

**Submission of Report to Sri Ashutosh Mishra, IAS (Retd)
Pay Revision Commissioner – 11th Pay Revision Commission,
Government of Andhra Pradesh.**

At the outset the **State Teachers Union Andhra Pradesh** welcomes the appointment of Sri Ashutosh Mishra, IAS (Retired) as the Chairman of 11th Pay Revision Commission by the Government of Andhra Pradesh to evolve the principles which may govern the structure of emoluments and the conditions of service of various categories of employees and pensioners of the State Government.

We appreciate your profound experience in Administration and we hope your vast knowledge will be helpful in improving the service conditions of employees and pensioners of Andhra Pradesh including improving efficiency in governance. .

We introduce ourselves as the representatives of lakhs of teachers working in all most all habitations in Andhra Pradesh.

The State Teachers Union came into existence even before Independence. i.e., in 1946 This is the first ever recognised Service Association of teachers, having recognised by the state of Hyderabad through the order 1890 Dtd: 9-6-1947

Our Association was instrumental in constituting First Pay commission. Ours is the only Association prepared Reports to all 10 Pay Revision commissions constituted so far.

We have reputed teachers both working and retired, in our advisory committees who have immense knowledge on academic and service matters.

Right to Education Act-2009 (RTE) has enhanced the role of the governments to provide and ensure admission, attendance and completion of elementary education by all children especially in the 6-14 age group and thereby improving the living standards of the society

Education reduces poverty, boosts economic growth and increases income. It increases a person's chances of having a healthy life, reduces maternal deaths, and combats diseases such as HIV and CANCER.

We the teaching community recognise our role in society as both significant and valuable. Teachers play an extraordinary part in the lives of children for the formative years of their development and the importance of teachers is something that cannot be ignored.

Having said this we submit the following report offering our opinions / recommendations on the Questionnaire issued by you with regard to Revised Pay Scales.

We hope the learned Pay Revision Commissioner would incorporate in his report, our recommendations on the pay structure and on other service conditions.

Yours Sincerely,

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REPORT OF STUAP ON 11th PAY REVISION COMMISSION

PART I

PAY, ALLOWANCES AND OTHER SERVICE CONDITIONS

A. GENERAL PRINCIPLES GOVERNING PAY SCALES AND ALLOWANCES

1. Minimum and Maximum Pay :

a) What should be the basis for determining the Minimum and Maximum Pay :

Ans : The basis for determining the minimum and maximum pay should be the **Cost of living, Inflationary pressures** and **Qualifications required** for a post and nature of **duties assigned** to the post.

Section 2 of AP CCA(Conduct) Rules, 1964, defines “members of family” of government servants as “Spouse, dependent sons or daughters including step-children and any other dependent person related to them or their spouse by blood or marriage.

Hence Four Consumption Units (Employee spouse, two children and their parents also depend on employee, so **averagely** we taken as **4 consumption units** for a family) have been taken into account.

b) Based on above what should be the Minimum Pay: It should be Rs.25000 /-

and Maximum Pay: It should be Rs.2,28,700 /-

The justification is explained below :

**TABLE SHOWING AVERAGE MONTHLY EXPENDITURE OF EMPLOYEE
AT PRESENT RATES**

Items @	Per Day PCU (in grams)	Per Month 4CU (in Kgs)	Price per KG as per rates on 01.07.2018 (In Rupees)	Total cost per Month (as on 01.07.2018) (In Rupees)
Rice	475	57.00	54	3078
Dal Toor/Urad/Moong	80	9.6	92	883.2
Raw Vegetables	100	12.00	53	636
Green Leaf Veg	125	15.00	45	675
Other Veg Onion, Potato, Tomato	75	9.00	40	360
Fruits	120	14.40	135	1944
Milk (18 Ltrs)	200 ml	24	60	1440
Sugar/Jaggery	56	6.72	52	349.44
Edible Oil	40	4.8	180	864
Fish		3.2	375	1200
Meat		6.50	550	3575
Egg		120	5.3	636
Detergents etc., Bath & washing soap, washing powder etc.,			510.00	510.00
Clothing #	5.5 mtrs.p.m.	6.6	70.00 per metre	2775.60
Total				18931.20
Misc.* @20%				3786.36
Total				22718.2
Addl.Expr. ** 10%				2271.82
Minimum Wage				24990.02

* = 20% miscellaneous charges towards fuel, gas, electricity, water etc.

**=Includes expenditure on new items viz. transport, education, household accessories, mobile phone and Internet usage etc., in addition to recreation and festivals.

#= Clothing as prescribed is 90 meters per year.

Note: Due to rise in prices and increase in the cost of living from 1-7-2013 to 1-7-2018 minimum pay to be increased from 13000 to **24990.02** i.e. an increase of 92.231% on the minimum pay of Rs. 13000

Further The Dearness Allowance is fixed by the **State Government** which is as follows :

Sl. No.	Date	Rate of DA fixed by the Central Govt.	Increase in percentage as per 1=0.524%	
1	01-01-2017	4%	2.096%	24.104%
2	01-07-2017	3%	1.572%	25.676%,
3	01-01-2018	3%	1.572%	27.248%.
4	01-07-2018	6% (estimated)	3.1448%	30.392%

DA that would have been drawn as on 1/7/2018 as per existing formula= 30.392%

After deducting DA percentage 30.392% from 92.231% the percentage yet to be neutralised would be 61.839%

At this juncture We have to study the **ALL INDIA AVERAGE CONSUMER PRICE INDEX** (Base 2001=100) for industrial workers, which is displayed as below :

Year	Jan.	Feb.	March	April	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.
2013	221	223	224	226	228	231	235	237	238	241	243	239
2014	237	238	239	242	244	246	252	253	253	253	253	253
2015	254	253	254	256	258	261	263	264	266	269	270	269
2016	269	267	268	271	275	277	280	278	277	278	277	275
2017	274	274	275	277	278	280	285	285	285	287	288	286
2018	288	287	287	288	289	291	0	0	0	0	0	0

12 months average from 07/2017 to 06/2018 = 287.16 points

287.16 (Average from July 2013 to June 2018) - 220=67.16

The average of **67.16** and **61.839%** is **64.49**, which is rounded off to 64%

Hence the **Fitment is 64%**

This works out to about Rs. 25,000/- which is to be sanctioned with reference to the cost of essential commodities etc.. which were taken into account which indicates that as on 1.7.2018.

In the Master Scales set-up, the roll of the minimum wage is most important. the scales will be determined by the starting stage.

Hence our Association recommends **Rs.25000/-** as the **minimum pay** w.e.f. **1/7/2018**

c) Ratio between the Minimum and Maximum Pay is **1 : 9.148**

What is the rationale?

Ans The **7th CPC** has recommended ratio between the Minimum and Maximum Pay **1 : 10**,
In the **previous PRCs**, the commissioners used to recommend the ratio **1: <10**,
Hence the ratio is fixed at 1 : 9.148

EXPLANATORY NOTE :

Ans : We have **kept** in mind the following **three principles**:

- i) Annual increment to range 3% of the pay regardless of the pay.
- ii) Existing quantum of increment to be nearly doubled in line with increase of pay;
- iii) Periodicity of increase in increment to be 3 years;

<u>Master Pay Scale in the RPS 2015(existing scales)</u>	<u>Master Pay Scale in the proposed New scales RPS 2018:</u>
13000-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-110850 (80)	25000-750-27250-820-29710-890-32380-970-35290-1060-38470-1150-41920-1260-45700-1370-49810-1490-54280-1630-59170-1780-64510-1940-70330-2110-76660-2300-83560-2510-91090-2730-99280-2980-108220-3250-117970-3540-128590-3860-140170-4210-152800-4590-166570-5000-181570-5450-197920-5940-215740-6480-228700 (80)

2. SCALE OF PAY

(a) Please indicate your views on the fixation of pay-scale for each category of post.

