education Department is more than adequate. Accordingly, the Commission recommends the following scales to the categories of teachers working in schools under Disabled Welfare Department mentioned below.

Category	Recommended Scale for the Teachers in School Education Dept. Rs.	Proposed Scales for the Teachers in Disabled Welfare Department Rs.
SGBT/ Speech Therapist/ Physical Education Teacher / Craft Teacher/ Drawing Teacher	- Rs.10900-31550 Corresponding to Rs.6195-14175	Rs.11860-34050 Corresponding to Rs.6675-15500 (two stages above)
Trained Graduate Teacher	- Rs.14860-39540 Corresponding to Rs.8385-19125	Rs.16150-42590 Corresponding to Rs.9285-21550 (two stage above)
Post Graduate Teacher	- Rs.16150-42590 Corresponding to Rs.9285-21550	Rs.18030-43630 Corresponding to Rs.10285-24200 (one stage above)
Principal	- Rs.20680-46960 Corresponding to Rs.11755-26300	Rs.21820-48160 Corresponding to Rs.12385-27750 (one stage above)

37 (c). JUVENILE WELFARE AND CORRECTIONAL SERVICES

Supervisor	:	Rs.4595-10285
No. of Posts	:	179
 Matron Grade - II	 :	 Rs.4595-10285
No. of Posts	:	24
 Matron Grade - I	 :	 Rs.5200-11755
No. of Posts	:	2
 Head Supervisor	 :	 Rs.5200-11755
No. of Posts	:	28
 House Mother	 :	 Rs.5200-11755
No. of Posts	:	

The A.P. Government Department of Juvenile Welfare Correctional Services and Welfare of Street children Officers Association had represented that the above categories were allowed equal pay scales upto 1978 on par with police personnel i.e., Police Constable and Head Constable. From 1986 onwards, their pay scales have been lowered in comparison with Police personnel. Further they have stated that they are discharging duties which are similar to Police Constables / Head Constables of Police Department. Further they are expected to attend to their duties all the 24 hours of the Day and all 7 days of the week. They are attending to their duties without any rest in order to take care of street children. They have further stated that they also attend to correctional service of destitute children and young children who commit minor crimes. They have therefore requested for equal pay scales on par with Police Personnel.

Appointment to the post of Matron Grade-II is by direct recruitment and by transfer of Attender of A.P. Last Grade Service in the Jails Department. One must have passed S.S.C or Metric, must be atleast 1.525 c.ms in height and 45.5 Kgs in weight and must have put in 5 years of service in the feeder category.

Appointment to the post of supervisor is by direct recruitment and by transfer of Attender in the A.P. Last Grade Service in the Jails Department. One must have passed S.S.C and must be atleast 1.67 meters in height. He must also have atleast 86.3 meters round the chest on full inspiration with a minimum expansion of 5 cms.

Appointment to the post of Matron Grade-I is by direct recruitment and by promotion of Matron Grade-II. If no qualified or suitable Matron Gr-II is available by promotion, then the appointment can be made by direct recruitment. One must have passed S.S.C or Matric, must be atleast 1.525 meters in height and 45.5 Kgs weight and must have put in 5 years of service in the feeder category.

Appointment to the post of Head Supervisor is by promotion from Supervisor and if there are no qualified or suitable candidates by direct recruitment. One must have passed S.S.C or Matric and must be atleast 1.67 meters, should have atleast 86.3 meters round the chest on full inspiration with a minimum expansion of 5 cms.

In 1978, the post of Supervisor was in the pay scale of Rs.350-550. In 1986 revision, it was given the corresponding pay scale of Rs.740-1150. The Anomalies and Regrouping Committee recommended the pay scale of Rs.780-1275 on par with Warder in Jail Department.

In 1978 revision, the category of Matron Grade-II was in the pay scale of RS.350-550. In 1986 revision, it was improved by one stage and given the pay scale of Rs.780-1275.

In 1978 revision, the category of Head Supervisor was in the pay scale of Rs.425-650. In 1986 revision, it was given a corresponding pay scale of Rs.810-1420. The Anomalies and Regrouping Committee recommended for the pay scale of Rs.860-1470.

In 1978 revision, the category of Matron Grade-I was in the pay scale of Rs.410-625. In 1986 revision, it was improved by four stages and given the pay scale of Rs.950-1670 observing that the 1974 Pay Revision Commissioner kept the pay scale of this post one stage below the Head Constable. The Anomalies and Regrouping Committee recommended for reduction of pay scale of this post to Rs.910-1625 with protection of emoluments to the existing incumbents, observing that the promotion post of House Mother to this category is also in the pays scale of Rs.950-1670.

In PRC 1993, the above categories represented for pay scales on par with Police Constable and Head Constable. The PRC did not agree for parity with Police personnel on the ground that the duties and responsibilities were different and assigned revised pay scales of Rs.1475-2675 and Rs.1665-3200 for the categories of Matron Grade -II / Supervisor and Head Supervisor / Matron Grade - I with protection of corresponding scale to those in higher pay. The PRC observed that though the claim is that the work of these categories calls for sensitivity in their part, the rules of recruitment did not bear it out.

In 1999 revision, the request was to assign the scale of Rs.1535-2840 to the categories of Matron Grade-II/ Supervisor on par with Warder of Prisons Department and the scale of Rs.1875-3750 to the categories of Matron Grade-I/ Head Supervisor on par with Head Warder of Prisons Department. The PRC 1999, while reiterating the views of PRC 1993 did not agree for parity with Warder / Head Warder of Prisons Department. The corresponding pay scales of Rs. 2750-5150 and Rs.3130-6150 were assigned to the categories of Matron Grade-II/ Supervisor and Matron Grade-I / Head Supervisor respectively.

The Anomalies Committee, 2004, while taking into consideration the qualifications and physical measurements prescribed in G.O.Ms.No.63, W.D.C.W and D.W. Department, dated 26/08/1999, observed that the nature of duties of the above categories were same as that of Warder and Head Warder of Prisons Department. Accordingly the Committee recommended a pay scale of Rs. 2870-5470 to Matron Grade-II/ Supervisor on par with Warders of Prisons Department. This was one stage advancement. The Matron Grade-I / Head Supervisor was assigned a scale on par with Head Warders of Prisons Department and this was a two stage advancement.

The request for equation with Police Department was made to PRC 2005. The PRC did not accept parity with Police Department. Considering the duties and responsibilities and the improvements made by the Anomalies Committee 2004, the Commission recommended the pay scale of Rs.4595-10285 for the category of Matron Grade-II / Supervisor and a corresponding pay scale of Rs.5200-11715 for the category of and Matron Grade-I / Head Supervisor. Thus the category of Matron Grade-II / Supervisor was given 2 stages improvement. Hence the above categories are having parity with Warder and Head Warder of Prisons Department.

In view of the above position, keeping the qualifications, duties and responsibilities, the Commission assigns the revised scale of Rs. 7960-23650 to the Supervisor and Matron Gr. II. These are presently in the scale of Rs. 4595-10285. As regards Matron Gr.I and Head Supervisor, the Commission assigns this revised scale of Rs. 10020-29200. This revised scale corresponds to Rs. 5750-13030. This is a two stage improvement.

House Mother : Rs.5200-11755

In case of House Mother, it is a promotion post for Matron Grade I. As of now both the posts i.e., Matron Grade I and House Mother are in the same scale of Rs.5200-11755. This is a feeder category to the post of Asst. Superintendent, Child Guidance Bureau, who is in the existing scale of Rs.6675-15500. The post is filled by promotion from the category of Matron Grade I and one should possess a pass in Intermediate. In the light of the above position and in order to remove anomalous situation, the Commission,

assigns the pay scale of Rs. 11530-33200 corresponding to the pay scale of Rs.6505-15025 to the category of House Mother which is presently in the pay scale of Rs. 5200-11755.

Senior House Master / : **Rs.6675-15500**
Assistant Superintendent of Child
Guidance Bureau
 No. of posts :

There is no representation from this category. As per the service rules, this is a promotion post for the Junior House Master. This post also can be filled by direct recruitment and for direct recruitment the qualification prescribed is a Bachelor's Degree and he must not be less than 1.67 meters. in height. The above qualifications are also prescribed for promotion from the category of Junior House Master.

It is also observed that for the House Mother the promotion post is the Assistant Superintendent Child Guidance Bureau. While for the Senior House Master, the feeder category is Junior House Master. In the case of House Mother, the Commission has recommended the scale of Rs.6675-15500 and for the Junior House Master, the Commission has recommended the scale of Rs.5750-13030. The Junior House Master is eligible for promotion to Senior House Master while the House Mother is eligible for promotion to the post of Assistant Superintendent Child Guidance Bureau. Thus there are different promotional channels. The Commission keeping in view the feeder category Junior House Mother, recommends the scale of Rs.12550-35800 corresponding to the pay scale of Rs.7200-16925 for the Senior House Master and also Assistant Superintendent Child Guidance Bureau, as both the posts are carrying the scale of Rs.6675-15500, thus an improvement of three stages.

District Probation Officer Grade-II : **Rs.7770-18575**
 No. of posts : 32

Intake Probation Officer : **Rs.7770-18575**
 No. of posts : 8

It is represented that the categories of District Probation Officer Grade-II / Intake Probation Officer were assigned the same pay scale of Rs.5000-10600 in 1999 revision along with the categories of Administrative Officer, Extension Officer in Panchayat Raj and Rural Employment, Junior Accounts Officer, Asst. Editor in Intelligence Department and Asst. Engineer, Technical Officer (formerly Draughtsman Grade-I) in Public Health and Municipal Engineering Dept. The above categories were allowed a lower pay scale of Rs.7770-18575 in the revised pay scales of 2005, where as other

categories were allowed higher pay scale of Rs.8385-19125 even though they were having heavy duties and responsibilities. The Association has therefore requested for assigning a higher pay scale of Rs.8385-19125.

This category was part of Probation Wing in the Prisons Department. As a result of reorganization this category has been brought into Juvenile Welfare Department.

Appointment to the post of District Probation Officer Gr-II/ Intake Probation Officer is by direct recruitment and by promotion from the category of Senior House Master and also by transfer of Senior Assistant of Andhra Pradesh Ministerial services in the Jails department. The qualification for Direct recruitment is degree and a P.G. Diploma or Degree in Social Work with specialization in Criminology and Correctional Administration. The qualification prescribed for promotion/ transfer is mere degree.

This post was in the scale of Rs.410-750 in 1974 revision, and in the scale of Rs.700-1200 in 1978. It was given the corresponding scale of Rs.1280-2440 in 1986 revision. This was later increased to Rs.1330-2630 pursuant to the recommendations of the Anomalies and Regrouping Committee, 1990. This was a one stage improvement. In 1993 revision, the category was again improved by one stage and was given the scale of Rs.2600-5580.

This category represented to the PRC 1999 seeking the scale of Rs.3310-6840 on par with Assistant Public Prosecutor. The PRC 1999 observed that parity with the category of Assistant Public Prosecutor was not appropriate and assigned the corresponding scale of Rs.5000-10600.

This category sought parity with Divisional Public Relations Officer and Assistant Welfare Officer before the PRC 2005. The PRC observed that comparisons with Divisional Public Relations Officers and Assistant Social Welfare Officer were not valid. The commission recommended the pay scale of Rs.7770-17455 thus giving one stage advancement. The same was revised to Rs.7770-18575 as per the recommendations of One Man Committee.

The earlier Commission had improved the scale by one stage. The Commission is therefore of the view that the existing pay scale is adequate and accordingly recommends corresponding scale of Rs.13660-38570 (Rs.7770-18575).

Dist. Probation Officer Grade-I :	Rs.8385-19125
No. of posts :	29
Deputy Superintendent :	Rs.8385-19125
No. of posts :	12

Case Worker	:	Rs.8385-19125
No. of posts	:	12

It is represented that the above categories were assigned a pre-revised pay scale of Rs.5640-11300 in 1999 revision along with categories of Manager (previously Asst. Manager), Asst. Project Officer / Child Development Project Officer in Women Development and Child Welfare Department. In revised pay scales 2005, the above categories are allowed a lower pay scale of Rs.8385-19125, whereas 1st level Gazetted Officers in other Departments were allowed a higher pay scale of Rs.9285-21550. The association has therefore requested for assigning a higher pay scale of Rs.9285-21550.

This category was part of Prisons Department. After reorganization this came to be part of Juvenile Welfare Department.

Appointment to this category including Deputy Superintendent, Case Worker is by transfer of District Probationary Officer Grade - II, Assistant Superintendent of Juvenile Home for Girls and Assistant Superintendent of Observation Home for girls in the Andhra Pradesh Correctional Subordinate Services.

This category was in pay scale of Rs.480-900 in R.P.S. 1974 and was assigned Rs.750-1300 in 1978 pay revision. In 1986 revision, the scale was revised to Rs.1380-2750 corresponding to Deputy Superintendent of Prisons Department and this was a one stage advancement.

In 1993 revision, this category sought parity with Mandal Revenue Officer. The same was not agreed to and a revised pay scale of Rs. 2930-5960 was given and this was a two stage advancement. In 1999 revision, this category sought parity with Judicial First Class Magistrate and Assistant Public Prosecutor. The PRC, 1999 did not agree and a corresponding scale of Rs.5640-11300 was assigned on par with Jailor of Prisons Department.

In 2005 revision, this category sought parity with Statistical Officer, Tabulation Officer and Planning Officer(Rs.6350-13000) of Tribal Welfare Research and Training Institute of Tribal Welfare Department and Estate Officer(Rs.5980-12100) of Legislature Secretariat. The PRC, 2005 did not agree with the request and recommended a corresponding pay scale of Rs.8385-17905 for the above post and the same has been revised to Rs.8385-19125 as per the recommendations of O.M.C., which is also the scale of Jailor of Prisons Department. This category is having parity with Jailor of Prisons Department (Rs.8385-19125).

In order to maintain relative parity with Jailor, the Commission assigns the corresponding scale of Rs.14860-39540 (Rs.8385-19125)

Regional Inspector of Probation :	Rs.10285-24200
No. of posts :	8
Superintendent of Homes :	Rs.10285-24200
No. of posts :	23
Assistant Chief Probation Superintendent :	Rs.10285-24200
No. of posts :	1

It is represented that the category of Regional Inspector of Probation / Superintendent of Homes / Asst. Chief Probation Superintendent were assigned a pre-revised pay scale of Rs.6950-14425 in 1999 revision. In revised pay scales 2005, the above category was allowed a lower pay scale of Rs.10285-24200, whereas Revenue Divisional Officer, Deputy Superintendent of Police were allowed higher pay scale of Rs.10845-25600.

The request is for parity with Revenue Divisional Officer / Deputy Superintendent of Police . The request is also for Conveyance Allowance of Rs.2000/- p.m. to the Superintendent of Homes in lieu of Government vehicles.

Appointment to the Regional Inspector of Probation including Superintendent of Homes/ Assistant Chief Probation Superintendent is made by promotion from the category of District Probationary Officer Gr-I including Case Worker / Deputy Superintendent, Deputy Superintendent Child Guidance Bureau.

The above categories were assigned a pay scale of Rs.700-1200 in 1974 revision and Rs.1050-1600 in 1978 revision. In 1986 revision, a revised pay scale of Rs.1980-3500 was assigned on par with Deputy Superintendent of Jails, thus giving one stage advancement. In 1993 revision, a corresponding scale of Rs.3640-7580 was assigned. This category represented to PRC 1999 seeking of higher pay scale of Rs.5040-8700 on par with Chief Judicial Officer / Chief Metropolitan Magistrate. The PRC did not agree for parity on the ground that the level and responsibilities are different. Accordingly a corresponding scale of Rs.6950-14425 was assigned. In 2005 revision, this category sought parity with Excise Superintendent and Deputy Director of Social Welfare. The same was not agreed to and the PRC assigned a corresponding pay scale of Rs.10285-21835. The same was revised to Rs.10285-24200 as per the recommendations of One Man Committee. At present, this category is having parity with Deputy Superintendent of Jails

(Rs.10285-24200) for whom the Commission has recommended the scale of Rs.10845-25600.

