

## **Executive Summary**

### **1. Pay Scale:**

The Master Scale concept is retained with 32 existing grades in place. The periodicity of increase in quantum of increment every three years retained as proposed by the 2005 Pay Commission.

The New Scales are evolved by merging DA with basic pay as on 1.7.2008.

The Minimum of the Pay has been worked out as Rs.6700/- p.m.

The Maximum of the Pay is Rs.55660 p.m. and the ratio of Minimum to Maximum works out to 1:8.31.

The span of Scales increased to 40 upto Grade XVI from the present level of 33 with suitable increases in the higher Scales to avoid stagnation.

In the unlikely event of stagnation, three stagnation increments are recommended.

In cases where a junior is drawing pay higher than the senior, the pay of the senior to be stepped up to that of the junior subject to certain conditions before migrating to the new scale.

### **2. Fitment:**

The Commission recommends a fitment benefit of 27%.

### **3. Date of Effect:**

Since DA is merged as on 1.7.2008, the new scales come into operation from 1.7.2008.. Government may take a view on the date from which the financial benefit would accrue keeping in view its resources position and the various demands thereon.

### **4. Dearness Allowance:**

The existing practice of following the GoI in sanctioning DA twice a year to be continued. As the Central rates of DA are based on DA merged Scales of 1.1.2006 while DA as on 1.7.2008 was merged in the scales proposed for the State employees the Commission recommends a conversion factor of 0.856 for sanction of DA from 1.1.2009. It means that for every 1% increase in DA sanctioned by GoI, the DA to be sanctioned by the State to its employees would be 0.856% for the DA starting from 1.1.2009.

## **5. House Rent Allowance:**

The Commission adopted the existing rates of HRA at 30%, 20%, 12.5% and 10% for different places and increased the ceiling from Rs.6000/- to Rs.12,000/- in the case of Greater Hyderabad Municipal Corporation and to Rs.8000/- for the rest of the State.

Additional HRA in lieu of rent free accommodation retained at 8% of basic pay and the monetary ceiling increased from Rs.500/- per month to Rs.1000/-.

There is nothing like Mid Census Population Figures. There is only mid census estimates. Hence for classification of places under different rates it is recommended that only decennial census figures should be taken into account.

## **6. City Compensatory Allowance :**

The present classification of Cities for City Compensatory Allowance is retained. The quantum is doubled for the first two slabs and increased by 75% for the remaining two slabs.

## **7. Rationalisation of Pay Structure**

Pay Scales of some categories of employees in Revenue, Commercial Taxes, Excise and Transport improved.

The pay scales of Uniformed services including police improved in certain categories and the existing parities were broadly maintained between police and other Uniform Services.

Pay Scales of Teachers rationalized and improved based on the Regrouping done in 1982.

Pay Scales of Veterinarians and Ayush Doctors improved and relativities established between Ayush Doctors and Veterinarians.

Pay Scales of Para medical staff improved.

## **8. Automatic Advancement Scheme:**

Automatic Advancement Scheme with increases in pay at intervals of 8, 16 and 24 retained.

The Scheme is extended to include Grade XXV from the present coverage upto Grade XXI.

Rest of the Scheme in the present form is continued including fixation of pay under FR 22B on regular promotion.

Where the application of FR 22B on regular promotion results in the senior drawing less pay than the junior the senior's pay should be stepped up.

Where Rules are relaxed to enable regular promotion, they should automatically be extended to Automatic Advancement Scheme for extending benefits under SPP-I / SPP-II.

If Service rules are altered imposing additional qualifications for promotion after the entry of the individual into service which denies him the benefit of promotion and consequently the benefit of SPP-I / SPP-II, he may be given the benefit of next scale contemplated under Special Adhoc Promotion Posts I & II.

Procedural improvements and clarifications provided for a better understanding of the scheme.

#### **9. Leave Benefits:**

Maternity leave increased from 120 days to 180 days on par with GoI employees.