CORRESPONDING SCALES IN RPS AND PROPOSED NEW SCALE

S.No.	Existing Scales i.e., RPS 2015	Grade	Master Pay Scale in the proposed New scales, RPS 2018.
1	13000-40270	I	25000-78960
2	13390-41380	II	25750-81260
3	13780-42490	III	26500-83560
4	14600-44870	IV	28890-93820
5	15030-46060	V	29710-88580
6	15460-47330	VI	30600-96550
7	16400-49870	VII	32380-102260

S.No.	Existing Scales i.e., RPS 2015	Grade	Master Pay Scale in the proposed New scales RPS 2018.
8	17890-53950	VIII	35290-111470
9	18400-55410	IX	36350-114720
10	19500-58330	X	38470-121510
11	21230-63010	XI	41920-128550
12	22460-66330	XII	44440-140170
13	23100-67990	XIII	45700-144380
14	24440-71510	XIV	47070-148590
15	25140-73230	XV	48440-152800
16	26600-77030	XVI	51300-161980
17	28940-78910	XVII	55910-166570
18	29760-80930	XVIII	57540-171570
19	31460-84970	XIX	60950-181570
20	35120-87130	XX	68390-187020
21	37100-91450	XXI	72440-197920
22	40270-93780	XXII	78960-203860
23	42490-96110	XXIII	83560-203860
24	46060-98440	XXIV	88580-209800
25	49870-100770	XXV	96550-215740
26	52590-103290	XXVI	102260-222220
27	56870-105810	XXVII	111470-228700
28	61450-105810	XXVIII	128590-228700
29	66330-108330	XXIX	128500-228700
30	73270-108330	XXX	144380-228700
31	80930-110850	XXXI	157390-228700
32	87130-110850	XXXII	171570-228700

(b) In your view what should be the parameters for determining the pay scale for a particular category?

Ans : Scales assigned in the previous PRCs, Nature of duties and responsibilities, and Qualifications required to hold the post.

(c) If you are representing a Service Association or heading a department what scales do you suggest for the categories you are representing or the categories under your control based on the parameters mentioned above. Give justification.

PROPOSED SCALES IN RPS 2018 OF EDUCATION DEPARTMENT

Category	Existing	Grade in RPS 2015	Revised	Grade in RPS 2018
SGT & Equals	21230-63010	XI	44440-140170	XII
SA & Equal Cadres	28940-78910	XVII	55910-166570	XVII
Gr II HM/MEO/Lec in PE/,Lec DIET	35120-87130	XX	72440-197220	XXI
Junior Lecturer/Lec in IASE	37100-91450	XXI	72440-197220	XXI
Dy EO,Gr I HM,Sr Lec DIET	40270-93780	XXII	78960-203860	XXII
Principal Jr College	42490-96110	XXIII	83560-203860	XXIII
DEO / Principal DIET / DD	46060-98440	XXIV	88580-209800	XXIV
RJD/JD/Director(SCERT)/ Principal IASE	52590-103290	XXVI	102260-222220	XXVI
AD	61450-105810	XXVIII	128590-228700	XXVIII
Director	80930-110850	XXXI	157390-228700	XXXI

Note : SG teachers are treated equal in pay scales to that of Senior Assistants (Clerical Cadre) up to 1986. The RPS 2010 Commissioner recommended equal pay scales to SG teachers and Senior Assistants. Unfortunately in RPS 2015 Pay Revision Commissioner again reduced the Pay Scale of Secondary Grade teacher. Now the we request to equalise the both cadres in terms of pay scales.

PRC	SGT	Sr Asst. (Clarial Cadre)
<u>1982</u>	<u>530-850</u>	<u>530-850</u>
<u>1986</u>	<u>1010-1800</u>	<u>1100-2650</u>
1993	1975-4010	2195-4560
1999	3750-7650	4190-8700
2005	5470-12385	6195-14175
2010	10900-31550	10900-31550
2015	21230-61010	22460-66030

2. As per Service Rules a School Assts can opt High school Head Master / Mandal Educational Officer posts in the regular line or Junior Lecturer post through transfer by recruitment line. Till RPS 2010 both these posts were equal in Pay scales. But RPS 2015 recommended one step higher scale for Junior Lecturers. Hence the need arose to equalise both the categories by sanctioning one step higher scale to High School Head masters, Mandal Educational officers.

3. Master Scale:

(a) Do you suggest continuation of Master Scale concept?

Ans: - Yes

(b) If yes, do you suggest continuation (Tick any of the box indicating your view).

Not Applicable

As it is

with modifications



(c) In case you advocate for continuation with modifications what modifications you would like to suggest?

Broadly teachers can be categorised as 1. Secondary Grade teachers & equals, 2. School Asst & Equals 3. High School Head Masters. Traditionally the pay scales of Secondary

Grade teachers were equal to that of Senior Assistants, the pay scales of School Assts were equal to that of Office Superintendents and the pay scales of High School Head Masters were equal to that of First level Gazetted Officers.

But in some Pay revisions knowing or unknowingly this principle was overlooked by subsequent Pay revision commissioners.

Let us compare first, the pay scales of Secondary Grade teachers and Senior Assistants (Office Staff) in different PRCs.

PRC	SGT	Senior Asst.	Loss of increments to SG teachers in comparison with Senior Assts
1982	530-850	530-850	-----
1986	1010-1800	1100-2650	2 increments
1993	1975-4010	2195-4560	2 increments
1999	3750-7650	4190-8700	4 increments
2005	5470-12385	6195-14175	5 increments
2010	10900-31550	10900-31550	-----
2015	21230-61010	22460-66030	2 increments

When we carefully observe the Fixation of SG teachers in subsequent PRC it is evident that SG teachers have been incurring loss of one to five increments

Again we observe the pay scales in 1999 and 2005 scales it is evident SGTs lost one increment in RPS 1999 and RPS 2005

S.No.	Revised Pay scales	Minimum pay of the Pay scales	Pay to be fixed duly applying fitment of	Actually fixed in RPS 1999	Loss of increments incurred
1	RPS 1999	1975 (RPS 1993)	3850 (RPS 1999)	3750	One increment
2	RPS 2005	3750 (RPS 1999)	5605 (RPS 2005)	5470	One increment

The seniors in Secondary Grade Teachers category inadvertently made equal in pay fixation to that 3 years Juniors.

(The details are displayed in the following table)

S.No.	Category of Post	Pay as on 1-7-2008 in RPS 2005	Pay fixed in RPS 2010 on 1-7-2008	Note: All SGTs holding the pay from Rs.5470 to Rs.5895 were placed in the same stage i.e., Rs 10900. In RPS 2010 Hence seniors incurred Loss upto three increments
1	SGT	5470	10900	
2	SGT	5605	14860	
3	SGT	5750	14860	
4	SGT	5895	14860	

When we turned up to the case of School Assistants they too have lost one increment (Following table).