In view of the above the Commission assigns the pay scale on par with Deputy Superintendent of Jails of Rs.19050-45850 corresponding to the pay scale of Rs. 10845-25600 to the category of Regional Inspector of Probation, Superintendent of Homes and Assistant Chief Probation Superintendent which is presently in the pay scale of Rs.10285-24200.

**Chief Probation Superintendent /
Dy. Director of Correctional Services : Rs.12385-27750**

There is no representation from the association. This is a promotion post for Superintendent, Special Home, Superintendent Juvenile Home, Superintendent Child Guidance Bureau, Superintendent State Aftercare Home, Superintendent Observation Home, Regional Inspector of Probation, Assistant Chief Probation Superintendent and also Superintendent Special Home-cum-Juvenile Home and Observation Home for Girls as per G.O.Ms.No.36, Women Development and Child Welfare Department, dt.12.5.1997. He is at present in the scale of Rs.12385-27750. This post on par with Superintendent of Jails for whom, Commission recommend the scale of Rs. 25600-50560 corresponding to the pay scale of Rs.14600-29250. Taking into consideration the existing relativities and parities, the Commission assigns the revised scale of Rs. 25600-50560, which corresponds to the pre revised scale of Rs. 14600-29250.

Joint Director of Correctional Services : Rs.14600-29250

This post is a promotion post for the category of Chief Probation Superintendent / Deputy Director of Correctional Services. The Commission, assigns the pay scale of Rs. 27000-51760 corresponding to the pay scale of Rs.15500-30000 to the category of Joint Director of Correctional Services which is presently in the pay scale of Rs. 14600-29250.

Director : Rs.16925-30765

This is the highest post available to the departmental personnel. He is at present on par with the Deputy Inspector General of Police. The Commission, assigns the pay scale of Rs. 31550-53060 corresponding to the pay scale of Rs.18025-30765 to the category of Director, which is presently in the pay scale of Rs.16925-30765.

38 (a). CULTURAL AFFAIRS DEPARTMENT

Field Officer	:	Rs.8385-19125
No. of posts	:	2

Represented that this category has to attend to the duties of inspection of the cultural organizations who apply for grants under the State and Central Schemes and organize State / Central and international festivals.

Further represented that this category was allowed a lower pay scale of Rs. 8385-19125 though it is the first level Gazetted post, where as first level gazetted posts in all other departments i.e. Asst. Directors were assigned a higher pay scale of Rs. 10285-24200.

The request is however for a higher pay scale of Rs. 8815-20300, being promotion category to the post of Office Superintendent.

It is also represented that all the employees irrespective of their cadre and service are given the assignments of the programmes, festivals. Very often they have to forgo their dinner in the nights on account of reaching their homes late after the programmes are over. A request has been made for sanction of Programme Transport Allowance of 20% of basic pay as a special case, keeping in view the peculiar nature of duties.

As per service Rules, this category is filled by transfer of Superintendents in the A.P.M.S. in the Directorate Cultural Affairs and colleges/Schools of Music and Dance. One must have put in not less than 3 years of service. This category is the feeder category for the post of Assistant Director.

This category was allowed a pay scale of Rs. 800-1450 in 1978 revision and PRC 1986 assigned a corresponding pay scale of Rs. 1380-2750. The Anomalies / Regrouping Committee, 1989 recommended a higher pay scale of Rs. 1550-3050, considering the fact that the Superintendent was proposed to be made feeder category to the Gazetted post (at that time) and also considering the duties and responsibilities attached to the post. Hence this category had benefited by one stage. This category was assigned a corresponding pay scale of Rs.2930-5960 in 1993 revision.

This category was not discussed by the PRC 1999 and also by PRC, 2005. Therefore the corresponding scales of Rs. 5640-11300 in 1999 and Rs.8385-17905 in 2005 Pay were assigned. The Scale was subsequently revised to Rs. 8385-19125.

It is a promotion post to the category of Superintendent. The Commission improve the pay scale of Superintendent by one stage. Therefore, we assign the pay scale of Rs. 15280-40510 corresponding to the pay scale of Rs.8815-20300 to the category of Field Officer which is presently in the pay scale of Rs. 8385-19125 to maintain relativity.

With regard to the Programme Transport Allowance to the staff members of Cultural Affairs Department, the commission noticed that the duties require the Department staff to make arrangements for cultural programmes. This calls for the presence of staff well beyond the normal working hours. Therefore, there is need for recommending special dispensation by means of providing programme Transport Allowance. Normally beyond 9.30 p.m. there is inadequate public transport and therefore it is difficult for the staff members to reach their residences. The Commission therefore recommends payment of Conveyance charges not exceeding Rs.50/- on a particular day to the staff members who are associated with the programmes organized by the Department of Cultural Affairs, provided they are actually retained beyond 9.30 p.m. This is subject to the condition that the payment of Conveyance Charges is on a certification by the Supervising Officer.

38 (b). ARCHAEOLOGY AND MUSUEMS

Assistant Chemist	:	Rs.6505-15025
No. of Posts	:	01
Chemist	:	Rs.7770-18575
No. of Posts	:	01

It is represented that the Assistant Chemist and Chemist of Mines and Geology Department were assigned higher pay scales of Rs.9285-21550 and Rs.10285-24200, whereas the categories of Assistant Chemist and Chemist of this department were assigned lower pay scales of Rs.6505-15025 and Rs.7770-18575 respectively. In fact, the above categories are having M.Sc. qualification on par with the Assistant Chemist and Chemist of Mines and Geology Department.

It is further represented that Chemist was in the pay scale of Rs.5300-11300 in 1999 revision, whereas Technical Assistant, Superintendent, Office Assistant etc were in the pay scale of Rs.5000-10600. In 2005 revision, this category was equated with the above categories, by assigning same pay scale of Rs.7770-18575.

Hence it is requested for higher pay scale of Rs. 7770-18575 and Rs. 8815-20300 respectively for the categories of Assistant Chemist and Chemist.

Assistant Chemist:

This category is filled in by direct recruitment and also by promotion from Lab Technician, the qualification prescribed earlier for this category is a Degree of Bachelor of Science. Subsequently the qualification is enhanced to M.Sc (Chemistry) by amending Service Rules vide G.O.Ms.No. 26, Youth Advancement, Tourism and Culture (T) Department, Dt. 17-07- 2006.

This category was in the pay scale of Rs.600-1050 in 1978. In 1986 revision, it was improved by one stage and was assigned the pay scale of Rs.1230-2330. This category represented to PRC, 1993 seeking parity with Assistant Chemist of Ground Water Department and to assign pay scale of Rs.1550-3050. It was not agreed and the PRC assigned the corresponding pay scale of Rs.2315-4880. The category of Assistant Chemist of Ground Water Department was assigned a revised scale of Rs.3110-6380, this was a one stage improvement.

This category represented to the PRC 1999 seeking up-gradation of the post as Chemist and to assign a higher pay scale of Rs.2750-5960. The PRC did not agree for the upgradation of the post as Chemist and to assign the pay scale Rs.2750-5960, which was the pay scale of promotion post i.e Chemist.

Accordingly the PRC assigned a corresponding pay scale of Rs.4430-9300. This category did not represent to the PRC 2005, however a corresponding pay scale of Rs.6505-14665 was assigned. The same has been revised to Rs.6505-15025 as per the recommendations of O.M.C.

It is noticed that the qualifications have since been enhanced for direct recruitment/ by method of promotion from July, 2006, prescribing M.Sc (Chemistry). The Commission assigns the pay scale of Rs.13660-38570 corresponding to the pay scale of Rs.7770-18575 to the category of Assistant Chemist, which is presently in the pay scale of Rs. 6505-15025.

Chemist: Rs 7770-18875

The category of chemist is filled by promotion from Assistant Chemist and the qualifications prescribed are M.Sc. (Chemistry).

This category was in the pay scale of Rs.750-1300 in 1978 revision. In 1986 revision, a revised pay scale of Rs.1380-2750 was assigned. This was given one stage improvement.

This category represented to the PRC 1993, seeking a higher pay scale of Rs.1810-3230 or Rs.1980-3500 on par with Chemist of Mines and Geology Department and Ground Water Department. The PRC did not agree on the ground that the duties and responsibilities were completely different and they had always been higher pay scales. Accordingly the PRC 1993 assigned a revised pay scale of Rs.2750-5960. This was a one stage improvement. The category of Chemist was assigned a corresponding scale of Rs.3640-7580. The Category of Chemist of Mines and Geology was assigned a corresponding scale of Rs.3310-6840.

This category represented to PRC 1999 seeking upgradation of this post as Assistant Director and to assign a pay scale of Rs.3640-7580. The PRC observed that upgradation of post was an issue to be dealt with by the Department and observed that there was scale improvement in the 1986 revision and in 1993 and no further improvement was necessary. Accordingly PRC,1999 assigned a corresponding pay scale of Rs.5300-11300.

This category did not represent to 2005. A corresponding pay scale of Rs.7770-17455 was assigned. The same has been revised to Rs.7770-18575 as per the recommendations of OMC.

Comparison with Chemist of Mines and Geology Department (Rs.10285-24200) and Chemist (now known as Asst. Director (Water Analysis) of Ground Water Department (Rs.10285-24200) is not valid, as the duties and responsibilities are different. As the qualifications prescribed for the feeder category to this post i.e., Assistant Chemist was enhanced to M.Sc.

(Chemistry), Commission recommends a revised pay scale of Rs.14860-39540 corresponding to the pay scale of Rs.8385-19125 to the category of Chemist, which is presently in the scale of Rs. 7770-18575.

Technical Assistant	:	Rs.7770-18575
No. of Posts	:	32

It is represented that the Technical Assistant was assigned a lower pay scale of Rs. 7770-18575, where as Assistant Stapathy, Draughtsman and Conservation Assistant of this department was assigned a higher Pay Scale of Rs. 8815-20300. Further the qualification prescribed for this category is first or second class P.G. Degree in Archeology or History or Indology or Anthropology or Museology or Sanskrit or Persian, whereas the qualification prescribed for other categories is a Diploma in Civil Engineering.

Hence it is represented to rectify the anomaly and to assign a higher pay scale of Rs.8815-20300.

This category is filled in by direct recruitment, one must possess a First or Second class Post Graduate Degree in Archaeology or History or Indology or Anthropology or Museology or Sanskrit or Persian. This category forms feeder category to the post of Assistant Director(Technical) (Rs.10285-24200).

This category was in the pay scale of Rs.750-1300 in 1978 revision. In 1986 revision, a corresponding pay scale of Rs.1330-2630 was assigned.

This category represented to PRC 1993 seeking parity with Junior Lecturer (Rs.1550-3050). The PRC did not agree for comparison with Junior Lecturer on the ground that the duties and responsibilities were completely different. Accordingly the PRC assigned a revised pay scale of Rs.2600-5580. This was a one stage improvement. The category of Junior Lecturer was assigned a revised pay scale of Rs.3110-6380. This was one stage improvement.

This category was assigned a corresponding pay scale of Rs.5000-10600 in 1999 revision. This category did not represent to PRC 2005, however a revised pay scale of Rs.7770-17445. This was a one stage improvement. The same has been revised to Rs.7770-18575 as per the recommendations of OMC.

The category of Assistant Stapathy is having parity with Assistant Stapathy of Endowments Department. Moreover Conservation Assistant and Draughtsman (excavation) are having parity with Asst. Engineer and Draughtsman Grade- I of Engineering Departments. At present, they are

drawing a pay scale of Rs.8815-20300 for having Diploma in Civil Engineering.

The Commission recommends a revised pay of Rs.16150-42590 corresponding to Rs.9285-21550, keeping in view the P.G. qualification prescribed, also duties & responsibilities to the category of Technical Assistant which is presently in the pay scale of Rs.7770-18575.

Assistant Director (Technical)	:	Rs.10285-24200
Assistant Director (Administration)		
Assistant Director (Archaeological Chemistry) (Formerly known as Chief Chemist)		
No. of Posts	:	19

It is represented that the above Assistant Directors of the Department are assigned a lower pay scale of Rs. 10285 -24200, where as Assistant Director (Engineering) of this department is assigned a higher Pay Scale of Rs. 10845-25600. In fact all these categories are having parity in pay scales upto 1999 revision. Further stated that all of them are having similar duties and responsibilities. It is requested to rectify the above anomaly and to assign the pay scale of Rs.10845-25600 on par with Assistant Director (Engineering)

The category of Assistant Director (Technical) is filled in by promotion from the category of Technical Assistant and one must possess M.A. in Archaeology or History or Indology or Anthropology or Museology or Sanskrit or Persian.

The category of Assistant Director (Administration) is filled in by transfer from the category of Superintendent including and one must possess a Degree.

The category of Assistant Director (Archaeological Chemistry) is filled in by transfer from the category of Chemist of the department. One must possess M.Sc. (Chemistry)

The above categories were in the pay scale of Rs.1980-3500 in 1986 revision. These categories represented to P. R.C, 1993 seeking parity with Principals of Junior Colleges(Rs.2150-3690)/ Assistant Director(Nursing)/ Assistant Director(Stores) of Medical and Health Department. The PRC did not agree for comparison with them, as the qualifications, duties and responsibilities were different. Accordingly the PRC,1993 assigned a corresponding scale of Rs.3640-7580. These categories did not represent to the PRC,1999. A corresponding scale of Rs. 6950-14425 was assigned.

These categories of Assistant Director(Admn)/ Assistant Director(Technical)/ Assistant Director (Archaeological Chemistry) did not represent to the PRC,2005. A corresponding scale of Rs. 10285-21835 was assigned. The same has been revised to Rs.10285-24200 as per the recommendations of O.M.C.

The category of Assistant Director(Engineering) is filled by transfer of Conservation Assistants and one must possess a diploma in Civil Engineering and one must have put in less than 3 years of service. This category is having parity with the above categories upto 1999 revision. However, the category of Assistant Director(Engineering) also did not represent to PRC,2005. A enhanced pay scale of Rs.10845-25600 was assigned, which is equivalent to the Deputy Executive Engineer of Irrigation & Command area Development Department and Panchayati Raj Engineering department.

In view of the above the Commission, assigns the pay scale of Rs. - 19050-45850 corresponding to the pay scale of Rs. 10845-25600 to the category of Assistant Director (Technical) Assistant Director (Administration) Assistant Director (Archaeological Chemistry) (Formerly known as Chief Chemist) along with Assistant Director (Engineering) which is presently in the pay scale of Rs. 10285-24200.

Deputy Director (Technical)	:	Rs.12385 -27750
Deputy Director (Museums)		
Deputy Director (Epigraphy)		
Deputy Director (Administration)		
Deputy Director (Archaeological Chemistry) (formerly Chief Chemist)		
No. of Posts	:	05

It is represented that the above 5 Deputy Directors of the Department was assigned a lower pay scale of Rs.12385-27750 in 2005 revision, where as Deputy Director (Engineering) was assigned a higher Pay Scale of Rs. 13390-28500 which leads to anomaly. In fact all these categories are having parity upto 1999 revision. Hence it is requested to rectify the above anomaly and to assign the pay scale of Rs.13390-28500 on par with Deputy Director (Engineering).

The category of Deputy Director (T) is filled by promotion from the category of Assistant Director (Tech) and one must possess M.A. in Archaeology, Ancient Indian History.

The category of Deputy Director (Epigraphy/Museums) is filled in by promotion from Assistant Director (Epigraphy/Museums) and one must possess a first or second class P.G. degree in Archeology or History or

Indology or Anthropology or Museology or Sanskrit or Persian or one must possess First or second class in Siromani (final) examination.

The category of Deputy Director (Archaeology Chemistry) is filled in by promotion from Assistant Director (Archaeology Chemistry) and one must possess M.Sc(Chemistry)

The category of Deputy Director (Admn.) is filled in by promotion from the category of Assistant Director (Admn.) and one must possess a Degree.