Payment of HRA and CCA while on leave upto 180 days recommended to bring it on par with GoI employees.

Formula for encashment of leave on half pay at the time of retirement / death brought on par with the revised formula of GoI.

#### **10. Medical Benefits:**

Payment of Medical Allowance @ Rs.200/- p.m. for pensioners and family pensioners.

Removal of 10% cut in the case of treatment in recognized private hospitals.

Delegation of enhanced powers of scrutiny and sanction.

Suggested entitlement of wards for the inpatient treatment.

Suggested implementation of Contributory Health Insurance Scheme to the employees / pensioners.

Extension of medical facilities to the staff of Aided Institutions / Universities when the Insurance Scheme is implemented.

### **11. Special Pays:**

Extended Special Pay to the staff in Peshis of (a) Chairman / Members of APPSC, (b) State Election Commissioner, (c) Chief Information officer and Information officers, and (d) Presiding and Political Officers of Legislative Assembly / Legislative Council.

New categories added in Vigilance & Enforcement Department due to addition/upgradation of posts, certain categories of staff in A.P.Bhavan, New Delhi, Legislature Secretariat, Protocol Department and Raj Bhavan covered under Special Pay.

Special Pay extended to the staff working in Farms belonging to Sericulture Department on par with the staff working in the farms belonging to Agriculture, Animal Husbandry, Horticulture & Fisheries Dept.

Training Incentive rationalized based on categorization of Institutions.

Rationalised the amounts of special pay to the teachers working in the Government/Aided schools for the Handicapped children.

In other cases the existing rates are increased

### **12. Other Allowances:**

In the case of Uniforms, the Commission recommended replacement of the existing system of supply of Uniforms to some categories and sanction of Uniform Allowance to others by an allowance to be paid in cash annually to the employee / officer concerned.

Various allowances for maintenance of Uniforms replaced by a single "Uniform Maintenance Allowance" paid every month for maintaining Uniform, Kit etc. The rates are fixed based on whether a full fledged Uniform is prescribed or only a Coat/Apron has to be worn by the officer.

Concessional bus pass facility extended to the NGOs working in all the Municipal Corporation towns.

Reimbursement of Tuition fees increased from Rs.400/- p.a. to Rs.1,000/- p.a. per pupil.

Funeral Charges increased from Rs.5000/- to Rs.10,000/-.

- a) Risk Allowance extended to some categories of Para medical staff of Health Department, Ayush Dept.
- b) Risk allowance extended to the employees working in Dam Galleries of Srisailem project with suggestion for extension to similarly placed employees in other projects.

Conveyance charges provided to staff of Protocol /Cultural Affairs department.

Ration allowance extended to ANMs belonging to Ayush Department.

Night duty allowance extended to certain para medical staff in Medical Departments.

Emergency Health Care allowance provided to Doctors belonging to Ayush department and to Veterinary Doctors of Animal Husbandry Department at Rs.1000/- p.m.

P.G. Degree allowance @ Rs.750/- p.m. to the Doctors of Ayush Department and P.G. Degree allowance @ Rs.750/- p.m. and P.G. Diploma allowance @ Rs.500/- p.m. extended to the Veterinary Doctors.

Increase in Tribal allowance to the Doctors of Medical & Health Department working in Tribal areas by Rs.500/- p.m.

Increase in Rural allowance to the Doctors of Medical & Health Department working in Rural areas by Rs.500/- p.m.

Office allowance and Maintenance allowance extended to public Prosecutor, Additional Public Prosecutor, Gr I & II and Senior Asst. Public Prosecutor.

Theatre allowance extended to Head Nurses and Theatre Assistants of Medical Departments.

The rates of all other allowances are increased suitably.

**13. New Allowances recommended :**

Library allowance recommended to all Public Prosecutors at Rs.1000/- per annum.

Intensive care unit allowance recommended to Nursing Staff working in Intensive care units of the Hospitals at varying rates.