PRC	School Assts.	Office Superintendents	Loss of increments to School Assts in comparison with Superintendents
1982	700-1200	700-1200	-----
1986	1280-2440	1330-2630	1 increment
1993	2525-5390	2600-5580	1 increment
1999	4850-10250	5000-10600	1 increment
2005	7200-16925	7385-17475	1 increment
2010	14860-39540	14860-39540	-----
2015	28940-78910	28940-78910	-----

The seniors in School Assistants category inadvertently made equal in pay fixation to that 5 years Juniors. (The details are displayed in the following table)

S.No.	Category of Post	Pay as on 1-7-2008 in RPS 2005	Pay fixed in RPS 2010 on 1-7-2008	Note : All School Assistants holding the pay from Rs 7200 to Rs 8170 were placed in the same stage i.e., Rs 14860. In RPS 2010 Hence seniors incurred Loss upto Five increments
1	School Assts	7200	14860	
2	School Assts	7385	14860	
3	School Assts	7570	14860	
4	School Assts	7770	14860	
5	School Assts	7970	14860	
6	School Assts	8170	14860	

The seniors in Gr II Headmasters category inadvertently made equal in pay fixation to that 2 years Juniors. (The details are displayed in the following table)

S.No.	Category of Post	Pay as on 1-7-2008 in RPS 2005	Pay fixed in RPS 2010 on 1-7-2008	Note: All Gr II HMs holding the pay from Rs.9285 to Rs.9775 were placed in the same stage i.e., Rs 18030. In RPS 2010 Hence seniors incurred Loss upto two increments.
1	Gr II HM	9285	18030	
2	Gr II HM	9520	18030	
3	Gr II HM	9775	18030	

Hence to compensate the loss of increments to the seniors in Subsequent Revised Pay Scales, our Association proposes the sanctioning of weightage increments which is popularly called as Bunching of increments

1	To the teachers who have completed 10 years of total service in all cadres	One increment
2	To the teachers who have completed 15 years of total service in all cadres	Two increment
3	To the teachers who have completed 20 years of total service in all cadres	Three increments

(d) Are the existing 32 grades of scales of pay adequate? - Yes

(e) If 'No', how many grades of scales do you suggest?

4. Fitment:

(a) In the Central Government, during the earlier pay revisions fitment used to be allowed for fixation of pay in the Revised Pay Scales. So is the case with the State Government. In the light of the above, what is your opinion on fitment?

(b) Should it be (Tick your choice)

i) A percentage of pay

ii) Increments based on service

(c) Quantum/percentage of **fitment Rs. 64%**

5. Increment :

a) State Government employees are now getting annual increments at a rate starting from 3.00% at the lowest point in the Master Scale and then tapering off to 2.5% at its highest level. Do you think this is appropriate? –

Ans: No

b) If your opinion is “No” then what should be the quantum of increment?

Ans: Central Pay Commissioner recommends 3% increment rate. Hence 3% rise in increment rates is suggested.

The rationale behind your suggestion may please be indicated.

The 7th Central Pay Commission, after considering all points, recommends 3%, Hence the same principle may be adopted

c) Is it desirable to introduce differential rate of increment linking it to performance? –

Ans: No, Not desirable in the existing system of governance

d) If “Yes”, then what should be the mechanism followed to assess performance?

Ans: Not Applicable

Special Recommendation regarding special teachers/ Vocational Teachers who were appointed with consolidated pay:

Apprentice teachers, Special Vidya Volunteers have been sanctioned two notional increments for their consolidated pay service.

On the same lines Special teachers who worked with consolidated Pay @ Rs.398/- P.M and vocational teachers who worked with consolidated Pay @ Rs.600/- p.m, Rs.1000/- p.m, Rs. 2500/-p.m. Rs 3500/- p.m should be sanctioned notional increments for their consolidated Pay Service.

6. Common Categories.

The common categories are those categories of posts which exist in almost all departments with similar nature of duties and qualifications such as posts belonging to the Andhra Pradesh Last Grade Service, Andhra Pradesh Ministerial Service etc.

(a) Do you suggest continuation of categorization of Common Categories?

Ans: Yes

(b) If yes do you suggest continuation (Tick any of the box indicating your view)

As it is

with modifications

(c) In case you advocate for continuation with modifications what would be the modifications you suggest such as bringing some more posts in the fold of Common Categories?

Ans: Not Applicable

7. Stagnation increments :

(a) According to one school of thought, the system of shifting an employee, when he/she reaches the maximum of pay scale, to the next pay scale is a good practice as it will give a sense of satisfaction to the employee that he/she is in a better scale and also continues to draw increments uninterruptedly. In the light of this, do you support sanction of stagnation increments or shift to the next scale on reaching the maximum of the scale? (Tick any of the box indicating your view)

Stagnation increments

Shift to next scale

(b) If you support sanction of stagnation increments whether the existing

Ans:Yes,

(c) If “No” how many increments do you suggest?

Ans: beyond the maximum of the scale.

d) In case you advocate continuation of stagnation increments with modifications what would be the modifications you suggest? :

Ans:No modifications required if the Five increments beyond the maximum of the scale are sanctioned.

(e) Should sanction of stagnation increments be continued even after the introduction of Automatic Advancement Scheme at reduced intervals of 6/12/18/24 years, which serves the larger interest of the employees? :

Ans: Even after awarding 6/12/18/24 years scale some employees are being stagnated at the maximum of the scales .Hence we propose the continuation of 5 Stagnation increments sanctioning of Automatic Advancement Scales even after

(f) In case you support shifting to next scale, please give your justification.

(g) Please indicate the number of employees under your control who are receiving more than three and who have exhausted five stagnation increments.

8. Outsourcing staff:

(a) Do you support the policy of outsourcing of certain categories of staff in addition to the staff working under Work Charged establishment, Daily Wage and Contingent (full time/part time) establishment?

Ans: No , All such employees are to be regularised . Till such time they should be sanctioned minimum pay of the time scale assigned to the post, plus allowances

(b) If yes do you suggest continuation (Tick any of the box)

Ans: Not Applicable

As it is

with modifications

(c) In case you advocate continuation with modifications what modifications would you like to suggest for such outsourcing of services?

Ans:

B. AUTOMATIC ADVANCEMENT SCHEME :

Government have introduced the Automatic Advancement Scheme in 1981. The successive PRCs have recommended for continuance of the scheme suggesting some modifications and the scheme is being implemented accordingly. The Central Government has also been implementing the Modified Assured Career Progression (MACP) Scheme which is similar to the Automatic Advancement Scheme in vogue in the State Government, the frequency of promotion however being less (10/20/30 years)

9. (a) In view of the above, do you suggest continuation of Automatic Advancement Scheme? - Yes

(b) If "Yes", do you suggest continuation (Tick any one of the box indicating your view)

As it is : No

with modifications

(c) In case you advocate continuation with modifications what modifications you would like to suggest?

We are proposing the duration of service for allowing AAS grades 5/10/15/20/25 (every 5 years once)

10. (a) Do you feel the revised AAS frequency of 6/12/18/24 years is appropriate? :

Ans: No

If "Yes", do you suggest continuance

As it is : NO

or with modifications

(b) Nature of modification suggested, if any

Ans: Some of the teachers are not getting even one promotion even in entire service and senior employees/teachers facing hardships and getting less pay than that of juniors of other subjects, though the seniors are having qualifications. Hence we suggest the following grades in Automatic Advancement Scheme for teachers.

1. 05 years service -> : Special Grade Post
2. 10 years service -> : SPP I A / SAPP I A
3. 15 years service -> : SPP I B / SAPP I B
4. 20 years service -> : SPP II A / SAPP II A
5. 25 years service -> : SPP II B / SAPP II B

Category	SGT& equal	School Asst & equals	HM/MEO
RPS 2015 Ordinary	21230-63010	28940-78910	35120-87130
RPS 2018 ordinary	44440-14170	55910-166570	72440-197920
RPS 2015 6 years Spl Gr	22460-66330	29760-80930	37100-91450
RPS 2018 5 years Spl Gr	45700 144380	57540-171570	78960-203860
RPS 2015 12 years SPP 1A	28940-78910	35120-87130	40270-93780
RPS 2018 10 years SPP 1A	55910-166570	68390-187020	78960-203860
18 years SPPI B	No scale granted.- . Only one increment sanctioned in the existing scale		
15 years SPPI B	57540-171470	72440-197920	78960 -203860
RPS 2015 24 years SPP II A	35120-87130	40270-93780	46060-98440
RPS 2018 20 years SPP II A	68390-187020	78960-203860	88580-209800
RPS 2015	No such provision	No such provision	No such provision
RPS 18 / 25 years SPP II A	72440-197920	83560-209800	96550-215740

11. (a) Do you support the existing system of limiting the automatic promotion scales to the Special Grade after 6 years, SPP-IA/SAPP-IA (after 12years), SPP-IB/SAPP-1B (after 18 years) and SPP-II/SAPP-II (after 24 years) ?