The above categories were in the pay scales of Rs.1250-1800 and Rs.1300-1900 in 1978 revision. In 1986, revision, the above categories were assigned a revised pay scale of Rs.2410-4050, thus was given one stage and two stage improvements respectively. The above categories were in the pay scale of Rs. 4400-8700 in 1993 revision. The above categories did not represent to the PRC 1999 and 2005. However corresponding pay scales of Rs.8400-16525 and Rs.12385-27750 were assigned.

The category of Deputy Director (Engineering) is filled in by promotion from Asst. Director (Engineering) and one must possess a diploma in Civil Engineering. This category was on par with other Deputy Directors of this department upto 1999 revision. This category did not represent to the PRC 2005. A revised pay scale of Rs.13390-28500 was assigned, which is on par with Executive Engineer of Engineering Departments.

In view of the above the Commission, assigns the pay scale of Rs. 23650-49360 corresponding to the pay scale of Rs. 13390-28500 to the category of Deputy Director (Technical) Deputy Director (Museums) Deputy Director (Epigraphy) Deputy Director (Administration) Deputy Director (Archaeological Chemistry) (formerly Chief Chemist) which is presently in the pay scale of Rs. 12385 -27750.

38 (d). NATIONAL CADET CORPS

Aero-modeling Instructor	:	<u>7200-16925(P)</u>
Cum-Store Keeper	:	6505-15025 (FE)
No. of Posts	:	03

Represented that this category was on par with Store Keeper Grade-I and Superintendent in 1986 revision ie. Rs.1330-2630. In 1993 revision, This category was assigned pay scale of Rs.2315-4880 (FE) with protection of higher pay scale of Rs.2525-5390 to the existing incumbent, whereas the of other categories were assigned higher pay scale of Rs.2600-5580. In subsequent revisions, this category was assigned corresponding scales. Hence request is for pay scale on par with Superintendent.

Further stated the duties of this category are technical in nature. He has to impart training to the NCC Cadets and has to maintain workshop. He should have the knowledge the safe storage and also to handle the dangerous chemicals. Hence a request is made for a special pay of Rs.600/-pm.

As per service Rules, the category is filled by direct recruitment and by transfer from Senior Assistant. One must have passed SSC, have practical experience in Aero-modeling viz. ability to impart theoretical knowledge and to demonstrate construction and actual flying of models and have Diploma / certificate in Aero-modeling and preference shall be given to the NCC Cadets having 'C' Certificate.

This category was in the pay scale of Rs.575-950 in 1978 revision. The PRC 1986 keeping in view of the qualifications of SSLC with technical 4 years of apprenticeship before obtaining the certificate, a revised scale of Rs.1330-2630 was assigned for qualified and for those who did not fulfill the qualification, a corresponding pay scale of Rs.1100-2050 was assigned.

In 1993 revision considering the special nature of duties, a revised pay scale of Rs.2315-4880 was assigned with protection of corresponding scale to those who were drawing higher scale.

This category represented to PRC 1999 seeking parity with Instructors of other departments and to assign a pay scale of Rs.2600-5580. The PRC did not agree and recommended a pay scale of Rs.4430-9300 with protection of corresponding scale to those who were drawing higher scale.

This category did not represent to PRC 2005. However a pay scale of Rs.6505-15025 was assigned with protection of corresponding scale to those drawing higher scale. This category represented to AC 2008 seeking a higher pay scale of Rs.7770-18575 on par with Instructors of other Departments. The above Committee observed that this category had parity with

Superintendent till 1992 and assigned a pay scale of Rs.7770-18575. However the above recommendations were not considered by the Govt.. At present this category is not having any special pay.

In view of the above position, a corresponding scale of Rs.11530-33200 (Rs. 6505-15025) is recommended to this category with protection to those who are on higher pay scale.

Regarding requests made by the another association for special pays to Superintendent, Senior Assistant and Junior Assistant and also for special pay to Laskers/ Chowkidar, the above requests are be dealt with in volume - I.

38 (e). YOUTH SERVICES DEPARTMENT

District Youth Welfare Officer : Rs.8385-19125
 No. of posts : 23

It is represented that the District Youth Welfare Officer is the Chief Executive Officer of the District Level Center of the Society for Training and Employment Programmes (STEP) which is a Society registered under the Societies Registration Act. He is a District Level Officer and hence he has to be equated with the Assistant Director. Further, since 1996, the year in which Government announced the State Youth Policy the work load of the Department has increased. The Department is implementing schemes to motivate youth like Rajiv Yuva Shakthi, Skill Development Youth Programmes, Youth Welfare Schemes etc. The District Youth Welfare Officer is acting as Special officer as per the instructions of the District Collector. It is requested to assign the pay scale of Rs.10285-24200 on par with the Assistant Director.

The post of District Youth Welfare Officer is filled in by promotion from the category of Superintendent of Youth Services Department. If no qualified or suitable Superintendent in Director of Youth Services is available appointment shall be made from the category of Divisional Public Relations Officers (who is presently in the scale of pay of Rs.8385-19125) or from the category of Divisional Panchayat Officer (who are presently in the scale of pay of Rs.9285-21550). The scale is as revised in G.O. Ms. No. 217, Finance (PC I) Department dated in pursuance of the recommendations of the Anomalies Committee, 2008) on tenure basis.

This category was created in the pay scale of Rs.2930-5960 in 1994 and the successive Pay Revision Commissions assigned corresponding scales keeping in view the duties and responsibilities attached to the post.

The Commission has enhanced the pay scale of Superintendent and the category of District Youth Welfare Officer is the promotion post to the Superintendent. Hence the Commission recommends a pay scale of Rs. 16150-42950 (Rs. 9285-21550)

Deputy Director : Rs.10845-25600
 No. of posts : 1

It is represented that the Deputy Director in the Youth Services Department monitors youth welfare programmers, conducts Seminars, Workshops, National Integration camps, organizes Training Programmes, extends financial assistance to the voluntary organizations and implements Rajiv Yuva Shakthi Self Employment Scheme. He assists the Commissioner of Youth Services in organizing State, National and International events. The

request is to assign the pay scale of Rs. 12385-27750 on par with the Deputy Directors of other Departments like Women Development and Child Welfare Department, Tribal Welfare Department etc.

The post of Deputy Director is to filled by promotion from the category of Assistant Director of Youth Services or by transfer on tenure of Deputy Collector (ordinary grade) of Revenue Department. The post can also be filled by officers of equal or higher rank officers from among other services with experience in youth co-ordination work or organization of Youth Club etc.

Keeping in view the duties and responsibilities and recognizing that this is a promotion post from the Assistant Director as in the case of other Deputy Directors, the Commission assigns the pay scale of Rs. 21820-48160 (Rs.12385-27750) on par with Deputy Directors of some of the Developmental Departments which is a two stage improvement.

39. WORK CHARGED ESTABLISHMENT

The main request Work Charged employees is to allow the pay scale Rs.1010-1800 of the Revised Pay Scales, assigned to the new common categories in pursuance of the orders issued in G.O.(P).No.508, Finance (PC-I) Department ,dated 10.6.2004.

The Pay Revision Commission, 1986 introduced the concept of New Common Categories. He categorized the technical categories for which the qualification of ITI is prescribed under the service Rules. A pay scale of Rs.1010-1800 was recommended for those who fulfill these conditions and for others the pay scale of Rs.740-1150 was assigned. The promotion post scale of Rs.1150-2110 was recommended in respect of qualified and the promotion scale of Rs.780-1275 was suggested for those unqualified persons. Government accepted these recommendations. The Pay Revision Commissioner 1993 discontinued this concept and assigned corresponding scales with protection to the existing incumbents. The Pay Revision Commissioner, 1999 followed the Pay Revision Commission, 1993.

The Anomalies Committee, 2004 recommended for revival of the New Common Categories and recommended that :-

- i. Where the Service Rules are issued prescribing ITI qualification both for direct recruitment and appointment by promotion from lower category:

The Committee noticed that in a number of departments, Service Rules were issued prescribing ITI qualification for appointment to the category both by direct recruitment and by promotion. In these cases the scale of pay recommended can be assigned for the post, so that the 'Future Entrants' with qualification can also have the benefit and the post shall have a **uniform pay scale.**

- ii. Where there are no service rules, but appointments are made with ITI qualified persons:

The Committee noticed that some of the departments (Municipal Corporation, Vijayawada etc.,) have specifically requisitioned the Employment Exchange for sponsoring ITI qualified persons and also issued notification specifying the ITI qualification in the press, for appointment as Electricians etc., But these are not allowed the pay scale assigned for qualified

persons, though they possess ITI qualification as there are no service rules.

In the above cases, the Committee is of the view that the department has to immediately take up for issuance of Service Rules prescribing ITI as the minimum qualification for those posts and those recruited with ITI qualification be allowed the pay scale assigned for the qualified.

- iii. Where the Service Rules do not provide for ITI qualification:
The Scale of Pay shall be as of the Un-qualified.
- iv. Employees working with long years of service: --

Some of the employees might have been recruited without ITI qualification according to the service rules existing at the time of such recruitment and when ample opportunities for prosecuting ITI were not available. Service Rules subsequently amended if prescribe ITI qualification, the Committee is of the view that these employees may not be deprived of the benefit of assigning higher scale of pay. In these cases, the department may consider for sending such of the employees for prosecuting condensed course in ITI by taking up the matter with Employment & Training Department. After they are qualified the scale of pay for qualified be assigned.

Government accepted these recommendations and issued orders in G.O. Ms. No. 508, Finance PC-I Department, Dt.10-06-2004.

We find that no exercise was done by the any department on the above recommendations. As such, there are no New Common Categories today.

Some Work Charged Employees filed OA No. 4206/1993, 45955/91, 1365/98 seeking the pay scale of Rs.1010-1800 in the Revised Pay Scales, 1986 assigned to the Technical categories under New Common Category and the pay scale assigned to the promotion category along with the corresponding Pay scales in subsequent Pay Revisions. The OAs were disposed on 08-07-2007 with the following observations -

‘The only contention urged by the Government is that there is a change in the recruitment method in case of work charged employees and other employees but in the Revised Pay Scales of 1986, the only distinction that is sought to be made is persons who are unqualified should be given the scale of Rs.780-1275 whereas for qualified persons the scale of Rs.1010-1800 should be given. That being the case, the change in the method of recruitment pales into insignificance. It cannot be said that the Pay Revision Commissioner is

ignorant of all these aspects which are mentioned by the Government. When the only distinction that is sought to be made is between the qualified and unqualified persons, any other defence or argument for denying the scale to the applicants cannot be upheld. Therefore, this Tribunal is of the opinion that when the applicants are qualified to get the scale of pay which is being enjoyed by employees of other departments and denied to the applicants who are employees of Irrigation Department, the action of the Respondents in denying such scale of pay to the applicants cannot be upheld by this Tribunal. Accordingly, the Respondents are directed to consider the cases of the applicants for giving the scale of pay on par with similarly situated persons working in other departments other than Irrigation Department and monetary benefits be given from the date of filling these O.As and notional benefits upto the date of filling these O.As. be given.'

Government filed an appeal against the directions of the Hon'ble Tribunal. The Division Bench confirmed the Judgment of the Hon'ble Tribunal. Government filed an Appeal in the Supreme Court of India. Pending final disposal of the case by the Hon'ble Supreme Court, Government issued orders implementing the directions of the Hon'ble AP High Court vide G.O. Rt. No. 551, Irrigation & CAD (PW Est.2) Department dated 6.8.2004. This benefit is limited to petitioners only and subject to outcome of the appeal in the Supreme Court. The Supreme Court dismissed the Appeal filed by the Government.

Some more OAs were filed in OA Nos. 6159/2006, OA No. 6197/2006 and OA No. 7212/2006 with a similar request. The Hon'ble Tribunal disposed the case with the following directions:

'Having regard to these facts and circumstances, it is desirable to dispose of these O.As with a direction to the applicants to file a fresh representation to the 1st and 2nd respondents ventilating their grievances within a period of two weeks from the date of receipt of this order. Thereupon, the respondents 1 and 2 are directed to examine and pass appropriate orders on the representations, if any, made by the applicants as per rules and also keeping in view the orders of this Tribunal contained in O.A.4206/92 and batch, dated 4.2.2003 and pass appropriate orders within six weeks thereafter.'

A Machinist filed OA 2496/2008 with a similar request. The Hon'ble APAT disposed OA with the following directions:

'Having satisfied that the subject matter of this O.A. is similar to the subject matter in O.A. Nos. 6159, 6197 and 7212 of 2006, dated 8.6.2007.'

Government issued instructions to the Engineer-in-Chief (IW), I & CAD, Hyderabad to issue necessary speaking order to the applicant ,duly

rejecting the claim stating that the post of Machinist was not included under the concept of New Common Categories issued in G.O.Ms.No.288, Finance and Planning Department, dated 17.11.1986 and to refer the matter to the Ninth Pay Revision Commission for their considered views, so as to put an end to this litigation.

Allowing the Revised Pay Scales, 1986 does not come under the purview of this Commission. It is for the Departments to take a view on the directions of the Hon'ble Courts. As already stated in the preceding para, there is no concept of New Common Category as of now. We do not support the revival of New Common Category.

The requests for assigning suitable scales are discussed below:

Driver Grade-I (LV) : **Rs.4595-10285**
No. of Posts :

Driver Grade-II (LV) : **Rs.4595-10285**
No. of Posts :

Driver Grade- I (HV) : **Rs.5200-11755**
No. of Posts :

Driver Grade-II (HV) : **Rs.5200-11755**
No. of Posts :

It is requested to assign the following scales:

Category	Existing Pay Scale	Pay Scale Sought
	Rs.	
Driver Grade I (LV)	4595-10285	8500-24220
Driver Grade II (LV)	4595-10285	8500-24220
Driver Grade I (HV)	5200-11755	8460-18295
Driver Grade II (HV)	5200-11755	8460-18295

It is represented that L.V. Driver Grade-I is a promotion post to the post of LV Driver Grade II. However, both the LV Driver Grade I and LV Driver Grade II I are assigned the same scale of pay. It is requested to assign a higher pay scale to the LV Driver Grade I. Similar is the request in respect of HV Driver Grade I.

The method of recruitment and the qualifications of the above categories are as indicated below:

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion
Driver Grade I (LV)	By Direct Recruitment	Possess a license to drive light vehicle with an experience in operation and maintenance of a light vehicle for a period of not less than 6 years. Must be experience in driving and maintenance of pickup vans, or a station wagons or cars.	
Driver Grade II (LV)	By Direct Recruitment	Possess a license to drive light vehicle with an experience in operation and maintenance of a light vehicle for a period of not less than 3 years. experience in driving and maintenance of pickup vans, or a station wagons or cars.	Five years service as Cleaner and possess license to drive Light Vehicle for a period of one year.
Driver Gr.I (HV)	By Direct Recruitment	Must have 3 years experience as Heavy Vehicle Driver Grade II (or) must have Heavy Vehicle driving license with an experience of 8 years in driving and maintaining heavy vehicles.	
Driver Gr.II (HV)	By Direct Recruitment	Must have Heavy Vehicle driving license with an experience of 3 years in driving and maintenance of Heavy vehicles (or) Light Vehicle Driver Grade II of the department with 5 years of experience who possess Heavy Vehicle driving license for one	

		year (or) Light Vehicle Driver Grade I of the department who possess Heavy Vehicle Driving license for One year.	
--	--	--	--

The pay scales of the above categories from time to time are as under:

Category	1986	1993	1999	2005
	Rs.			
Driver Grade-I (LV)	810-1420	1595-3020	2990-5810	4595-10285*
Driver Grade-II (LV)	810-1420	1595-3020	2990-5810	4595-10285*
Driver Grade-I (HV)	910-1625	1875-3750	3550-7150	5200-11755
Driver Grade-II (HV)	910-1625	1875-3750	3550-7150	5200-11755

*Improved by the Anomalies Committee, 2008

The Service Rules for the posts of Light and Heavy Vehicle Drivers under Work Charged Establishment do not clearly mention that Driver Grade I is a promotion post to the Driver Grade II. But they stipulate five years of experience in the category of Driver Grade II as a qualification for appointment to Driver Grade I.