**14. Pensionary Benefits:**

**(a) Service Pension & Family Pension**

Pension/Family Pension to be consolidated by adding Dearness Relief as on 1.7.2008 and a fitment benefit of 27%.

Minimum Service Pension/Family Pension placed at Rs.3350/-.

Dearness Relief to be provided to pensioners as and when Dearness Allowance is sanctioned by the Government to its employees.

Additional Quantum of pension/family pension provided in the case of pensioners above the age of 75 years onwards.

Weightage of 5 years, as against the existing 3 years, in the case of retirement on Superannuation on par with Voluntary Retirement.

Apprentice period of Teachers, period spent on Training in the case of officers and members of the Police and any other category where Training apprenticeship is pre-requisite, the period so covered to count for qualifying service for pension.

To follow the Government of India rules for the payment of family pension.

Further liberalization of provisions and extension of the existing orders to widowed daughters for eligibility for Family Pension without reference to any specified date.

Increase in the minimum of funeral charges from Rs.5,000/- to Rs.10,000/-.

Liberalisation of the procedures in the manner of processing and finalization of pension including waiver of collection of Pension and leave salary contribution for periods spent on deputation to State Assisted Organisations.

**(b) Gratuity and Commutation:**

To add D.A. to basic pay for arriving at the quantum of Retirement Gratuity with increase in ceiling of gratuity from Rs.3.50 lakhs to Rs.7.00 lakhs.

To adopt the revised commutation value table as applicable to the employees of Government of India.

**(c) Financial Assistance:**

Those covered by financial assistance will have enhanced assistance equal to the minimum of Family Pension without any further Dearness Relief.

**15. Observations on Pay Revision Commissions and Anomalies Committees :**

Present cycle of PRC followed by Anomalies Committee, followed by another PRC should cease.

Committee of Secretaries to examine representations relating to anomalies.

Committee to take up examination only in cases where a prima facie case of anomaly made out.

Committee not to replace the judgement of the PRC in cases where it has consciously assigned a particular scale to a category of employees. PRCs judgement can be substituted by another PRC and not by Anomalies Committee.

Revisions at short intervals to be replaced by Government of India pattern of revision once in 10 years.

DA merger to be aligned with DA merger for Government of India employees in the next revision.

When DA reaches 50% of basic pay all allowances may be increased by 25% so that necessity for a PRC at short intervals is eliminated.

**16. Declaration of posts as Gazetted**

As part of additional Terms of Reference Government wanted the P.R.C., to review the recommendations of the Anomalies Committee 2008 wherein they recommended Gazetted Status for certain category of employees and also examine further proposals received from various Departments for according Gazetted Status. Government also wanted the criteria to be laid down for according Gazetted status.

Commission has laid down 6 parameters for considering Gazetted status to any post.

Commission also recommended that the following posts be made Gazetted.

1. Municipal Commissioner Grade III.
2. Pharmacy Supervisor.
3. Assistant Engineer
4. Sub-Registrar Grade II and I
5. Asst. Motor Vehicle Inspector
6. Sub-Inspector of Police / RSI
7. Manager, Text Book Press.

**17. Non Teaching Doctors – Time Bound Promotions.**

Problem not limited to Civil Asst. Surgeons.

Problem of stagnation common to many class I posts where directly recruited officers are deployed at Mandal level.

Since the problem is common to many Departments the solution was suggested in the scheme relating to Automatic Advancement Scheme.

Civil Assistant Surgeons are presently not covered under the Automatic Advancement Scheme as the Scheme is limited to those covered upto Grade – XXI scale of pay and the Civil Assistant Surgeons are in Grade-XXII.

Commission recommended extension of the Automatic Advancement Scheme upto and inclusive of Grade-XXV. This would bring in not only Civil Assistant Surgeons but also Deputy Civil Surgeons under the fold of Automatic Advancement Scheme.

Consequently no separate recommendations were made applicable only to Non-Teaching Doctors.