Ans : No

(b) If “no”, what are your suggestions?

1. 5 years service -> : Special Grade Post
2. 10 years service -> : SPP I A / SAPP I A
3. 15 years service -> : SPP I B / SAPP I B
4. 20 years service -> : SPP II A / SAPP II A
5. 25 years service -> : SPP II B / SAPP II B

AAS should be changed from existing 6/12/18/24 years slabs to 5/10/15/20/25 years slabs to get some encouragement and satisfaction to their long service.

SUGGESTIONS :

* We suggest to allow pay fixation under FR 22(b) in the regular promotion line after getting SPP IIA also like SPP IA , if not having loss will arise. The losers in between implementation of modified AAS (8/16/24 Changed to 6/12/18/24) may be given one weightage increment from the date of implementation.

* We suggest to allow AAS to the teachers who got promotion after getting SPP Scale IIA where as not implementing all these days. Due to this the employee is getting loss at the time of retirement.

* 6g (i) rule should be adopted while fixation of pay whether it is substantive or officiating during implementation of AAS.

* Stepping Up of Pay rules should be relaxed so as to applicable to the teachers irrespective of subject taking cadre as criterion. As the SGTs are eligible to take two or three promotion channels to the next promotion post either in School Assistant in various subjects or PS Head master Post. Senior has a chance to get promotion earlier than Junior. If the Junior got promotion in another channel/different subject after taking AAS, the pay of the Junior will be more than that of the Senior. At present this type of anomaly is not possible to rectify because of difference in the subject or cadre. Senior also have the qualification to take the Junior promotion post but senior got first chance get promotion and opted another post.

* For preponement of increment the condition that both senior and junior should belong to the same category should be removed. Here the word 'category' should be replaced by the word 'cadre'.

* We propose change of scale instead of giving mere increment in case of AAS at SPP IB/ SAPP IB and SPP IIB/SAPP IIB to avoid maximum reading and stagnation increments.

* After completion of 45 years of age, the Govt. employes/ teachers will get more experience in this work more than employee who gets through from the Departmental examinations. And also his health not permits to write exams online and read for examinations at this junction. Hence in awarding of AAS or giving the promotion, the restriction i.e., passing departmental tests may be removed for those who have crossed 45 years.

C. SPECIAL PAYS AND COMPENSATORY ALLOWANCES & MEDICAL FACILITIES ETC.

As a general principle, while assigning a pay scale to a particular post the entry level qualifications, nature of duties assigned, jurisdiction and span of control etc. are taken into consideration. Another school of thought is that the pay scale should be assigned for normal duties only but when the job requires some duties which is out of the ordinary, e.g. demands special skills or work of arduous nature or involves risk or where the employee has to work in remote areas etc. there should be compensation by way of special pay or special allowance.

12. (a) Do you support sanction of Special Pay? Yes

(b) If "Yes", indicate the category(s) of post(s) for which Special Pay is suggested, reason(s) therefor and quantum of such Special Pay.

Sl. No.	Nature of Extra Duty	Existing Allowance (P.M)	Proposed Allowance (P.M)	Remarks
1.	Head Master of Primary School (Single Teacher)	Rs.75 /-	Rs. 300/-	This allowances should be sanctioned regardless of the existence of the post in the establishment.
2.	Head Master of Primary School (More than 2 Teachers)	Rs.110/-	Rs. 400/-	
3.	Head Master of UP School	Rs.150/-	Rs. 500/-	
4.	Non Gazetted HMs of High Schools	Nil	Rs. 600/-	
5.	LP's &SGT's who handling the higher classes	Rs.150/-	Rs. 1000/-	
6	Scout Allowance	Rs. 100/-	Rs. 500/-	
7.	Internet charges/Computer allowance to all teachers including HMs	Nil	Rs. 600/-	

(c) Or should the pay structure alone take care of it, and if so what should be that pay structure, category-wise?:

Ans: No, Pay Structure can not accommodate the special needs of a particular post.

Deputation Allowance : (Newly Proposed)

When Transfers are not made regularly and fresh recruitments for vacancy posts were not taken in time, Government are arranged alternatively by way of the deputation of the Teachers from other Schools. We are requesting you to sanction the Deputation Allowance on par with Central Employees as shown below.

☒ “In case of deputation within the same station, the deputation (duty) allowance will be payable at the rate of 5% of basic pay subject to maximum of Rs. 4,500/- per month”

☒ “This allowance will be payable at the rate of 10% of basic pay subject to maximum of Rs. 9,000/- per month, in the case of deputation involving change of station”

Reference Books Allowance : (Newly Proposed)

A teacher is always a student. He has to keep abreast with the latest knowledge. For which he shall buy the journals, magazines and attend to internet for getting information up to date. Then only he can justify his service to the student. Hence we propose Reference Books Allowance @rs.1500/- per month.

13. Dearness Allowance :

At present the State Government is sanctioning Dearness Allowance twice a year, on first January and first July, as in the case of Central Government employees. The successive PRCs have been recommending a conversion formula to ensure that the quantum of Dearness Allowance sanctioned is commensurate with what is sanctioned by the Government of India in respect of the Central Government employees.

Do you feel the present system is apt?

Ans: No

If not, please indicate suitable suggestions/ modifications.

Ans: It is a well known fact that the prices of all commodities are increasing phenomenally resulting in increasing cost of living not only for employees and workers but also for the people in general.

To compensate to some extent the effect of price increase the Governments are sanctioning dearness allowance to their employees and workers on 1st January and 1st July based on the increase of All India Consumer Price Index(AICPI).

The 10th PRC of Andhra Pradesh has recommended the Government of Andhra Pradesh to sanction DA at 0.524 for every 1% increase of DA for Central Government employees.

The 10th PRC has arrived the DA Conversion formula by taking the 6th CPC of the Central Government employees as detailed below:

12 months average of AICPI (base year 1982 = 100) as on 01.01.2006 = 536

12 months average of AICPI (base year 1982 = 100) as on 01.07.2013 = 1022

The DA Conversion rate = $536/1022 = 0.524$ w.e.f. 01.01.2014

Further, by the same principle of calculation the DA Conversion rate in 11th PRC will be 0.9097 which is approximately equal to 0.91 with every 1% of increase DA for Central Government employees.

The calculation is as detailed below:-

AICPI as on commencement of 7th CPC i.e., as on 01.01.2016 (with 1982 base=100):	1210
AICPI as on commencement of 11th PRC i.e., as on 01.07.2018 (with 1982 base=100):	1330
DA fraction fixed in 11th PRC with 1% increase of DA announced by Govt.of India	$1210:1330 = 0.9097$

Claiming full Dearness Allowance on Leave on Half Pay :-

As per GO(P)No.21 F&P Dt:19-1-94 those who were up to Pay scale 3110-6380 was a provision to claim full DA for half pay leaves but in PRC 1999 this provision was denied by Memo No.3220/A1/PC-I/05 Fin Dt : 19-2-2005

So we are proposing to recommend to provide full DA facility to half pay leaves to proportionate pay scales (Scale of pay 3110- 6380 in PRC 1993)in RPS 2018.