The Commission sees no logic to have two Grades of Drivers. So, the Commission advise the Department to examine and issue orders unifying the same into one cadre of Drivers LV and Drivers HV.

The LV Drivers and HV Drivers are on par with the Drivers under Common Category. The successive Pay Revision Commissioners maintained it. The One Man Commission extended the benefit of improvement of scales in respect of Driver of Government Department to Drivers of Work Charged Establishment also. I do not see any reason to take a different stand from the stand of my predecessors. Accordingly, We assign the corresponding scales of Rs.7960-23650 (Rs.4595-10285) and Rs.9200-27000 (Rs.5200-12385) on par with Driver LV and Driver HV under Common Category.

Machinist Gr.III

(Workshops & Construction) : Rs.4260-9520

No. of Posts : 5

Machinist Gr.II

(Workshop and Construction) : Rs.4370-9775

No. of Posts : All Grades 5

Machinist Gr.I

(Workshop and Construction) : Rs.4825-10845

No. of posts : All Grades 5

Mechanist Special Grade

(Workshop & Construction) : Rs.5200-11755

No. of posts : All Grades 5

It is requested to assign the following pay scales:

IV. Skilled Class IV

Category	Existing pay scale	Pay scales sought
	Rs.	
Machinist Gr.III (Workshops & Construction)	4260-9520	7350-16265
Machinist Gr.II (Workshop and Construction)	4370-9775	7520-16875
Fitter Gr.I (Workshop & Construction)	4825-10845	8060-18295
Mechanist Special Grade (Workshop & Construction)	5200-11755	8930-21465

The method of recruitment and the qualifications of the above categories are as indicated below:

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion
Machinist Gr.III (Workshops & Construction)	By promotion from the category of Helper Gr-I		5 years experience as Helper Grade I of the particular trade
Machinist Gr.II (Workshop and Construction)	By promotion from the category of Machinist Grade III		3 years experience in Grade III of the particular trade

Machinist Gr.I (Workshop and Construction)	By promotion from the category of Machinist Grade II	5 years experience as Machinist Grade II.	
Machinist Special Grade (Workshop & Construction)	By Promotion from the category of Machinist Grade-I		5 years experience in Machinist Grade I

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005
	Rs.			
Machinist Gr.III (Workshops & Construction)	810-1420	1535-2840	2870-5470	4260-9520
Machinist Gr.II (Workshop and Construction)	860-1470	1595-3020	2990-5810	4370-9775
Machinist Gr.I (Workshop and Construction)	910-1625	1745-3020	3290-6550	4825-10845
Mechanist Special Grade (Workshop & Construction)	950-1670	1875-3750	3550-7150	5200-11755

The Commission noticed that there are no new grounds that warrant assigning higher pay scales. The Commission accordingly assigns corresponding scales to the above categories.

Work Inspector Grade-V

(Executive) : **Rs.3850-8600**
No. of posts : 1616

Work Inspector Gr.V : **Rs.3950-8815**
No. of Posts :

**Work Inspector, Grade-IV
(Previously Known as Work
Inspector Gr.III)**

: **Rs.4370-9775**
No. of Posts : All Grades 1616

**Work Inspector Gr.III
(Previously Known as
Work Inspector Gr.II)**

: **Rs.4825-9775**

No. of posts : All Grades 1616

Work Inspector Grade.II
(Previously Known as Work
Inspector Grade.I)

: **Rs.5200-11755**
No. of posts : All Grades 1616

Work Inspector Grade.I
(Previously Known as Work
Inspector Special Grade)

: **Rs.5200-11755**
No. of posts : All Grades 1616

It is requested to assign the following pay scales:

Category	Existing pay Scale	Pay Scales Sought	
		Rs.	
Work Inspector Grade-V (Executive)	3850-8600	7050-15045	
Work Inspector Grade V	3950-8815	12230-33700 (for ITI holders)	
Work Inspector, Grade-IV (Previously Known as Work Inspector Gr.III)	4370-9775	9990-24270	12230- 33700 (for ITI Holders)
Work Inspector Gr.III (Previously Known as Work Inspector Gr.II)	4825-10845	10315-25320	12230- 33700 (for ITI Holders)
Work Inspector Grade.II (Previously Known as Work Inspector Grade.I)	5200-11755	10640-26370	
Work Inspector Grade.I (Previously Known as Work Inspector Spl.Gr.)	6195-14175	11350-28595	12230- 33700 (for ITI Holders)

It is requested that the categorization of Work Charged Employees be reduced from four to two.

Some of the Machinists and Work Inspectors approached Hon'ble Court and obtained favourable orders for getting the scale of Rs.1010-1800 in the Revised pay Scales of 1986 and corresponding scales in the subsequent

revisions. Such employees request to suggest suitable scales on promotion as the Pay Revision Commissioner assigned only one scale to the Technical Categories brought under New Common Category whereas the Work Inspectors and Machinists have three to four levels of promotion.

The method of recruitment and the qualifications of the above categories are as indicated below:

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion
Work Inspector Grade-V (Executive)	By Direct Recruitment	3 years experience as Technical or Non Technical Maistries.	
Work Inspector Gr.V	-	-	
Work Inspector, Grade-IV (Previously Known as Work Inspector Gr.III)	By Direct Recruitment/ appointment by transfer from the category of Head Mazdoor / By promotion from the category of Water Supply Lineman	S.S.C. or I.T.I.	Water Supply Lineman with 5 years of service and possessing I.T.I. certificate or passed in S.S.C. or H.S.C. may be promoted as Work Inspector Grade IV
Work Inspector Gr.III (Previously Known as Work Inspector Gr.II)	By promotion from the category of Work Inspector Grade - IV		3 years experience as Work Inspector Grade IV Candidates with ITI certificate in Draughtsman Trade issued by the Directorate of Employment and Training, or its equivalent qualification are also eligible.

Work Inspector Grade-II (Previously Known as Work Inspector Grade-I)	By Promotion from the category of Work Inspector Grade - III		Must have 5 years experience as Work Inspector Grade III to become eligible for promotion. Candidates who have appeared for Diploma Examination in Civil or Mechanical Engineering also eligible.
Work Inspector Grade-I (Previously Known as Work Inspector Spl.Gr.)	By promotion from the category of Work Inspector Grade-II		3 years experience as Work Inspector Grade II - Diploma Holders in Civil or Mechanical Engineering are also eligible.

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005
	Rs.			
Work Inspector Grade-V (Executive)	740-1150	1375-2375	2550-4550	3850-8600
Work Inspector Gr.V	740-1150	1425-2525	2650-4850	3950-8815
Work Inspector, Grade-IV (Previously Known as Work Inspector Gr.III)	810-1420	1595-3020	2990-5810	4370-9775
Work Inspector Gr.III (Previously Known as Work Inspector Gr.II)	910-1625	1745-3420	3290-6550	4825-10845

Work Inspector Grade.II (Previously Known as Work Inspector Grade.I)	950-1670	1875-3750	3550-7150	5200- 11755
Work Inspector Grade.I (Previously Known as Work Inspector Special Grade)	1100-2050	2195-4560	4190-8700	6195- 14175

The existing scales are adequate. The Commission assigns corresponding scale to the above posts.

The request to reduce four grades of Works Inspector to two is not under the purview of the Commission and it is for the administrative Department to take a decision in this regard after obtaining the views of Board of Chief Engineers. Regarding assigning promotion scales, the Commission finds the normal assumption is that an employee should get at least 2 promotions in his entire service. The Commission noticed that there are already existing promotional avenues. A person who is recruited to Work Inspector Grade-IV can raise upto the level of Grade-I.

I. Un-Skilled :

Watchman

(Watch & Ward) : Rs.3850-8600
No. of posts : 681

Mazdoor (Gang Mazdoor) : Rs.3850-8600
No. of posts : 19

Lascar (Mazdoor) : Rs.3850-8600
No. of posts : 3880

Sweeper (Mazdoor) : Rs.3850-8600
No. of posts : 170

Scavenger (Mazdoor) : Rs.3850-8600
No. of posts : 55

Washerman (Mazdoor) : Rs.3850-8600
No. of posts : 2283

Mali (Gardens)	:	Rs.3850-8600
No. of posts	:	39
Mazdoor (Laboratory)	:	Rs.3850-8600
No. of posts	:	38
II. Semi-Skilled:		
Guardman (Watch & Ward)	:	Rs.3850-8600
No. of posts	:	21
Room Boy (Rest House Estt.)	:	Rs.3850-8600
No. of posts	:	13
Helper (Rest House Estt.)	:	Rs.3850-8600
No. of posts	:	907
Boat Khalasi (Floating Plant)	:	Rs.3850-8600
No. of posts	:	10
Fireman (Floating Plant)	:	Rs.3850-8600
No. of posts	:	
Dredger Helper, Gr.II (1986)	:	Rs.3850-8600
No. of posts	:	907
Oilman	:	Rs.3850-8600
No. of posts	:	
Signaller	:	Rs.3850-8600
No. of posts	:	
Petroller	:	Rs.3850-8600
No. of posts	:	
Cleaner (Operational HV)	:	Rs.3850-8600
No. of posts	:	80
Cleaner (Operational Construction Equipment)	:	Rs.3850-8600
No. of posts	:	

Water Supply		
Lineman (Executive)	:	Rs.3850-8600
No. of posts	:	50
Helper Grade-II		
(Repairs)	:	Rs.3850-8600
No. of posts	:	
Helper Grade-II		
(Workshops and Construction)	:	Rs.3850-8600
No. of posts	:	
Helper Grade-II (Drilling)	:	Rs.3850-8600
No. of posts	:	907
Helper Grade-II (Electrical)	:	Rs.3850-8600
No. of posts	:	
Attendant (Telephone		
& Wireless)	:	Rs.3850-8600
No. of posts	:	12
Technical Bearer	:	Rs.3850-8600
No. of posts	:	

Panchayat Raj Engineering Department

Helper Grade-II	:	Rs.3850-8600
No. of posts	:	180
Cleaner	:	Rs.3850-8600
No. of posts	:	20
Store Watchman	:	Rs.3850-8600
No. of posts	:	23
Gang Mazdoor	:	Rs.3850-8600
No. of posts	:	1978

Engineering Research Laboratories

Cleaner (Pump)	:	Rs.3850-8600
No. of posts	:	1
Mazdoor	:	Rs.3850-8600
No. of posts	:	111

Watchman : **Rs.3850-8600**
No. of posts : 7

Helper Grade-II : **Rs.3850-8600**
No. of posts : 2

It is requested to assign the following Scales of Pay:

Category	Existing Scale	Scale sought
	Rs.	
Watchman (Watch & Ward)	3850-8600	6900-14520
Mazdoor (Gang Mazdoor)	3850-8600	6900-14520
Lascar (Mazdoor)	3850-8600	6900-14520
Sweeper (Mazdoor)	3850-8600	6900-14520
Scavenger (Mazdoor)	3850-8600	6900-14520
Washerman (Mazdoor)	3850-8600	6900-14520
Mali (Gardens)	3850-8600	6900-14520
Mazdoor (Laboratory)	3850-8600	6900-14520
Guardzman (Watch & Ward)	3850-8600	7050-15045
Room Boy (Rest House Estt.)	3850-8600	7050-15045
Helper (Rest House Estt.)	3850-8600	7050-15045
Boat Khalasi (Floating Plant)	3850-8600	7050-15045
Fireman (Floating Plant)	3850-8600	7050-15045
Dredger Helper, Gr.II (1986)	3850-8600	7050-15045
Oilman	3850-8600	7050-15045
Signaller	3850-8600	7050-15045
Patroller	3850-8600	7050-15045
Cleaner (Operational HV)	3850-8600	7050-15045
Cleaner (Operational Construction Equipment)	3850-8600	7050-15045
Water Supply Lineman (Executive)	3850-8600	7050-15045
Helper Grade-II (Repairs)	3850-8600	7050-15045
Helper Grade-II (Workshops and Construction)	3850-8600	7050-15045
Helper Gr.II (Drilling)	3850-8600	7050-15045
Helper Gr.II (Electrical)	3850-8600	7050-15045
Attendant (Telephone & Wireless)	3850-8600	7050-15045
Technical Bearer	3850-8600	7050-15045
Helper Gr.II	3850-8600	8500-24220
Cleaner	3850-8600	8500-24220
Store Watchman	3850-8600	8500-24220
Gang Mazdoor	3850-8600	8500-24220

It is also represented that the Sluice man who is on par with Lascars till 1999 Pay Revision, was assigned a higher scale of Rs. 3950-8815 in 2005 pay revision. So, it is requested to assign the pay scale of Rs.3950-8815 to the Lascar on par with Sluice man.

The method of recruitment and the qualifications of the above categories are as indicated below:

I. Un-Skilled:

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion
Watchman (Watch & Ward)	By Direct Recruitment	able bodied person	
Mazdoor (Gang Mazdoor)	By Direct Recruitment	able bodied person	
Lascar (Mazdoor)	By Direct Recruitment	able bodied person with knowledge to read and write	
Sweeper (Mazdoor)	By Direct Recruitment	able bodied person	
Scavenger (Mazdoor)	By Direct Recruitment	able bodied person	
Washerman (Mazdoor)	By Direct Recruitment	capable of doing dhobi work	
Mali (Gardens)	By Direct Recruitment	able bodied person(Male and Female) with aptitude for gardening.	
Mazdoor (Laboratory)	-	-	

II. Semi-Skilled :

Guardsman (Watch & Ward)	By Direct Recruitment and by promotion	Person with special attitude for watch and Ward work, such as Gurkhas, Ex.Servicemen etc.	10 years experience as Watchman
--------------------------	--	---	---------------------------------

Room Boy (Rest House Estt.)	By Direct Recruitment	reading and writing and be capable of attending room service	
Helper (Rest House Estt.)	By Direct Recruitment	able bodied man and capable of assisting the work.	
Boat Khalasi (Floating Plant)	By Direct Recruitment	able bodied person and capable of swimming.	
Fireman (Floating Plant)	-	-	
Dredger Helper, Gr.II (1986)	-	-	
Oilman	-	-	
Signaller	By Direct Recruitment	VII class	
Petroller	-	-	
Cleaner (Operational HV)	By Direct Recruitment	studied upto 7 th class and should have a good physique.	
Cleaner (Operational Construction Equipment)	By Direct Recruitment	studied upto 7 th class and should have a good physique.	
Water Supply Lineman (Executive)	By Direct Recruitment	VII class	
Helper Grade-II (Repairs)	By Direct Recruitment	7 th class and should have a good physique.	
Helper Grade-II (Workshops and Construction)	By Direct Recruitment	7 th class and able bodied person.	
Helper Gr.II (Drilling)	By Direct Recruitment	7 th class and able bodied person.	
Helper Gr.II (Electrical)	By Direct Recruitment	7 th class and able bodied person.	