14. City Compensatory Allowance (CCA)

(a) Do you feel that the present system of City Compensatory allowance based on pay ranges and classification of cities is adequate or inadequate? If inadequate, please indicate suitable suggestions / modifications.

Ans: It is inadequate

(b) Based on the recommendations of 6th C.P.R.C and endorsed by the 7th C.P.R.C., the Central Government employees are being sanctioned Transport Allowance duly abolishing CCA. Do you feel Transport Allowance may also be sanctioned to the State Government employees in lieu of CCA. If so, indicate suitable suggestions / modifications.

Ans: Transport Allowance as per CPC may be sanctioned in lieu of City Compensatory allowance.

15. House Rent Allowance (HRA)

(a) At present HRA is being paid based on classification of cities/ towns on population basis and subject to a maximum ceiling. Do you feel that the existing classification of cities/towns is alright for sanction of House Rent Allowance? –

Ans: No

(b) If “No”, what classification of cities for the purpose of House Rent Allowance would you like to suggest for various places?

Ans: Existing classification is irrational. Some Grama Panchayat Habitations are merged in near by Nagar Panchayats/ Municipalities/Municipal Corporations . Hence cost of living is increased abnormally. Hence the existing classification is to be modified .

16. (a) Do you feel the existing rates of House Rent Allowance are adequate?

Ans : No

(b) If “No”, suggest the rate or quantum of H.R.A to be paid at various places and the justification thereof.

Ans: Grama Panchayats & all other Habitations : 15% (without ceiling)
Mandal Head quarters : 17.5% (without ceiling)
Nagar Panchayats / Municipalities : 20% (without ceiling)
Municipal Corporations : 25% (without ceiling)
Places under CRDA : 30% (without ceiling)

17. (a) In the State the prescribed classification of cities/ towns for the purpose of application of rates of HRA is also admissible to the places located within 8 kms. distance from the periphery of the qualified cities/towns. Do you advocate continuance of the existing system?

Ans : No

(b) If “No”, what is your suggestion on this?

The periphery of 8 K.Ms is determined almost 4 decades back. Conquest on enormous urbanisation the periphery may be extended to 12 K.Ms.

18. LTC and other Allowances:

(a) Do you feel that the existing system of Leave Travel Concession is appropriate?

Ans: Yes

(b) If “No”, suggest modifications, duly justifying the same.

Ans: Although there is LTC facility, at present majority of employees are not utilising the scheme owing to insufficient budget allocation. Hence sanctioning of amount at following flat rates once in block period of 4 years may be considered. The following amounts for each grade are recommended.

1. Pay Scale Grade from I to X: Rs 5000/- per member in the family
2. Pay Scale Grade from XI to XIX: : Rs 7500/- per member in the family
3. Pay Scale Grade from XX to XXXII 10000/- per member in the family

19. (a) Do you think the present system of sanction of Tour T.A., Daily Allowances, Transfer T.A, F.T.A, and other than Special Pay or perquisites either in cash or in kind is adequate?

Ans: No

(b) Do you think the present system of sanction of Uniform Allowance, Risk Allowance, Conveyance Allowance, any Special Allowance etc. other than Special Pay or Perquisites, either in cash or in kind, and their quantum is adequate?

Ans: Inadequate

(c) If “No”, suggest modifications duly justifying the same.

ALLOWANCES

The following are the recommendations with regard to the allowances in Teachers of Education Department .

Special Compensatory Allowance:

The Special Compensatory Allowance to the employees working in the scheduled areas i.e. Non Mandals, Mandals and Hills/ Hilltops the existing rates shall be revised as fallows.

❁ Rate of Special Compensatory Allowance:

admissible in Mandals – 5% of basic

admissible in Non-Mandals – 8% of basic

admissible in Hills/Hilltops – 10% of basic

Other Compensatory Allowance:

The Bad Climate Allowance – @ Rs. 2000/- P.M

Hill Area Allowance – @ Rs. 3000/- P.M

Special Compensatory Allowance (Remote Locality) - @ Rs. 4000/- P.M

Physically Handicapped Conveyance Allowance: We propose Conveyance Allowance amount to the Physically Challenged employees will be allow @10% on basic pay without any Ceiling.

Education Fee Reimbursement: We propose Rs.2250/- p.m. for each children who take up study as a day scholars, and Rs 6750/- p.m. for hostlers on par with Central Govt. Employees to be sanctioned .

Readers Allowance:

We propose the Readers Allowance to Blind Lecturers and Teachers as shown below

S.No	Category	Existing	Proposed
1.	Secondary Grade Teachers & Equivalent	Rs.1200	Rs.2400
2.	School Asst and Equivalent	Rs.1500	Rs.3000
3.	Lecturers	Rs.2000	Rs.4000

Extension of FAC allowance as per F.R 49:

At present FAC allowance for keeping an employee in Full Additional Charge of a post

Additional HRA :

The Additional HRA to the employees of agency areas may be revised from 8% to 10% without maximum limit.

20. Medical facilities:

(a) Do you think the existing medical facilities available under the Employee Health Scheme (EHS) which envisages cashless treatment on the basis of Employee Health Cards in respect of Government employees is adequate?

Ans: No

(b) If no, indicate your suggestions for their modification duly justifying them.

Ans: At present Most hospitals are not admitting cases saying that the amount prescribed by the Government is not adequate and the Government are not revising the rates from time to time. Hence there is urgent need to revisit the entire system. Cashless treatment both for out-patient and In-patient without any upper limit be extended all teachers and other employees of all managements including Aided institutions, A.P Residential Schools, AP Model Schools, Kasturi Bha Gandhi Balika Vidyalayas etc.,

(c) Do you have any other alternative suggestions to improve the Medical facilities to the employees?

Ans:

21. Obsequies Charges

(a) Is the quantum of obsequies charges being paid at present, in the case of death of a government employee, adequate?

Ans : No.

(b) If “No” suggest any modifications with justification

Ans: The present payment of Obsequies Charges of Rs 15,000/- is meagre and should be enhanced to Rs 40,000/-

Special Leaves of 15 days are proposed to be sanctioned to the women employees whose husband died and employees whose parents died. This enables the employee to perform post death ceremonies

PART II

PENSION STRUCTURE

One of the terms of reference of the Pay Revision Commission (PRC) is to examine and review the existing structure of benefits for pensioners and make recommendations which may be desirable and feasible. At present the A.P. Revised Pension Rules, 1980, as amended from time to time, govern the pensionary benefits. Government have been sanctioning Pension based on the last pay drawn. The minimum qualifying service to get pension is 10 years. Government allows a weightage of up to 5 years for superannuation pension and for voluntary retirement. In either case, the maximum qualifying service is 33 years for getting full pension i.e. 50% of pay drawn at the time of retirement. Basing on the recommendation of the Pay Revision Commission 2015 Government have reviewed the pension structure and granted a minimum pension of Rs.6500/- a month. The commutation of pension continues to be @ 40% of basic pension and no change was made in the existing

provision regarding restoration of commuted portion of pension after 15 years. The maximum limit of Retirement Gratuity was recommended to be enhanced from Rs.8,00,000/- to Rs.12,00,000/- and the same has been accepted by the Government. For the purpose of calculating gratuity, Basic Pay as well as D.A. are being taken into account.

22. (a) In the light of the above, do you consider that the existing Pension scheme is sufficient ?

Yes/No

(b) If “No” what modifications you would like to suggest?

Ans : 1) We propose the minimum pension may be be at Rs.13,000/- P.M

2) House rent allowance may also be sanctioned to the service pensioners / family pensioners

3) At the time of issuing notification to DSC 2003 AP Revised Pension Rules 1980 were inforce. While announcing written test results the same old pension rules were in force. But due to the Govt. admistrative lapses & gaps appointment orders were issued after 1-9-2004. Accoring to Delhi high court Judgement W.P (C) 3834/2013 decision date 12-2-2015 old pension rules was implemented. So we are proposing you to recommend old pension rules to be implemented those who were appointed according to the Notification issued before 1-9-2004 in our state also.