Attendant (Telephone & Wireless)	By Direct Recruitment	VII class	
Technical Bearer	-	-	

Panchayat Raj Engineering Department

Helper Grade-II	By Direct Recruitment	7th class and should have a good physique.	
Cleaner	By Direct Recruitment	studied upto 7 th class and should have a good physique.	
Store Watchman	By Direct Recruitment	should have a good physique.	
Gang Mazdoor	-	-	

Engineering Research Laboratories

Cleaner (Pump)	-	-	
Mazdoor	-	-	
Watchman	-	-	
Helper Gr.II	-	-	

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005
	Rs.			
Watchman (Watch & Ward)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Mazdoor (Gang Mazdoor)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Lascar (Mazdoor)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Sweeper (Mazdoor)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Scavenger (Mazdoor)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Washerman (Mazdoor)	740- 1150	1375- 2375	2550- 4550	3850- 8600

Mali (Gardens)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Mazdoor (Laboratory)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Guardman (Watch & Ward)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Room Boy (Rest House Estt.)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Helper (Rest House Estt.)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Boat Khalasi (Floating Plant)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Fireman (Floating Plant)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Dredger Helper, Gr.II (1986)	na	na	2550- 4550	3850- 8600
Oilman	740- 1150	1375- 2375	2550- 4550	3850- 8600
Signaller	740- 1150	1375- 2375	2550- 4550	3850- 8600
Petroller	740- 1150	1375- 2375	2550- 4550	3850- 8600
Cleaner (Operational HV)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Cleaner (Operational Construction Equipment)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Water Supply Lineman (Executive)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Helper Grade-II (Repairs)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Helper Grade-II (Workshops and Construction)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Helper Gr.II (Drilling)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Helper Gr.II (Electrical)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Attendant (Telephone & Wireless)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Technical Bearer	na	na	2550- 4550	3850- 8600
Helper Gr.II	740- 1150	1375- 2375	2550- 4550	3850- 8600
Cleaner	740- 1150	1375- 2375	2550- 4550	3850- 8600

Store Watchman	740- 1150	1375- 2375	2550- 4550	3850- 8600
Gang Mazdoor	740- 1150	1375- 2375	2550- 4550	3850- 8600
Cleaner (Pump)	740- 1150	1375- 2375	2550- 4550	3850- 8600
Mazdoor	740- 1150	1375- 2375	2550- 4550	3850- 8600
Watchman	740- 1150	1375- 2375	2550- 4550	3850- 8600
Helper Gr.II	740- 1150	1375- 2375	2550- 4550	3850- 8600

The Commission improves the pay scale of Lascar and Sluiceman and assigns the pay scale of Rs.6900-20680 which corresponds to the pay scale Rs.3950-8815, as against the pay scale of Rs.3850-8600. For other posts, the existing pay scale is adequate. So, we assign corresponding scales.

I. Un-skilled :

Sluiceman : **Rs.3950-8815**
No. of Posts : 23

II. Semi-skilled :

Head Mazdoor
(Mazdoor) : **Rs.3950-8815**
No. of Posts : 673

Gardener Grade-II
(Gardens) : **Rs.3950-8815**
No. of Posts : 11

III. Skilled Class V :

Sergeant (Watch & Ward) : **Rs.3950-8815**
No. of Posts : 13

Cook Grade-II
(Rest House Estt.) : **Rs.3950-8815**
No. of Posts : 9

Gardener Grade-I (Gardens) : **Rs.3950-8815**
No. of Posts : 10

Boat Sarang (Floating Plant)	:	Rs.3950-8815
No. of Posts	:	10
Lab. Attendant (Laboratory)	:	Rs.3950-8815
No. of Posts	:	---
Rigger Gr.III/ Mopala Gr.III	:	Rs.3950-8815
No. of Posts	:	All Grades 62
Lineman (Telephones)	:	Rs.3950-8815
No. of Posts	:	16
Wireless Messenger (1986 PRC: 740-1150)	:	Rs.3950-8815
No. of Posts	:	12
Telephone Messenger	:	Rs.3950-8815
No. of Posts	:	
Operator Gr.V (Operational Construction Equipment)	:	Rs.3950-8815
		All Grades
No. of Posts	:	305
Hookman*	:	Rs.3950-8815
No. of Posts	:	---

Engineering Research Laboratories

Lab. Attendant	:	Rs.3950-8815
No. of Posts	:	
Boat-Sarang	:	Rs.3950-8815
No. of Posts	:	
Head Mazdoor	:	Rs.3950-8815
No. of Posts	:	

It is requested to assign the following pay scales:

Category	Existing scale of pay	Pay scale sought
	Rs.	
Sluice man	3950-8815	7050-15045
Head Mazdoor (Mazdoor)	3950-8815	7050-15045
Gardener Grade-II (Gardens)	3950-8815	7050-15045
Sergeant (Watch & Ward)	3950-8815	7200-15655
Cook Gr.II (Rest House Estt.)	3950-8815	7200-15655
Gardener Gr.I (Gardens)	3950-8815	7200-15655
Boat Sarang (Floating Plant)	3950-8815	7200-15655
Lab. Attendant (Laboratory)	3950-8815	7200-15655
Rigger Gr.III/Mopala Gr.III	3950-8815	7200-15655
Lineman (Telephones)	3950-8815	7200-15655
Wireless Messenger (1986 PRC: 740-1150)	3950-8815	7200-15655
Telephone Messenger	3950-8815	7200-15655
Operator Grade V (Operational Construction Equipment)	3950-8815	7200-15655
Hook man	3950-8815	7200-15655

It is also represented that Gardener Grade-I is promotion post to Gardener Grade-II. But both are in the same scale of pay. It is requested to assign a higher scale to the Gardner Grade I.

The method of recruitment and the qualifications of the above categories are as indicated below:

I. Un-skilled :

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion
Sluiceman	By Direct Recruitment	Good physique and able to read gauge.	

II. Semi-Skilled :

Head Mazdoor (Mazdoor)	By Direct Recruitment	literate with a good personality capable of guiding work of group of Mazdoors.	
------------------------	-----------------------	--	--

Gardener Grade-II (Gardens)	By Direct Recruitment	knowledge of raising and maintaining lawns, gardens and parks and should have an experience of 5 years as Mali.	
-----------------------------	-----------------------	---	--

III. Skilled Class V :

Sergeant (Watch & Ward)	By Direct Recruitment	VII class and he has to check the work of Watchman and Guardsman.	
Cook Grade II (Rest House Estt.)	By Direct Recruitment	capable of preparing Indian type Vegetarian and Non-Vegetarian dishes satisfactorily	
Gardener Grade I (Gardens)	By Direct Recruitment	Knowledge and experience of Horticultural Operations and 5 years service as Gardener grade II.	
Boat Sarang (Floating Plant)	By Direct Recruitment	5 years of service on Floating plant and be capable of swimming.	
Lab. Attendant (Laboratory)	By Direct Recruitment	VII class	
Rigger Gr.III/ Mopala Grade-III	By Direct Recruitment	strong in physique with sufficient knowledge in erection of derricks operation of winches, utilization of pulley blocks Manila ropes, tying of suitable knots etc. with minimum 3 years experience in this line.	
Lineman (Telephones)	By Direct Recruitment	VII Class and possess one year's experience as lineman.	
Wireless Messenger (1986 PRC: 740-1150)	-	-	
Telephone Messenger	-	-	

Operator Gr.V (Operational Construction Equipment)	By Direct Recruitment	5 years experience as Cleaner Grade II on the particular type of machine.	
Hookman	-	-	

Engineering Research Laboratories

Lab. Attendant	-	-	
Boat-Sarang	-	-	
Head Mazdoor	-	-	

The pay scales of these categories from time to time are as under:

Category	1986	1993	1999	2005
	(Rs.)			
Sluice man	740-1150	1375-2375	2550-4550	3950-8815
Head Mazdoor (Mazdoor)	740-1150	1375-2375	2550-4550	3950-8815
Gardener Grade-II (Gardens)	740-1150	1375-2375	2550-4550	3950-8815
Sergeant (Watch & Ward)	740-1150	1425-2525	2650-4850	3950-8815
Cook Gr.II (Rest House Estt.)	740-1150	1425-2525	2650-4850	3950-8815
Gardener Gr.I (Gardens)	740-1150	1425-2525	2650-4850	3950-8815
Boat Sarang (Floating Plant)	740-1150	1425-2525	2650-4850	3950-8815
Lab. Attendant (Laboratory)	740-1150	1425-2525	2650-4850	3950-8815
Rigger Gr.III/ Mopala Gr.III	740-1150	1425-2525	2650-4850	3950-8815
Lineman (Telephones)	740-1150	1425-2525	2650-4850	3950-8815

Wireless Messenger (1986 PRC: 740-1150)	740-1150	1425-2525	2650-4850	3950-8815
Telephone Messenger			2650-4850	3950-8815
Operator Gr.V (Operational Construction Equipment)	740-1150	1425-2525	2650-4850	3950-8815
Hookman			2650-4850	3950-8815
Lab. Attendent			2650-4850	3950-8815
Boat-Sarang	740-1150	1425-2525	2650-4850	3950-8815
Head Mazdoor	740-1150	1375-2375	2550-4550	3950-8815

The contention is that the Gardner Grade I is promotion post to the Gardner Grade II. The Service Rules do not specifically indicate that Gardner Grade I is a promotion post to Gardner Grade II. But the Service stipulated for Gardner Grade I is five years of service in the category of Gardner Grade II. Thus, there is ambiguity in the Service Rules. The Commission sees no reason to have two grades of Gardeners. So, we recommend to rectify this. Till then the Gardeners get corresponding scales. All other categories get corresponding scales.

III. Skilled Class V

Helper Gr.I (Repairs)	}	Rs.4050-9050
No. of Posts		All Grades 907
Helper Gr.I (Workshops & Construction)		Rs.4050-9050
No. of Posts		
Helper Gr.I (Drilling)	}	Rs.4050-9050
No. of Posts		
Helper Gr.I (Electrical)	}	Rs.4050-9050
No. of Posts		

**Dredger Helper,
Gr.I / Boat Sarang
(1986 PRC: 780-1275)** : **Rs.4050-9050**
No. of Posts : 10

Panchayat Raj Engineering Department

Helper Gr.I : **Rs.4050-9050**
No. of Posts :

Engineering Research Laboratories

Helper Gr.I : **Rs.4050-9050**
No. of Posts :

It is requested to assign the following pay scales to these categories:

Category	Existing scale of pay	Pay scale sought
	(Rs.)	
Helper Gr.I (Repairs)	4050-9050	7200-15655
Helper Gr.I (Workshops & Construction)	4050-9050	7200-15655
Helper Gr.I (Drilling)	4050-9050	7200-15655
Helper Gr.I (Electrical)	4050-9050	7200-15655
Dredger Helper, Gr.I / Boat Sarang (1986 PRC: 780-1275)	4050-9050	7200-15655
Helper Gr.I	4050-9050	8500-24220

The method of recruitment and the qualifications of the above categories are as indicated below:

III. Skilled Class V

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion
Helper Gr.I (Repairs)	By promotion from the category of Helper Grade II		Minimum 5 years experience as Helper Grade II in the concerned trade and should be a Trade Certificate holder(ITI) in Mechanical motor vehicle or Mechanical diesel, mechanical tractor or TTC certificate holder(SSC).
Helper Gr.I (Workshops & Construction)	By promotion from the category of Helper Grade II		5 years experience as Helper Grade II or must be an ITI Trade certificate holder in Fitter, Machinist or a Turner trade.
Helper Gr.I (Drilling)	By promotion from the category of Helper Grade II		5 years experience as Helper Grade II or must have studied upto S.S.C. or its equivalent.
Helper Gr.I (Electrical)	By promotion from the category of Helper Grade II		5 years experience as Helper Grade II and should be an ITI Trade certificate holder in Wireman Trades
Dredger Helper, Gr.I / Boat Sarang (1986 PRC: 780-1275)	-	-	

Panchayat Raj Engineering Department:

Helper Gr.I	By promotion from the category of Helper Grade II		5 years experience as Helper Grade II with I.T.I. Trade Certificate Holder with Fitter/Mechanic Certificate.(Exemption of qualifications for the existing Helper Grade II only for purpose of promotion as Helper Grade I)
-------------	---	--	--

Engineering Research Laboratories

Helper Gr.I	-	-	
-------------	---	---	--

The scales of pay of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005
	(Rs.)			
Helper Gr.I (Repairs)	780-1275	1475-2675	2750-5150	4050-9050
Helper Gr.I (Workshops & Construction)	780-1275	1475-2675	2750-5150	4050-9050
Helper Gr.I (Drilling)	780-1275	1475-2675	2750-5150	4050-9050
Helper Gr.I (Electrical)	780-1275	1475-2675	2750-5150	4050-9050
Dredger Helper, Gr.I / Boat Sarang (1986 PRC: 780-1275)	780-1275	1475-2675	2750-5150	4050-9050
Helper Gr.I	780-1275	1535-2840	2750-5150	4050-9050

The Commission is convinced that the existing scales are adequate. Accordingly, we assign corresponding scale to the above categories.

IV. Skilled Class IV

Cook Gr.I
(Rest House Estt.) : Rs.4260-9520

No. of Posts	:	9
Butler (Rest House Estt.)	:	Rs.4260-9520
No. of Posts	:	2
Rigger/Mopala Gr.II	:	Rs.4260-9520
No. of Posts	:	62
Dark Room Asst. (Photography)	:	Rs.4260-9520
No. of Posts	:	1
Fitter Gr.II (Repairs)	:	Rs.4260-9520
No. of Posts	:	236
Blacksmith	:	Rs.4260-9520
No. of Posts	:	11
Tradesman Gr.III (Workshops and Construction)	:	Rs.4260-9520
No. of Posts	:	241
Painter	:	Rs.4260-9520
No. of Posts	:	8
Turner Gr.III (Workshops & Construction)	:	Rs.4260-9520
No. of Posts	:	19
Welder	:	Rs.4260-9520
No. of Posts	:	28
Fitter Gr.III (Workshops & Construction)	:	Rs.4260-9520
No. of Posts	:	236
Moulders*	:	Rs.4260-9520
No. of Posts	:	---

Drilling Operator Gr.III (Drilling)	:	Rs.4260-9520
No. of Posts	:	1
Wireman Gr.II (Electrical)	:	Rs.4260-9520
No. of Posts	:	36
Plumber*	:	Rs.4260-9520
No. of Posts	:	---
Electrician Gr.II (Electrical)	:	Rs.4260-9520
No. of Posts	:	72
Telephone Operator (Telephone & Wireless)	:	Rs.4260-9520/ Rs.4370-9775 (To persons who were in the pay scale of Rs.2990-5810 in 1999 pay scales)
No. of Posts	:	24
Asst. Dredger Operator/ Asst. Dredger Sarang/ Dredger Engine Driver, Gr.III/ Dredger Sarang, Gr.II (1986 : 810-1420) *	:	Rs.4260-9520
No. of Posts	:	---
Receptionist *	:	Rs.4260-9520
No. of Posts	:	---
Driller Gr.III	:	Rs.4260-9520
No. of Posts	:	---
Mechanic Gr.IV	:	Rs.4260-9520
No. of Posts	:	---
Pump Mechanic Gr.II	:	Rs.4260-9520
No. of Posts	:	---
Store Asst./		

Surveyor Asst. : **Rs.4260-9520**
No. of Posts : ---

Engineering Research Laboratories

Auto Electrician Gr.II** : **Rs.4260-9520**
No. of Posts : ---

It is requested to assign the following pay scales:

IV. Skilled Class IV:

Category	Existing pay scale		Pay scales sought
	Rs.		
Cook Gr.I (Rest House Estt.)	4260-9520	7350-16265	
Butler (Rest House Estt.)	4260-9520	7350-16265	
Rigger/Mopala Gr.II	4260-9520	7350-16265	
Dark Room Asst.(Photography)	4260-9520	7350-16265	
Fitter Grade II (Repairs)	4260-9520	7350-16265	Same that of Driver
Blacksmith	4260-9520	7350-16265	
Tradesman Gr.III (Workshops and Construction)	4260-9520	7350-16265	Minimum pay of Rs.12,000/-
Painter	4260-9520	7350-16265	
Turner Gr.III (Workshops & Construction)	4260-9520	7350-16265	
Welder	4260-9520	7350-16265	
Fitter Gr.III (Workshops & Construction)	4260-9520	7350-16265	
Moulders	4260-9520	7350-16265	
Drilling Operator Gr.III (Drilling)	4260-9520	7350-16265	
Wireman Gr.II (Electrical)	4260-9520	7350-16265	
Plumber	4260-9520	7350-16265	
Electrician Gr.II (Electrical)	4260-9520	7350-16265	
Telephone Operator	4260-9520/	7520-16875	

(Telephone & Wireless)	4370-9775 (if any as personal to those who were in the pay scale of Rs.2990-5810 in 1999 pay scales)		
Asst. Dredger Operator/Asst. Dredger Sarang/Dredger Engine Driver, Gr.III/ Dredger Sarang, Gr.II (1986 : 810-1420)	4260-9520	7520-16875	
Receptionist	4260-9520	7520-16875	

Panchayat Raj Engineering Department:

Driller Gr.III	4260-9520	8500-24220	
Mechanic Gr.IV	4260-9520	12230-33700	
Pump Mechanic Gr.II	4260-9520	1)8500-24220 2) 12230-33700 (for ITI Holders)	10825-20140

The method of recruitment and the qualifications of the above categories are as indicated below:

IV. Skilled Class IV

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion
Cook Grade I (Rest House Establishment)	By Direct Recruitment or promotion from the category of Cook Grade II	A skilled cook of experience capable of preparing Indian and western types	5 years experience as Cook Grade II provided he acquires the knowledge of preparation of

		dishes satisfactorily must be capable of organizing cooking for feeding about 100 persons.	Western type dishes also
Butler (Rest House Estt.)	By Direct Recruitment	able to read and speak English in addition to working knowledge of Telugu and Hindi. He must be conversant with table manners.	
Rigger/Mopala Gr.II	By promotion from the category of Rigger/Mopala Gr.III		minimum of 3 years experience as Rigger Grade III
Dark Room Asst.(Photography)	By Direct Recruitment	3 years experience in Photography line and possess a good knowledge of developing and printing and enlarging black and white pictures.	
Fitter Gr.II (Repairs)	By promotion from the category of Helper Gr-I		5 years experience as Helper Grade I in the particular trade or must have passed SSC or its equivalent and possess ITI Trade certificate in Mechanical motor vehicle or mechanical diesel

			or mechanical tractor or must have passed TTC course after completing SSC.
Blacksmith	-	-	
Tradesman Gr.III (Workshops and Construction)	By promotion from the category of Helper Grade I		years experience as Helper Grade I or must have passed ITI course in concerned trade, welder, moulder, plumber, sheet metal worker, carpentry, smithy, building construction(mason) and pass in HSC or SSC.
Painter	-	-	
Turner Gr.III (Workshops & Construction)	By promotion from the category of Helper Gr-I		5 years experience as Helper Grade I of the particular trade
Welder	-	-	
Fitter Gr.III (Workshops & Construction)	By promotion from the category of Helper Gr-I		5 years experience as Helper Grade I of the particular trade
Moulders	-	-	
Drilling Operator Gr.III (Drilling)	By Direct Recruitment	5 years experience as Helper Grade I and capable of operating jack hammers, Demolition Tools and similar equipment.	

Wireman Gr.II (Electrical)	By promotion from the category of Helper Gr-I		5 years experience as Helper Grade I or must possess an ITI trade certificate in Wireman Trade with 5 years practical experience.
Plumber	-	-	
Electrician Gr.II (Electrical)	By Direct Recruitment	A trade certificate holder in Electrical Trade.	
Telephone Operator (Telephone & Wireless)	By Direct Recruitment or promotion from the category of Cook Grade II	SSC and the Test prescribed by the Telephone Authorities for telephone Operator.	5 years service experience as Lineman after passing the test prescribed by Telephone Authorities for Telephone Operator
Asst. Dredger Operator/Asst. Dredger Sarang/Dredger Engine Driver, Gr.III/ Dredger Sarang, Gr.II (1986 : 810- 1420)	-	-	
Receptionist	-	-	

Panchayat Raj Engineering Department:

Driller Gr.III	By Direct Recruitment	experience of 5 years as Helper Grade I	
Mechanic Gr.IV	By Direct Recruitment	L.M.E. or L.A.E. or I.T.I. with 2 years experience	

Pump Mechanic Gr.II	By promotion from the category of Helper Gr-I		Helper Grade I with 5 years experience and with I.T.I. Trade certificate in Wireman or with I.T.I. trade with Fitter/Mechanic Certificate.
Store Asst./Surveyor Asst.	By Direct Recruitment	H.S.C., SSC, H.S.L.C.	

Engineering Research Laboratories

Auto Electrician Gr.II	-	-	
Operator Gr.-IV	-	-	

The pay scales of these categories from time to time are as indicated below:

Category	1986	1993	1999	2005
	Rs.			
Cook Gr.I (Rest House Estt.)	780-1275	1535-2840	2870-5470	4260-9520
Butler (Rest House Estt.)	780-1275	1535-2840	2870-5470	4260-9520
Rigger/Mopala Gr.II	780-1275	1535-2840	2870-5470	4260-9520
Dark Room Asst.(Photography)	810-1420	1535-2840	2870-5470	4260-9520
Fitter Gr.II (Repairs)	810-1420	1535-2840	2870-5470	4260-9520
Blacksmith			2870-5470	4260-9520
Tradesman Gr.III (Workshops and Construction)	810-1420	1535-2840	2870-5470	4260-9520
Painter			2870-5470	4260-9520
Turner Gr.III (Workshops & Construction)	810-1420	1535-2840	2870-5470	4260-9520
Welder			2870-5470	4260-9520

Fitter Gr.III (Workshops & Construction)	810-1420	1535-2840	2870-5470	4260-9520
Moulders			2870-5470	4260-9520
Drilling Operator Gr.III (Drilling)	810-1420	1535-2840	2870-5470	4260-9520
Wireman Gr.II (Electrical)	810-1420	1535-2840	2870-5470	4260-9520
Plumber			2870-5470	4260-9520
Electrician Gr.II (Electrical)	810-1420	1535-2840	2870-5470	4260-9520
Telephone Operator (Telephone & Wireless)	810-420	1535-2840	2870-5470	4260-9520
Asst. Dredger Operator/Asst. Dredger Sarang/Dredger Engine Driver, Gr.III/ Dredger Sarang, Gr.II (1986 : 810-1420)			2870-5470	4260-9520
Receptionist			2870-5470	4260-9520
Driller Gr.III	780-1275	1535-2840	2870-5470	4260-9520
Mechanic Gr.IV	780-1275	1535-2840	2870-5470	4260-9520
Pump Mechanic Gr.II	780-1275	1535-2840	2870-5470	4260-9520
Store Asst./Surveyor Asst.	780-1275	1535-2840	2870-5470	4260-9520
Auto Electrician Gr.II	780-1275	1475-2675	2870-5470	4260-9520
Operator Gr.-IV	740-1150	1425-2525	2870-5470	4260-9520

The Commission feels that the scale of pay attached to these posts is commensurate with the qualifications and duties. Hence, we assign a corresponding scale of Rs.7520-22430 (Rs.4260-9520).

IV. Skilled Class IV

**Operator Gr.IV
(Operational Construction
Equipment)**

: **Rs.4370-9775**
No. of Posts : 305

V. Skilled Class III

**Asst.Launch Driver
(Floating Plant)***

: **Rs.4370-9775**
No. of Posts : ---

**Asst.Launch Sarang
(Floating Plant)***

: **Rs.4370-9775**
No. of Posts : ---

**Rigger, Gr.I (Rigger)/
Mopala Gr.I**

: **Rs.4370-9775**
No. of Posts. : All Grades 62

**Rigger, Gr.I
(Executive)**

: **Rs.4370-9775**
No. of Posts : 62

**Operator Gr.III
(O.C.E)**

: **Rs.4370-9775**
No. of Posts : ---

Wireless Operator

: **Rs.4370-9775**

No. of Posts : 24

**Flood Gate
Operator***

: **Rs.4370-9775**
No. of Posts : ---

**Caretaker (Rest
House Esst.)**

: **Rs.4370-9775**
No. of Posts : 14

**Tradesman Gr.II
(Workshop and
Construction)**

: **Rs.4370-9775**
No. of Posts : All Grades 241

Carpenter

: **Rs.4370-9775**
No. of Posts : All Grades 114

Turner Gr.II (Workshop & Construction)	:	Rs.4370-9775
No. of Posts	:	All Grades 119
Fitter Gr.I (Repairs)	:	Rs.4370-9775
No. of Posts	:	All Grades 236
Fitter Gr.II (Workshop & Construction)	:	Rs.4370-9775
No. of Posts	:	All Grades 236
Drilling Operator Gr.II(Drilling)	:	Rs.4370-9775
No. of Posts	:	1
Dredger Sarang, Gr.I (1986: 860-1740) *	:	Rs.4370-9775
No. of Posts	:	---
Mechanic Gr.III (Repairs)	:	Rs.4370-9775
No. of Posts	:	All Grades 22
Wireman Gr.I (Electrical1)	:	Rs.4370-9775
No. of Posts	:	All Grades 36
Generator Operator	:	Rs.4370-9775
No. of Posts	:	11
Mason, Grade-III	:	Rs.4370-9775
No. of Posts	:	All Grades 7
Electrician	:	Rs.4370-9775
No. of Posts	:	All Grades 72
Lab Assistant	:	Rs.4370-9775
No. of Posts	:	3
Hammerman	:	Rs.4370-9775
No. of Posts	:	9

Panchayat Raj Engineering Department:

Fitter Gr.II	:	Rs.4370-9775
No. of Posts	:	---
Driller Gr.II	:	Rs.4370-9775
No. of Posts	:	---
Electrician Gr.II	:	Rs.4370-9775
No. of Posts	:	---
Road Roller Driver	:	Common Category
No. of Posts	:	---

Engineering Research Laboratories:

Trademan Gr.II	:	Rs.4370-9775
No. of Posts	:	---
Operator Gr.III (OCE)	:	Rs.4370-9775
No. of Posts	:	---
D.G. Operator	:	Rs.4370-9775
No. of Posts	:	---

It is requested to assign the following scales:

Category	Existing Pay Scale	Pay Scale Sought
	Rs.	
Operator Gr.IV (Operational Construction Equipment)	4370-9775	7350-16265
Asst. Launch Driver (Floating Plant)	4370-9775	7520-16875
Asst. Launch Sarang (Floating Plant)	4370-9775	7520-16875
Rigger, Gr.I (Rigger)/Mopala Gr.I	4370-9775	7520-16875
Rigger, Gr.I (Executive)	4370-9775	7520-16875
Operator Gr.III (O.C.E)	4370-9775	7520-16875
Wireless Operator	4370-9775	7520-16875

Flood Gate Operator	4370-9775	7520-16875
Caretaker (Rest House Esst.)	4370-9775	7520-16875
Tradesman Gr.II (Workshop and Construction)	4370-9775	7520-16875
Carpenter	4370-9775	7520-16875
Turner Gr.II (Workshop & Construction)	4370-9775	7520-16875
Fitter Gr.I (Repairs)	4370-9775	7520-16875
Fitter Gr.II (Workshop & Construction)	4370-9775	7520-16875
Drilling Operator Gr.II(Drilling)	4370-9775	7520-16875
Dredger Sarang, Gr.I (1986: 860-1740)	4370-9775	7520-16875
Mechanic Gr.III (Repairs)	4370-9775	7520-16875
Wireman Gr.I (Electrical)	4370-9775	7520-16875
Generator Operator	4370-9775	7520-16875
Mason, Grade-III	4370-9775	7520-16875
Electrician	4370-9775	7520-16875
Lab Assistant	4370-9775	7520-16875
Hammerman	4370-9775	7520-16875
Fitter Gr.II	4370-9775	12230-33700
Driller Gr.II	4370-9775	8500-24220
Electrician Gr.II	4370-9775	12230-33700
Road Roller Driver	Common category 4370-9775	----

Grade-I and Grade II (Repairs) on par with Drivers. It is further requested to revise the scale of pay of Pump Mechanic Grade-II with a minimum of Rs.10825-20140

It is further represented that Operator Grade-III and Grade-IV are assigned the same scale of pay and requested to assign different scales.

It is requested to treat Road Roller Driver as Heavy Vehicle Driver and assign corresponding pay scale of Rs.5200-11755.

The method of recruitment and the qualifications of the above categories are as indicated below:

Mode of Recruitment	Qualifications		
	For Direct Recruitment	For Promotion	
Operator Grade IV (Operational Construction Equipment)	By Direct Recruitment or by promotion from the category of Operator Grade V/Cleaner Grade I	Ten years experience as Cleaner Grade II on particular type of Machine	Five Years service as Operator Grade V on that particular type of Machine

V. Skilled Class III

Asst. Launch Driver (Floating Plant)	By Direct Recruitment	Certificate of competency as Engine driver, issued by competent authority in PW Department	
Asst. Launch Sarang (Floating Plant)	By Direct Recruitment/promotion from the category of Boat Sarang	Certificate of competency as Sarang, issued by competent authority in PW Department	Ten years service as Boat Sarang and Certificate of competency as Sarang, issued by competent authority in PW Department

Rigger, Grade I (Rigger)/Mopala Grade I	By promotion from the category of Rigger Grade II		Minimum of 5 years experience as Rigger Grade II. Good personality, capacity to command riggers and proficiency in using lifting tackle.
Rigger, Grade I (Executive)	-	-	
Operator Grade-III (O.C.E)	By promotion from the category of Operator Grade IV/by transfer from the category of Operators of Compressors		For Promotion capacity to operate Compressors with a capacity up to 400 c.f.m For transfer capacity to operate compressors with a capacity from 400-600c.f.m
Wireless Operator	-	-	
Flood Gate Operator	By Direct Recruitment	Must have passed 7th class of a recognized school and possess knowledge of Water Supply Lineman.	

Caretaker (Rest House Esst.)	By Direct Recruitment/promotion from the category of Boat Sarang	S.S.C. and good knowledge of English, Telugu and Hindi.	5 years service as Cook Grade I and possess S.S.C. with good knowledge of English, Telugu and Hindi
Tradesman Gr.II (Workshop and Construction)	By promotion from the category of Tradesman Grade III		3 years experience as Tradesman Grade III in the particular trade .
Carpenter	-	-	
Turner Gr.II (Workshop & Construction)	By promotion from the category of Turner Grade III		3 years experience in Grade III of the particular trade
Fitter Gr.I (Repairs)	By promotion from the category of Fitter Grade II		3 years experience as Fitter Grade II in the particular trade
Fitter Grade II (Workshop & Construction)	By promotion from Fitter Grade III		3 years experience in Grade III of the particular trade.
Drilling Operator Gr.II(Drilling)	By promotion from Operator Grade III		5 years experience as Operator Grade III.
Dredger Sarang, Gr.I (1986: 860-1740)	-	-	
Mechanic Gr.III (Repairs)	By promotion from the category of Fitter Grade I		5 years experience as Fitter Grade I in the particular

			trade
Wireman Gr.I (Electrical)	By promotion from the category of Wireman Grade II		3 years experience as Wireman Grade II
Generator Operator	-	-	
Mason, Grade-III	-	-	
Electrician	-	-	
Lab Assistant	By direct recruitment	Graduate in Science	
Hammerman	-	To be categorized as tradesman under M - workshop depending on the existing pay.	