4) The Employees whose date of birth is first day of the month they may be allowed to be retained at the end of that month

23. (a) Do you think the present structure and quantum of pension, family pension, and retirement gratuity require any modification?

Yes/No

(b) If “yes” what modifications would you like to suggest?

Ans : 1) To allow full pension after 30 years of service instead of 33 years.

2) To allow additional quantam of pesion at 10% of pension from the age of 65 years onwards

3) To allow family pension upto 10 years instead of 7 years

(c) Whether the existing ceiling on Retirement Gratuity is adequate or do you suggest any enhancement?

Ans : **We proposed the death cum retirement gratuity from Rs. 12 Lakhs to without ceiling.**

24.(a) Is the present limit regarding commutation of pension and the time prescribed for its restoration appropriate?

Yes/No

(b) If “No” what modifications do you suggest?

Ans : **Commutation Illustration :**

	8th PRC	9th & 10th PRC
Age on Next DOB	61 years	61 years
Commutation on value	9.81	8.194
Amount Commuted	100-00	100-00
Commuted Value	11772-00	9833-00
Amount received in 15 years	18000-00	18000-00
From pensioner Excess amount recovered In 15 years	6228-00	8167-00

We suggest that the commuted pension may be restored on completion of 12 years instead of 15 years.

25. (a) Does the present scheme of Voluntary retirement require any modification?

Yes/No

(b) If “Yes” suggest modifications.

Ans : **Present Scheme of Voluntary Retirement may be reduced from 20 years to 15 years**

26. (a) Is the weightage of 5 years of service allowed on superannuation/ voluntary retirement justified?

Yes/No

(b) Suggest modifications, if any.

Ans : **Employees were appointed late by various reasons, we are proposed weightage of service allowed on superannuation / Voluntary Retirement from 5 years to 8 years and 8 years weightage has been proposed by 10th PRC. But Govt. has not implemented . So 8 years weightage again proposed.**

27. Additional Quantum of Pension:

(a) Do you feel that the additional quantum of pension allowed above the age of 75 years to 100 years or more is adequate?

Yes/ No

If “No”, suggest the modifications.

Ans : To allow additional Quantum of pension above 65 years and 70 years to 100 years below enhanced rate of additional quantum of Pension recommended by 10th PRC also. But Govt.,has not implemented.Now again we are proposing for your recommendations.

- From 65-70 years - 10% of basic pension
- From 70-75 years - 15% of basic pension
- From 75-80 years - 25% of basic pension
- From 80-85 years - 35% of basic pension
- From 85-90 years - 45% of basic pension
- From 90-95 years - 55% of basic pension
- From 95-100 years - 65% of basic pension
- 100 & more years - 75% of basic pension

28. Is the quantum of death relief i.e., a lumpsum amount equal to one month's pension subject to minimum of Rs.15,000/- to the pensioners/ nominees paid at present adequate?

Yes/No

If “No” what are the suggestions you would like to make?

Ans : We proposed to sanction Rs. 40,000/- or one month pension whichever is more may be considered as death relief.

29. (a) The pensioners are being compensated towards the rise in the cost of living by way of Dearness Relief on pension/family pension at the same rate as sanctioned to the serving employees. Is it adequate?

Yes/No

(b) If “No” suggest modifications?

Ans : Adequate

30.(a) Do you think the existing procedure for verifying service, submission of pension papers, issue of PPO/GPO by A.G. etc. require any modification?

~~Yes/No~~

(b) If "Yes" suggest modifications?

Ans : As per GO Ms No.99,100 fin dt.27.06.2018 preparation of E-Service register should strictly implemented within short period.We strongly recommend to pay DCRG,Pension, PF and all other retirement benefits should pay to the retired employee as on the date of retirement itself without any delay.For this purpose pension sanctioning authority and STO should make responsible for payment of retirement benefits at once.

31.(a) Do you consider the quantum of anticipatory/provisional pension is adequate?

~~Yes/No~~

(b) If "No" suggest modifications?

Ans : Adequate

32.(a) There is a need to provide medical facilities to the pensioners who have served the Government. Do you consider that the existing medical facilities are adequate?

~~Yes/No~~

(b) Do you feel that the Health Card System is convenient? Indicate your view.

Ans: At present Most hospitals are not admitting cases saying that the amount prescribed by the Government is not adequate and the Government are not revising the rates from time to time. Hence there is urgent need to revisit the entire system.Cashless treatment both for out-patient and In-patient without any upper limit.

(c) If "No", suggest modifications duly justifying the same.

(d) Do you have any other suggestions for extending better medical care to pensioners?

Ans : For pensioners expenditure incurred as out Patient should also be included in the Health card system.

The present rate of Rs.300/- P.M medical allowance is meager. It should be enhanced to Rs.1000/- P.M on par with central Government Employees.

33. Financial Assistance :

At present Financial Assistance is admissible to such of the survivors to whom neither service pension nor family pension is admissible i.e., teachers and Non- Teaching Staff of

Aided Educational Institutions and ex-District Boards who retired or died while in service prior to 01-04-1961. As per the recommendations of 10th PRC, a minimum of Rs.6,500/- p.m. is being sanctioned as Financial Assistance without Dearness Relief.

Do you feel that the above Financial Assistance is adequate?

Do you consider this facility as redundant since there may not be any survivor now from out of those who were in service prior to 1961 for he /she would have retired on attaining the age of superannuation of 55 years and the present age would be more than 111 years

Ans : Dearness Relief also be sanctioned to the beneficiaries of Financial Assistance.

11 CONTRIBUTORY PENSION SCHEME

Contributory scheme has implemented in our state since September 2004. This scheme changed structure of our pension system from Define pension to define contribution. In this system the contribution of an employee for his pension fund can define as per his basic salary i.e. 10% Pay+ D.A. But there is no guarantee for pension it depend on the value of NAV (based on market risk) at the time of retirement. The pension provide under this scheme is actually not a pension it is an annuity on investment in insurance companies such as LIC, SBI life insurance, HDFC life insuranceEtc. So, it have to agree a comment that NPS means not a New Pension scheme it a NO Pension Scheme.

The annuity is not better than pension by any mean, here we are presenting a live example how an employee loss his pension benefits.

Ex: 1) Name : Kadapa Narayana

Designation: Office Subordinate

Name Of the Office: Mandal Revenue office, Penagalur of YSR KADAPA Dist.

Date of Birth: 12/06/1956

Date of Joining in service: 09/01/2006

Date of retirement: 30/06/2016

First pay drawn: 3850

Last pay drawn: 22460

Total employee contribution in his service for pension: 130498

Total Government contribution for his PRAN account : 130498

Total net contribution for Pension : 260996

Returns of his investments : 84615

Total pension corpus fund : 345611

Let us, calculate the benefits of pensioner

New pension Scheme:

60 % of pension corpus what he returned: 207367/-

Amount for Annuity purchase : 138244/-

Annuity he drawn for month : 800/-

(Eighty Hundred Rupees only)

Old pension Scheme:

PF: 1, 58,382

Pension:

Pension: 6500 /- (as per calculation it is 5274 but as RPS 2015 minimum pension is 6500/-)

DR : 1567 /-

Total Pension: **8067** (Rupees Eight thousand and Sixty-seven only)

Net Loss to the Employee :

Details	NPS	OPS	REMARKS
At the time of retirement	2,07,367/- (It not defined. It may increase/decrease as per market risk)	1,58,382/- (it can defined based on interest rates announced by government)	
Every Month	800/-(No Growth)	8067/-(It will grow as per DR rates and PRC)	THIS CALCULATION SHOWS 90% LOSS TO A PENSIONER. THIS LOSS MAKE INCREASES TIME TO TIME.
Family Pension	Not eligible	Applicable	
EHS (Cash Less Treatment	Not eligible for Pensioner	Applicable	

➤ This calculation indicates that 90% Loss in pension due to the NPS.