Panchayat Raj Engineering Department:

Fitter Grade II	By Direct Recruitment/Prom otion from the category of Helper Grade I	ITI with three years experience	5 years experience as Helper Grade I.
Driller Grade II	By Direct Recruitment/ promotion from the category of Driller Grade III	LME/ITI with knowledge in drilling of Bore wells	Experience of not less than 3 years as Driller Grade III
Electrician Grade II	By Direct Recruitment	ITI in Electrical Grade with three years experience	
Road Roller Driver	-	-	

Engineering Research Laboratories

Trademan Grade II	-	-	
Operator Gr.III (OCE)	-	-	
D.G. Operator	-	-	

The pay scales of these categories from time to time are as indicated below:

Category	1986	1993	1999	2005
	Rs.			
Operator Gr.IV (Operational Construction Equipment)	780-1275	1535-2840	2990-5810	4370-9775
Asst. Launch Driver (Floating Plant)	810-1420	1595-3020	2990-5810	
Asst. Launch Sarang (Floating Plant)	810-1420	1595-3020	2990-5810	4370-9775
Rigger, Gr.I (Rigger)/Mopala Gr.I	810-1420	1595-3020	2990-5810	4370-9775
Rigger, Gr.I (Executive)			2990-5810	4370-9775
Operator Gr.III (O.C.E)	810-1420	1595-3020	2990-5810	4370-9775
Wireless Operator	810-1420	1595-3020	2990-5810	4370-9775
Flood Gate Operator	810-1420	1595-3020	2990-5810	4370-9775
Tradesman Gr.II (Workshop and Construction)	860-1470	1595-3020	2990-5810	4370-9775
Carpenter			2990-5810	4370-9775
Turner Gr.II (Workshop & Construction)	860-1470	1595-3020	2990-5810	4370-9775
Fitter Gr.I (Repairs)	860-1470	1595-3020	2990-5810	4370-9775
Fitter Gr.II (Workshop)	860-1470	1595-3020	2990-5810	4370-9775

&Construction)				
Drilling Operator Gr.II(Drilling)	860-1470	1595-3020	2990-5810	4370-9775
Dredger Sarang, Gr.I (1986: 860- 1740)			2990-5810	4370-9775
Mechanic Gr.III (Repairs)	860-1470	1595-3020	2990-5810	4370-9775
Wireman Gr.I (Electrical)	860-1470	1595-3020	2990-5810	4370-9775
Generator Operator	860-1470	1595-3020	2990-5810	4370-9775
Mason, Grade-III			2990-5810	4370-9775
Electrician	910-1625	1745-3420	2990-5810	4370-9775
Lab Assistant			2990-5810	4370-9775
Hammerman			2990-5810	4370-9775
Fitter Gr.II	860-1470	1595-3020	2990-5810	4370-9775
Driller Gr.II	810-1420	1595-3020	2990-5810	4370-9775
Electrician Gr.II	810-1420	1595-3020	2990-5810	4370-9775
Road Roller Driver	810-1420	1595-3020	2990-5810	4370-9775
Trademan Gr.II	860-1470	1595-3020	2990-5810	4370-9775
Operator Gr.III (OCE)	810-1420	1595-3020	2990-5810	4370-9775
D.G. Operator	860-1470	1595-3020	2990-5810	4370-9775

The qualifications and duties of Fitter and the Driver are different. Thus, these posts are not comparable.

The existing scales are adequate. The Commission assigns corresponding scale of Rs. 7740-23040 (Rs. 4370-9775) to the above posts.

VII. Skilled Class-I

**Dredger Operator, Gr.II /
Dredger Engine Driver,
Gr.II (1986 : 910-1625)** : **Rs.4595-10285**
No. of posts :

Panchayat Raj Engineering Department:

Fitter Gr.I : **Rs.4595-10285**
No. of posts :

It is requested to assign the following pay scales

Category	Existing Pay Scale	Pay Scale sought
	Rs.	
Dredger Operator, Gr.II /Dredger Engine Driver, Gr.II (1986 : 910-1625)	4595-10285	8460-18295
Fitter Gr.I	4595-10285	12230-33700

It is also requested to assign a scale of pay to the category of Fitter Grade-I (Repairs) on par with Drivers.

The method of recruitment and the qualifications of the above categories are as indicated below:

VII. Skilled Class-I

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion
Dredger Operator, Gr.II /Dredger Engine Driver, Gr.II (1986 : 910-1625)			

Panchayat Raj Engineering Department:

Fitter Grade I	By promotion from the category Fitter Grade II		3 years experience as Fitter Grade II
----------------	--	--	---------------------------------------

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005
	Rs.			
Dredger Operator, Gr.II /Dredger Engine Driver, Gr.II (1986 : 910-1625)			3130-6150	4595-10285
Fitter Gr.I	910-1625	1665-3200	3130-6150	4595-10285

The Commission is convinced that the existing scales are adequate and accordingly assigns the corresponding scale of Rs.7960-23650 (Rs.4595-10285).

VI. Skilled Class II

Tradesman Grade I (Workshop and construction)	:	Rs.4825-10845
No. of posts	:	All Grades 241
Mason, Grade-II	:	Rs.4825-10845
No. of posts	:	All Grades 7
Turner Gr.I (Workshop and Construction)	:	Rs.4825-10845
No. of posts	:	All Grades 19
Fitter Gr.I (Workshop & Construction)	:	Rs.4825-10845
No. of posts	:	All Grades 236
Drilling Operator Gr.I (Drilling)	:	Rs.4825-10845
No. of posts	:	1
Lineman (Electrical)	:	Rs.4825-10845
No. of posts	:	16
Electrician (Electrical)	:	Rs.4825-10845
No. of posts	:	All Grades 72
Maistry*	:	Rs.4825-10845
No. of posts	:	

VII. Skilled Class-I

Compressor Operator, Grade-II	:	Rs.4825-10845
No. of posts	:	All Grades 4
Launch Driver (Floating Plant)	:	Rs.4825-10845
No. of posts	:	2

**Launch Sarang
(Floating Plant)** : **Rs.4825-10845**
No. of posts : ---

**Mechanic Gr.II
(Repairs)** : **Rs.4825-10845**
No. of posts : All Grades 22

VIII. Highly Skilled Class-IV

**Assistant Wireless
Operator (1986
PRC: 950-1670)** : **Rs.4825-10845**
No. of posts : ---

**Dredger Operator,
Gr.I/Dredger Engine
Driver, Gr.I (1986
PRC: 950-1670)*** : **Rs.4825-10845**
No. of posts : ---

Panchayat Raj Engineering Department:

Mechanic Gr.III : **Rs.4825-10845**
No. of posts : ---

Mechanic Gr.II : **Rs.4825-10845**
No. of posts : ---

Electrician Gr.I : **Rs.4825-10845**
No. of posts : ---

Driller Gr.I : **Rs.4825-10845**
No. of posts : ---

Geological Surveyor : **Rs.4825-10845**
No. of posts : ---

Pump Mechanic Gr.I : **Rs.4825-10845**
No. of posts : ---

Mechanical Surveyor : **Rs.4825-10845**
No. of posts : ---

It is requested to assign the following pay scales:

VI. Skilled Class II :

Category	Existing Scale	Scales sought by the Associations	
		Rs.	
Tradesman Grade I(Workshop and construction)	4825-10845	8060-18295	
Mason, Grade-II	4825-10845	8060-18295	
Turner Gr.I (Workshop and Construction)	4825-10845	8060-18295	
Fitter Gr.I (Workshop & Construction)	4825-10845	8060-18295	
Drilling Operator Gr.I (Drilling)	4825-10845	8060-18295	
Lineman (Electrical)	4825-10845	8060-18295	
Electrician (Electrical)	4825-10845	8060-18295	
Maistry	4825-10845	8060-18295	

VII. Skilled Class-I

Compressor Operator, Grade-II	4825-10845	8460-18295	
Launch Driver(Floating Plant)	4825-10845	8460-18295	
Launch Sarang(Floating Plant)	4825-10845	8460-18295	
Mechanic Gr.II (Repairs)	4825-10845	8460-18295	

VIII. Highly Skilled Class-IV

Assistant Wireless Operator (1986 PRC:950-1670)	4825-10845	8930-21465	
Dredger Operator, Gr.I/Dredger Engine Driver, Gr.I (1986 PRC:950-1670)	4825-10845	8930-21465	

Panchayat Raj Engineering Department:

Mechanic Gr.III	4825-10845	12230-33700	
Mechanic Gr.II	4825-10845	12230-33700	10285-20140
Electrician Gr.I	4825-10845	12230-33700	
Driller Gr.I	4825-10845	9400-25920 /12230-33700 (for ITI Holders)	
Geological Surveyor	4825-10845	9400-25920	
Pump Mechanic Gr.I	4825-10845	9400-25920 /12230-33700 (for ITI Holders)	
Mechanical Surveyor	4825-10845	9400-25920	

It is requested to assign a scale of pay to the category of Fitter Grade-I (Repairs) on par with Drivers.

It is requested to treat Launch Driver as Heavy Vehicle Driver and assign corresponding pay scale of Rs.5200-11755.

The method of recruitment and the qualifications of the above categories are as indicated below:

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion

VI. Skilled Class II

Tradesman Gr.I (Workshop and Construction)	By promotion from the category of Tradesman Grade II		5 years experience as Tradesman Grade II in the particular trade
Mason, Grade-II	-	-	
Turner Gr.I (Workshop and Construction)	By promotion from the category of Turner Grade II		Must have 5 years experience as Turner Grade II .

Fitter Gr.I (Workshop & Construction)	By promotion from the category of Fitter Grade II		Must have 5 years experience as Fitter Grade II
Drilling Operator Gr.I (Drilling)	By promotion from the category of Operator Grade - II		5 years experience as Operator Grade II
Lineman (Electrical)	By promotion from the category of Wireman Grade - I		5 years experience as Wireman Grade I
Electrician (Electrical)	By promotion from the category of Electrician Grade - II		5 years experience as Electrician Grade II
Maistry	--	--	--

VII. Skilled Class-I

Compressor Operator, Grade- II	--	--	--
Launch Driver(Floating Plant)	By promotion from the category of Assistant Launch Driver		a minimum experience of 5 years as Assistant Launch Driver
Launch Sarang(Floating Plant)	By promotion from the category of Assistant Launch Sarang		a minimum experience of 5 years as Assistant Launch Sarang
Mechanic Gr.II (Repairs)	By promotion from the category of Mechanic Grade - III		3 years experience as Mechanic Grade III in the particular trade or must have appeared for diploma examination in mechanical Engineering or Automobile

			Engineering of a recognized institution or its equivalent.
--	--	--	--

VIII. Highly Skilled Class-IV

Assistant Wireless Operator (1986 PRC: 950-1670)	--	--	--
Dredger Operator, Gr.I/Dredger Engine Driver, Gr.I (1986 PRC: 950-1670)	--	--	--

Panchayat Raj Engineering Department:

Mechanic Gr.III	By direct recruitment	5 years experience as Mechanic Grade IV	
Mechanic Gr.II	By promotion from the category of Mechanic Grade – III		3 years experience as Mechanic Grade III.
Electrician Gr.I	By promotion from the category of Electrician Grade - II		5 years experience as Electrician Grade II.
Driller Gr.I	By promotion from the category of Driller Gr-II		experience of 5 years as Driller Grade II.
Geological Surveyor	By direct recruitment	M.Sc. Geology or D.Sc. Geology	

Pump Mechanic Gr.I	By direct recruitment / Promotion from the category of Pump Mechanic Grade – II	LME/ITI with 3 years experience	By promotion from Pump Mechanic Grade II with 5 years experience.
Mechanical Surveyor	By direct recruitment	LME/ITI with 3 years experience	

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005
	Rs.			
Tradesman Gr.I (Workshop and Construction)	910-1625	1745-3020	3290-6550	4825-10845
Mason, Grade-II			3290-6550	4825-10845
Turner Gr.I (Workshop and Construction)	910-1625	1745-3020	3290-6550	4825-10845
Fitter Gr.I (Workshop & Construction)	910-1625	1745-3020	3290-6550	4825-10845
Drilling Operator Gr.I (Drilling)	910-1625	1745-3020	3290-6550	4825-10845
Lineman (Electrical)	910-1625	1745-3020	3290-6550	4825-10845
Electrician (Electrical)	910-1625	1745-3020	3290-6550	4825-10845
Maistry			3290-6550	4825-10845
Compressor Operator, Grade-II			3290-6550	4825-10845
Launch Driver(Floating Plant)	910-1625	1745-3420	3290-6550	4825-10845
Launch Sarang(Floating Plant)	910-1625	1745-3420	3290-6550	4825-10845
Mechanic Gr.II (Repairs)	910-1625	1745-3420	3290-6550	4825-10845
Assistant Wireless Operator (1986 PRC: 950-1670)	950-1670		3290-6550	4825-10845

Dredger Operator, Gr.I/Dredger Engine Driver, Gr.I (1986 PRC: 950-1670)	950-1670		3290-6550	4825-10845
Mechanic Gr.II	910-1625	1745-3420	3290-6550	4825-10845
Electrician Gr.I	910-1625	1745-3420	3290-6550	4825-10845
Driller Gr.I	860-1470	1745-3420	3290-6550	4825-10845
Geological Surveyor	860-1470	1745-3420	3290-6550	4825-10845
Mechanic Gr.III	860-1470	1745-3420	3290-6550	4825-10845
Pump Mechanic Gr.I	860-1470	1745-3420	3290-6550	4825-10845
Mechanical Surveyor	860-1470	1745-3420	3290-6550	4825-10845

The existing scales are adequate and so we assign corresponding scales of Rs. 8440-24950 (Rs. 4825-10845).

VII. Skilled Class-I

**Operator Gr.II
(Operational Construction
Equipment)** : **Rs.5200-11755**
No. of posts : All Grades 305

VIII. Highly Skilled Class-IV

**Compressor Operator,
Grade-I** : **Rs.5200-11755**
No. of posts : All Grades 4

**Operator Grade.I
(Operational and
Construction Equipment)** : **Rs.5200-11755**
No. of posts : All Grades 305

Mechanic Gr.I (Repairs) : **Rs.5200-11755**
No. of posts : All Grades 22

Tradesman Special Grade (Workshop & Construction)	:	Rs.5200-11755
No. of posts	:	All Grades 241
Mason, Grade-I	:	Rs.5200-11755
No. of posts	:	All Grades 7
Turner Special Grade (Workshop & Construction)	:	Rs.5200-11755
No. of posts	:	All Grades 19
Fitter Special Grade (Workshop & Construction)	:	Rs.5200-11755
No. of posts	:	All Grades 236
Line Inspector (Electrical)	:	Rs.5200-11755
No. of posts	:	6

X. Highly Skilled Class.II

Wireless Operator (T&W) (1986 PRC: 1010-1800)	:	Rs.5200-11755
No. of posts	:	24

Panchayat Raj Engineering Department:

Mechanic Gr.I	:	Rs.5200-11755
No. of posts	:	---

Engineering Research Laboratories

Line Inspector	:	Rs.5200-11755
No. of posts	:	---

It is requested to assign pay scales to these categories as indicated below:

VII. Skilled Class-I

Category	Existing Scale	Scales sought by the Associations	
	(Rs.)		
Operator Gr.II (Operational Construction Equipment)	5200-11755	8460-18295	

VIII. Highly Skilled Class-IV

Compressor Operator, Grade-I	5200-11755	8930-21465	
Operator Grade.I (Operational and Construction Equipment)	5200-11755	8930-21465	
Mechanic Gr.I (Repairs)	5200-11755	8930-21465	
Tradesman Special Grade (Workshop & Construction)	5200-11755	8930-21465	
Mason, Grade-I	5200-11755	8930-21465	
Turner Special Grade (Workshop & Construction)	5200-11755	8930-21465	
Fitter Special Grade (Workshop & Construction)	5200-11755	8930-21465	
Line Inspector(Electrical)	5200-11755	8930-21465	

X. Highly Skilled Class.II

Wireless Operator (T&W) (1986 PRC: 1010-1800)	5200-11755	9990-24270	
---	------------	------------	--

Panchayat Raj Engineering Department:

Mechanic Gr.I	5200-11755	12230-33700	
---------------	------------	-------------	--

It is further represented that Operator Grade-II and Grade-I are assigned the same scale of pay and requested to assign different scales.