The above illustration leads to a discussion that low pay and less service results very low pension it may differ in case of high salaried persons. So, we predict benefits of retirement in case of high basic employee in different situations. The results are as follows:-

Ex : 2) Name of the Employee: XXXXX

Date of birth : 16-06-1984

Designation : School Asst.

Date of join in service: 16-07-2013

First pay : 28940 (as per existing PRC)

Date of retirement : 30-06-2044

Lost pay drawn : 1, 28,000 (as per PRC 2043, here we are expected DA growth 6% hike per year and increment rates as per existing PRC)

S.No.	Nature of exit	30 year service (retirement) @ pay : 1,28,000	20 year service (retirement) @ pay 82000	15 year service (Death)@ pay: 65,000	10 year service (Death)@ pay :51000	05 year service (Death)@ pay:37000
1	Employee contribution	2442888	1338360	889068	533484	255336
2	Government contribution	2442888	1338360	889068	533484	255336
3	total accumulated pension fund(1+2)	4885776	2676720	1778136	1066968	510672
4	Gain on pension fund @ 12%	586293	321206	213376	128036	61281
5	Total pension fund (Corpus) (3+4)	5472069	2997926	1991512	1195004	571953

If Employee in New pension Scheme benefits are as follows :-

Benefits :	30 year service (retirement) @ pay : 1,28,000	20 year service (retirement) @ pay 82000	
BY HAND @ 60 %	3283241	1798756	In death cases as per Go.Ms.No.121, dt.18-07-2017 Total corpus fund hand over to government for family pension.
30 % TAX	984972	539627	
NET	2298269	1259129	
ANNUITY(Without tax and service charges) @ 40%	2188828	1199170	
MONTHLY PENSION @ 4.15% (CURRENT RATE OF ANNUITY)	90836	49766	
FOR MONTH	7570	4147	

If employee in Old pension system, and contribute amount to PF as same as PRAN benefits:

S.No.	Nature of exit	30 years service (retirement)	20 years service (retirement)	15 years service (Death)	10 years service (Death)	05 years service (Death)
1	Employee contribution to PF (If contribute same as PF)	2442888	1338360	889068	533484	255336
2	Government contribution	0	0	0	0	0
3	Interest @ 8 %	195431	107069	71125	42679	20427
4	Total PF returns	26,38,319	14,45,429	960193	576163	275763
5	Pension commutation	23,61,600	1,180,800			
6	By Hand @ 60 years (4+5)	49,99,919	26,26,229			
7	Monthly pension (@ 3% DR)	37,800	18,900	32,500	25,500	18,500

NET LOSS OF THE EMPLOYEE :

	30 years(Retire)		20 years(Retire)		15 years(Death)		10 years(Death)		5 years(Death)	
	NPS	OPS(PF + com)	NPS	OPS(PF + com)	NPS	OPS	NPS	OPS	NPS	OPS
BY HAND	22,98,269	49,99,919	12,59,129	26,26,229	0	9,60,193	0	5,76,163	0	2,75,763
Loss	27,01,650		13,67,100			9,60,193		5,76,163		2,75,763
PENSION	7,570	37,800	4,147	18,900						
REMARKS	No growth	Enhance	No growth	Enhance						
Family pension	Not applicable for Pensioner	36,000	Not applicable for Pensioner	24,600		32,500		25,500		11,100

STU demands quit CPS

Implement OPS

The above illustration say that benefits are not also good in NPS for high salaried person compare with old pension system on other hand it increases burden on government

NPS also have the following demerits that make an Employee unrest-

No Loan or Partial withdrawal facility:-

In old pension scheme there is an opportunity for an employee to get loan or part final withdrawals in need times that means ill healthiness, for construction of own house, during marriage of children c.However the PFRDA permits for loan an employee from his contribution but government of AP didn't take any step towards this issue.

No Guarantee returns: -

The Value of annuity depends on risk of the market. If market down falls the invested amount also be lost. Hence Investment based pension system created tension among the employees. The International experiences of contributory scheme also made true tensions of government employee's .They strongly oppose the government investment of pension fund in risky share market.

No Health assurance:-

Government of AP introduced Cash less treatment Scheme i.e. “ EHS” to the both employees and pensioners by deducting Rs. 90/120 from their earnings. But individual who retired in this scheme have no that facility. It means government escape from its responsibility towards health of a pensioner and create insecurity in the employees.

Tax on Returns: -

Provident fund accounts which provides great security to the government employees are tax free and exempted from court attachments. Whereas PRAN which maintained by contributory employees have no such provisions.

Maintenance Charges: -

Government of AP has not charges any more for the maintenance PF accounts from the employees under old pension scheme. But NSDL collects maintenance charges from the employees and there is no control of government on those charges as per PFRDA ACT.

Inconvenience: -

There is lot inconvenience in maintain pension accounts under NPS scheme. Any clerical mistake or overlook or system error arises that make very tough to set right. That set right option only have in the hands DTA. Hence DDOs and nodal officers become helpless and employee get tensioned.

No Assurance:

The PFRDA has announced that “there is no assurance or guarantee that the investment objectives will be achieved.” “The fund may increase or fall,” “there are several risks including the LOSS OF PRINCIPAL”.

Annuity scheme not for family: -

The Government Notification says the annuity will provide pension for the family. But Akshay-VI, an LIC annuity scheme does not guarantee any family pension. If a retired employee invests Rs.5 Lakhs he will get only Rs.5,000/- every month. No commutation, no DA. No increase whenever Pay Commission is implemented. Whenever market affected he won't get even this Rs.5,000. After the death the pension ends. Family will get nothing. Rs.5 lakhs invested will be lost.

STU Demands Scrap the New pension Scheme and restore the old pension scheme : -

The reason is not expenditure, but ideology. They are anti-working class and pro-capitalism. They are pro-liberalization, privatization and globalization.

We, State teachers union, here by demand to scrap the New Pension Scheme for state government Employees immediately as it offers us neither a guaranteed pension, nor social security. The following conditions also support our demand to scarp the NPS.

Beneficial to the government:-

The New pension scheme is also not beneficial to the government. In the last financial year the AP government contribute to the NSDL towards the employees matching grant approximately 700 cores. This will raise form year to year because of raise in pay and DA rates. But in Old pension scheme,there is no need to contribute and it may use other purpose.

If Cancel the new pension scheme, the government will have the opportunity to capitalize CPS reversal amount. Employee's monthly savings and reversal of earlier employee share amount from NSDL help to government implementation of many developing activities.

Socio economic-justice:

The Supreme Court of India held that pension is neither a bounty nor a matter of grace depending upon the sweet will of the employer. It is not an ex-gratia payment, but a payment for past services rendered. It is a social welfare measure, rendering socio-economic justice to those who in the heyday of their life ceaselessly toiled for the employer on an assurance that in their old age, they would not be left in the lurch."

Against the Article 14:

NPS has also divided the Government employees into two categories and therefore it is discriminatory in respect of persons who have entered service on or after 1.09.2004 who had been denied the statutory pension. Any discriminatory scheme is illegal and against of Article 14 of the Constitution. On this count also the NPS cannot be made applicable to the Government employees.

Census Support:

According to 2011 census 62.8% are in the age group of 15 to 60 and only 8.2% are above the age of 60. it is very clear that the benefit of NPS will commence only after 30 years i.e. in 2040s And during the period it will increase exponentially as because in addition to the Statutory pension liability the Government will be contributing to the NPS also @ 10% of annual salary bill of the government Employees who have entered service on or after 1.09.2004.