The method of recruitment and the qualifications of the above categories are as indicated below:

V. Skilled Class III

Mode of Recruitment	Qualifications		
	For Direct Recruitment		For Promotion
Operator Gr.II (Operational Construction Equipment)	By direct recruitment / Promotion from the category of Operator Grade – III	Heavy Vehicle driving license and experience on heavy vehicles for a minimum period of 8 years	a minimum experience of 5 years as Operator Grade III

VIII. Highly Skilled Class-IV

Compressor Operator, Grade-I	--	--	
Operator Grade.I (Operational and Construction Equipment)	By Promotion from the category of Operator Grade.II		Must have 5 years experience as Operator Grade II on the particular type of machine to become eligible for promotion.
Mechanic Gr.I (Repairs)	By Promotion from the category of Mechanic Grade.II		Must have 3 years experience as Mechanic Grade II to become eligible for promotion or must have passed diploma examination in mechanical engineering

			or Automobile engineering of a recognized institution or its equivalent.
Tradesman Special Grade (Workshop & Construction)	By Promotion from the category of Tradesman Grade-I		Must have 5 years experience as Tradesman Grade I to become eligible for promotion
Mason, Grade-I	--	--	
Turner Special Grade (Workshop & Construction)	By Promotion from the category of Turner Grade-I		5 years experience in Turner Grade I
Fitter Special Grade (Workshop & Construction)	By Promotion from the category of Fitter Grade-I		5 years experience in Fitter Grade I
Line Inspector (Electrical)	By Promotion from the category of Lineman		An experience of 5 years as Lineman or must have passed L.E.E. Examination of a recognised institution or its equivalent.

X. Highly Skilled Class.II

Wireless Operator (T&W) (1986 PRC: 1010-1800)	--	--	
---	----	----	--

Panchayat Raj Engineering Department:

Mechanic Gr.I	By Promotion from the category of Mechanic Grade II		Must have 3 years experience as Mechanic Grade II to become eligible for promotion.
---------------	---	--	---

Engineering Research Laboratories

Line Inspector	--	--	
----------------	----	----	--

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005
	(Rs.)			
Operator Gr.II (Operational Construction Equipment)	910-1625	1745-3420	3550-7150	5200-11755
Compressor Operator, Grade-I			3550-7150	5200-11755
Operator Grade.I (Operational and Construction Equipment)	950-1670	1875-3750	3550-7150	5200-11755
Mechanic Gr.I (Repairs)	950-1670	1875-3750	3550-7150	5200-11755
Tradesman Special Grade (Workshop & Construction)	950-1670	1875-3750	3550-7150	5200-11755
Mason, Grade-I			3550-7150	5200-11755
Turner Special Grade (Workshop & Construction)	950-1670	1875-3750	3550-7150	5200-11755
Fitter Special Grade (Workshop & Construction)	950-1670	1875-3750	3550-7150	5200-11755

Line Inspector (Electrical)	950-1670	1875-3750	3550-7150	5200-11755
Wireless Operator (T&W) (1986 PRC: 1010-1800)	1010-1800		3550-7150	5200-11755
Mechanic Gr.I	950-1670	1875-3750	3550-7150	5200-11755
Line Inspector	950-1670	1875-3750	3550-7150	5200-11755

The existing scales are adequate and we assign the corresponding scales of Rs. 9200-27000 (Rs.5200-11755) .

X. Highly Skilled Class-II

Dredger Operator

Spl. Grade (1986 PRC:

1050-1945) *

: Rs.5470-12385

No. of posts

:

The proposed pay scales of the above categories by various associations are as under:

Category	Existing Scale	Scales sought by the Associations
	Rs.	

X. Highly Skilled Class.II

Dredger Operator Spl. Grade (1986 PRC: 1050-1945)	5470-12385	9990-24270	
--	------------	------------	--

The method of recruitment and the qualifications of the above categories are as indicated below:

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion

X. Highly Skilled Class-II

Dredger Operator Spl. Grade (1986 PRC: 1050-1945)	--	--	
---	----	----	--

The pay scales of the above category in various PRCs are as follows:

Category	1986	1993	1999	2005
	Rs.			
Dredger Operator Spl. Grade (1986 PRC: 1050-1945)			3750-7650	5470-12385

The existing scales are adequate. The Commission assigns corresponding scale of Rs. 9460-27700 (Rs. 5470-12385) to the above posts.

XI. Highly Skilled Class-I

Wireless Operator Spl. Grade/Wireless Mechanic Spl. Grade (1986 PRC: 1100-2050)	:	Rs.5750-13030
No. of posts	:	24

The proposed pay scales of the above categories by various associations are as under:

X. Highly Skilled Class-II

Category	Existing Scale	Scales sought by the Associations	
	(Rs.)		
Wireless Operator Spl. Grade/Wireless Mechanic Spl. Grade (1986 PRC: 1100-2050)	5750-13030	10315-25320	

The method of recruitment and the qualifications of the above categories are as indicated below:

	Qualifications
--	-----------------------

Mode of Recruitment	For Direct Recruitment	For Promotion	
Wireless Operator Spl. Grade/Wireless Mechanic Spl. Grade (1986 PRC: 1100-2050)	--	--	

The pay scales of the above category in various PRCs are as follows:

Category	1986	1993	1999	2005
	Rs.			
Wireless Operator Spl. Grade/Wireless Mechanic Spl. Grade (1986 PRC: 1100-2050)	1100-2050		3950-8150	5750-13030

The existing scales are adequate. The Commission assigns corresponding scale of Rs. 10020-29200 (Rs. 5750-13030) to the above posts.

VIII. Highly Skilled Class-IV

Line Inspector
(Telephone & Wireless) : **Rs.6195-14175**
No. of posts : 6

Lab. Assistant
(Laboratory) : **Rs.6195-14175**
No. of posts : 3

IX. Highly Skilled Class-III

X Highly Skilled Class-II

Operator Special
Grade (Operational &
Construction Equipment) : **Rs.6195-14175**
No. of posts : All Grades 305

Mechanic Special
Grade (Repairs) : **Rs.6195-14175**
No. of posts : All Grades 22

XI. Highly Skilled Class-I

Photographer (Photography)	:	Rs.6195-14175
No. of posts	:	1
Assistant Foreman (Workshop & construction)	:	Rs.6195-14175
No. of posts	:	All 4
Lab Assistant (Technical)	:	Rs.6195-14175
No. of posts	:	3

Panchayat Raj Engineering Department:

Master Driller	:	Rs.6195-14175
No. of posts	:	
Laboratory Asst.	:	Rs.6195-14175
No. of posts	:	

Engineering Research Laboratories

Lab. Assistant	:	Rs.6195-14175
No. of posts	:	
Mechanic Special Grade	:	Rs.6195-14175
No. of posts	:	

The proposed pay scales of the above categories by various associations are as under:

Category	Existing Scale	Scales sought by the Associations	
		Rs.	

VIII. Highly Skilled Class-IV

Line Inspector (Telephone & Wireless)	6195-14175	8930-21465	
Lab. Assistant (Laboratory)	6195-14175	8930-21465	

IX. Highly Skilled Class-III

Nil

Nil

X. Highly Skilled Class-II

Operator Special Grade (Operational & Construction Equipment)	6195-14175	9990-24270	
Mechanic Special Grade (Repairs)	6195-14175	9990-24270	

XI. Highly Skilled Class-I

Photographer (Photography)	6195-14175	10315-25320	
Assistant Foreman (Workshop & construction)	6195-14175	10315-25320	
Lab Assistant (Technical)	6195-14175	10315-25320	

Panchayat Raj Engineering Department:

Master Driller	6195-14175	12230-33700	
Laboratory Asst.	6195-14175	9400-25920	

The method of recruitment and the qualifications of the above categories are as indicated below:

VIII. Highly Skilled Class-IV

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion
Line Inspector (Telephone & Wireless)	By Direct Recruitment	Diploma Holder in Telecommunications	
Lab. Assistant (Laboratory)	By Direct Recruitment	Graduate in Science	

X. Highly Skilled Class-II

Operator Special Grade (Operational & Construction Equipment)	By Direct Recruitment/ Promotion from the category of Operator Grade I	15 years experience as Operator on the particular type of machine or 10 years experience on the particular type of machine and possesses Technical Training certificate	5 years experience as Operator Grade I
Mechanic Special Grade (Repairs)	By promotion from the category of Mechanic Grade - I		5 years experience as Mechanic Grade I

XI. Highly Skilled Class-I

Photographer (Photography)	By promotion from the category of Dark Room Assistant		15 years Service as Dark Room Assistant and capable of operating skills, cine-camera, taking good colour pictures and cine sequences in addition to black and white pictures and possesses a good knowledge of developing and printing and enlarging black and white pictures and 10 years in photographic line.
-------------------------------	---	--	--

Assistant Foreman (Workshop & construction)	By promotion from the category of Special Grade Fitter/ Turner/Machinist		5 years experience as Special Grade Fitter/Turner/Machinist or must be a failed B.E.(Mechanical) candidate or passed diploma holder(Mechanical) with 2 years practical experience.
Lab Assistant (Technical)	--	--	

Panchayat Raj Engineering Department:

Master Driller	By Direct Recruitment/ Promotion from the category of Driller Grade I	L.M.E. with 10 years of experience in the field	Driller Grade I who possess L.M.E. with experience of not less than 5 years as Driller Grade II
Laboratory Asst.	By Direct Recruitment	B.Sc., in Chemistry	

Engineering Research Laboratories

Lab. Assistant	--	--	
Mechanic Special Grade	--	--	

The pay scales of the above category in various PRCs are as follows:

Category	1986	1993	1999	2005
	Rs.			
Line Inspector (Telephone & Wireless)	1010-1800	2195-4560	4190-8700	6195-14175

Lab. Assistant (Laboratory)	1050-1945	2195-4560	4190-8700	6195-14175
Operator Special Grade (Operational & Construction Equipment)	1050-1945	2195-4560	4190-8700	6195-14175
Mechanic Special Grade (Repairs)	1050-1945	2195-4560	4190-8700	6195-14175
Photographer (Photography)	1100-2050	2195-4560	4190-8700	6195-14175
Asst. Foreman (Workshop & Construction)	1100-2050	2195-4560	4190-8700	6195-14175
Lab Assistant (Technical)			4190-8700	6195-14175
Master Driller	1100-2050	2195-4560	4190-8700	6195-14175
Laboratory Asst.	1050-1945	2195-4560	4190-8700	6195-14175
Lab. Assistant	1050-1945	2195-4560	4190-8700	6195-14175
Mechanic Special Grade**	1010-1800	1875-3750	4190-8700	6195-14175

The existing scales are adequate. The Commission assigns corresponding scale of Rs. 10900-31550 (Rs.6195-14175) to the above posts.

XI. Highly Skilled Class-I

Assistant Foreman

(Repairs) : Rs.6505-15025

No. of posts : All 4

The proposed pay scales of the above categories by various associations are as under:

XI. Highly Skilled Class-I

Category	Existing Scale	Scales sought by the Associations	
	(Rs.)		
Assistant Foreman (Repairs)	6505-15025	10315-25320	

The method of recruitment and the qualifications of the above categories are as indicated below:

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion

X. Highly Skilled Class-I

Assistant Foreman (Repairs)	By promotion from the category of Special Grade Mechanic in the particular trade.		5 years experience as Special Grade Mechanic in the particular trade or must have appeared for the B.E. Degree examination in Mechanical or Automobile Engineering or its equivalent.
-----------------------------	---	--	---

The pay scales of the above category in various PRCs are as follows:

Category	1986	1993	1999	2005
	Rs.			
Assistant Foreman (Repairs)	1100-2050	2195-4560	4190-8700	6505-15025

The existing scales are adequate. The Commission assigns corresponding scale of Rs. 11530-33200 (Rs.6505-15025) to the above posts.

XII. Supervisory

Foreman

(Telephones & Wireless) * : Rs.6675-15500

No. of posts : ---

The proposed pay scales of the above categories by various associations are as under:

XII. Supervisory :

Category	Existing Scale	Scales sought by the Associations	
	Rs.		
Foreman (Telephones&Wireless)	6675-15500	11350-28595	

The pay scales of the above category in various PRCs are as follows:

Category	1986	1993	1999	2005
	Rs.			
Foreman (Telephones &Wireless)			4550-9600	6675-15500

The existing scales are adequate. The Commission assigns corresponding scale of Rs. 11860-34050 (Rs.6675-15500) to the above posts.

XII. Supervisory

Supervisor : **Rs.7200-16925**
No. of posts : 9

Doctor* : **Rs.7200-16925**
No. of posts :

Foreman (Repairs) * : **Rs.7200-16925**
No. of posts :

**Foreman
(Workshop and
Construction) *** : **Rs.7200-16925**
No. of posts :

Panchayat Raj Engineering Department:

Hydro Geologist : **Rs.7200-16925**
No. of posts ;

Geo Physicist : **Rs.7200-16925**
No. of posts :

The method of recruitment and the qualifications of the above categories are as indicated below:

XII. Supervisory :

Category	Mode of Recruitment	Qualifications	
		For Direct Recruitment	For Promotion
Supervisor	--	--	
Doctor	--	--	
Foreman (Repairs)	By promotion from the category of Assistant Foreman in the particular trade		5 years experience as Assistant Foreman in the particular trade or must have passed the B.E.(Mechanical) examination or its equivalent.
Foreman (Workshop and Construction)	By promotion from the category of Assistant Foreman		5 years experience as Assistant Foreman or must have passed B.E.(Mechanical) examination or its equivalent.

Panchayat Raj Engineering Department:

Hydro Geologist	By Direct Recruitment	M.Sc. with Geology, Geophysics or Geochemistry of any recognized University.	
Geo Physicist	By Direct Recruitment	M.Sc. with Geophysics of any recognized University.	

The proposed pay scales of the above categories by various associations are as under:

XII. Supervisory

Category	Existing Scale	Scales sought by the Associations	
	Rs.		
Supervisor	7200-16925	11350-28595	
Doctor	7200-16925	11350-28595	
Foreman (Repairs)	7200-16925	11350-28595	
Foreman (Workshop and Construction)	7200-16925	11350-28595	

Panchayat Raj Engineering Department

Hydro Geologist	7200-16925	15380-43800	
Geo Physicist	7200-16925	15380-43800	

The pay scales of the above categories in various PRCs are as follows:

Category	1986	1993	1999	2005
	Rs.			
Supervisor			4850-10250	7200-16925
Doctor			4850-10250	7200-16925
Foreman (Repairs)	1280-2440	2525-5390	4850-10250	7200-16925
Foreman (Workshop and Construction)	1280-2440	2525-5390	4850-10250	7200-16925
Hydro Geologist	1330-2630	2525-5390	4850-10250	7200-16925
Geo Physicist	1330-2630	2525-5390	4850-10250	7200-16925

The existing scales are adequate. The Commission assigns corresponding scale of Rs. 12550-35800 (Rs.7200-16925) to the above posts.

Project Establishment of Srisailam Project:

Office Helper* : **Not Existing**

No. of posts	:	
Driller	:	Rs.4260-9520
No. of posts	:	7
Cable Way Operator*	:	Not Existing
No. of posts	:	
Signal Man Grade-II	:	Rs.4260-9520
No. of posts	:	1
Signal Man Grade-I	:	Rs.4595-10285
No. of posts	:	1
Fitter Grade-II (Repairs)	:	Rs.4260-9520
No. of posts	:	10
Operator Grade-III (OCE)	:	Rs.4370-9775
No. of posts	:	1

There are no requests regarding the enhanced pay scales.

The pay scales of the above categories in various PRCs are as follows:

Project Establishment of Srisailam Project

Category	1986	1993	1999	2005
	Rs.			
Office Helper			NIS	Not in existence
Driller			2870-5470	4260-9520
Cable Way Operator			NIS	Not in existence
Signal Man Grade-II			2870-5470	4260-9520
Signal Man Grade-I			3130-6150	4595-10285
Fitter Grade-II (Repairs)			2870-5470	4260-9520
Operator Grade-III (OCE)			2990-5810	4370-9775

The existing scales are adequate. The Commission assigns corresponding scale to the above posts.

- (There are 24 categories as reported by the I&CAD Department and 2 categories as reported by the Srisailam Project(NSRSP), which are not having sanctioned strength out of 202 categories of Work charged Establishment.)