PART III

GENERAL AND MISCELLANEOUS MATTERS

34. With the increasing educational and awareness levels of the recipients of Government services there has been greater demand for better and more efficient service delivery. There is urgent need for the Government employees to familiarize themselves with the advancements in the fields of information, communication and technology so as to leverage them to professionalize their work. Naturally the compensation package and service conditions of the State Government employees have to be attractive enough to attract the young and talented. In the light of the above position,

(a) Do you feel that the existing pay structure and the service conditions would attract such talented young personnel?

No

(b) If “No” suggest measures to be taken to attract such talented young personnel?

1. Young talented personnel were interested to join in Private sector by getting good salary packages and impressive other amenities.

2. In any circumstances the system of out sourcing and contract employment should not be encouraged. Only regular employment should be taken up with good encouraging pay scales. Hence the pay scales with allowances will attract the younger generations.

35. (a) Do you think the existing compensation package/ ex-gratia to the kith and kin of those Government employees who unfortunately lose their lives or limbs due to accidents /extremist activities, while performing their official duties, is adequate?

No

(b) If “No” suggest measures for improving the same?

The compensation package/exgratia should be enhanced to the maximum extent to kith and kin of the Government employee who unfortunately lose their lives or limbs due to accident or extremist activities while performing their official duties.

36. Please suggest measures

i) Reduction on Govt. expenditure should be implemented by completing the new schemes and projects within the given time schedule. Unnecessary publicity expenditure should be minimized.

ii) To improve the State's financial resources

Tax evasion should be controlled. The local bodies to be strengthened by decentralizing the powers. The identified surplus posts should be shifted to the needy corners. All the vacant posts should be filled up in such revenue collection departments such as Revenue Dept., Tax Dept., and Bills collection dept. by controlling the Tax evasion. Self employment should be given by more encouragement from the Government.

iii) To meet the growing liability on pension

Pension liability should be met by the Govt. time by way of generating the income sources, funds, marketing benefits, taxes and bills and by way of creating additional sources where the Government can do. It is the primary responsibility of the Government to facilitate the Pensioner and their families welfare. Important suggestion "the Contributory Pension Scheme which was introduced since 2004 should be abolished. The regular Old Pension Scheme should be restored by receiving the responsibility of the Government at State and Central level. In part II (Pension) explained in detailed.

iv) Creation of Pension Fund and its investment. No need to create any Pension Fund. No need to invest Pension Fund at anywhere.

37. Do you have any other suggestions to improve the economic status of the serving employees/pensioners with means/ measures on which the P.R.C can deliberate? (please furnish details with due justification)

Yes. All the Allowances of the employees are to be hiked timely.

38. (a) Do you feel that the amount of advance being paid to the employees for purposes of purchase of site/purchase of ready built house/purchase of site- cum-construction of a house/ construction of a house on the site already owned/for undertaking repairs, additions, extensions to the house already owned by the employee, is sufficient? No

b) If "No" what suggestions would you like to make?

1. The existing provisions are in fact not within the reach to all teachers. The teachers were avoided from the Housing Societies such as Gopannapally Housing Society. Why the teachers are not given by the house sites? This became very loss to the site less / house less teachers. As a result of this may more pensioners are suffering by lack of own accommodation residing in rented houses, though it became heavy burden on them. So we suggest to provide loans to purchase house sites and for construction of houses to all teachers. So we suggest HRA to the pensioners also who are homeless.

2. At least the Govt. has to sanction site / building purchasing loan at convenient rate of interest. Some advances to be sanctioned to the teachers to whom they are having houses for the purpose of repairs / maintenances.

3. Because of less provision of budget to these purposes becoming non availability to the teachers at their needs. Govt. has to allocate sufficient funds under this particular Head of Account.

4. The teachers and employees should be given an open opportunity to purchase the Rajeev Swagruha Flats at the least rate which can give shelter.

(c) Do you consider that the maximum number of installments of recovery of the principal/ interest is justified? No

(d) If "No" what are your suggestions? **The number of instalments should be increased.**

(e) Do you consider that the rates of recovery of interest/penal interest are adequate
No

(f) If "No" indicate your suggestions.

The rate of interest / penal interest should be more minimised on par with public representatives M.L.As / M.L.Cs

39. (a) Do you feel that the quantum of advance being paid to the employees for the purchase of conveyances,(viz.) motor car, motor cycle/scooter, moped and bicycle is adequate?
No

(b) If "No" what suggestions you would like to make?

Almost all the Teachers are not allowed to above the said advances due to insufficient funds at the head of the departments. Separate provisions may be provided to teachers.

(c) Do you consider that the maximum number of installments of recovery of the principle/ interest is sufficient?

Yes/No

(d) If "No" what suggestions you would like to make?

Not applicable

(e) Do you consider that the rates of recovery of interest/penal interest are adequate?
No

(f) If "No" indicate your suggestions

Double the instalments.

40.(a) Do you feel that the quantum of advance being paid to the employees, for the celebration of marriage of themselves/sons/daughters is sufficient?

No

(b) If “No” what are the suggestions you would like to make?

Almost all the Teachers are not allowed to above the said advances due to insufficient funds at the head of the departments

(c) Do you consider that the maximum number of installments of recovery of the principal/ interest is sufficient?

Yes/No

(d) If “No” what suggestions you would like to make?

Not applicable

(e) Do you consider that the rates of recovery of interest/penal interest are adequate?

Yes/No

(f) If “No” indicate your suggestions.

Not applicable

41.(a) Do you feel that the amount of advance being paid to the officers for the purchase of personal computer is sufficient ?

No

(b) If “No” what suggestions you would like to make?

Almost all the Teachers are not allowed to above the said advances due to insufficient funds at the head of the departments

(c) Do you consider that the maximum number of installments of recovery of the principal/ interest is sufficient?

Yes/No

(d) If “No” what suggestions you would like to make?

Not applicable

(e) Do you consider that the rates of recovery of interest/penal interest are adequate?

Yes/No

(f) If “No” indicate your suggestion.

Not applicable

42. (a) Do you feel that the amount of festival advance being paid to the employees is adequate?

No

(b) If "No" what suggestions you would like to make?

We request Rs.20000/- to all non Gazetted employees irrespective of pay scale.

(c) Do you consider that the maximum number of installments of recovery of the principal is sufficient?

No

(d) If "No" what suggestions you would like to make?

Double the instalments.

43. (a) Do you feel that the amount of education advance being paid to the employees is sufficient?

No

(b) If "No" what suggestions you would like to make?

Teachers are not allowed the Education Advance. We requesting you to allow to sanction Rs.50000/- allowance to all the Non Gazetted Teachers without pay scale ceiling.

(c) Do you consider that the maximum number of installments of recovery of the principal/ is sufficient?

No

(d) If "No" what suggestions you would like to make?

Double the instalments.

44. What should be the cap on the total amount of loans that a Government servant can take to avoid high level of indebtedness?

Yes

45.(a) Do you feel that the existing amount of reimbursement of tuition fees paid by the employees in respect of their children is adequate

No

(b) If "No" what suggestions you would like to make?

Enhance to Rs.10000/- per child per annum

46. (a) Do you consider that the existing system of concessional bus pass facility to certain categories of employees to travel by A.P.S.R.T.C. buses in notified municipal corporation areas is sufficient?

No

(b) If “No” what are the modifications you would like to suggest?

We propose to sanction Travelling Allowance on par with Central Employees

(c) Do you feel that it is necessary to extend similar facility to the employees working in other cities/towns in the state where A.P.S.R.T.C. is operating city services?

Yes

(d) If “yes” suggest the cities/towns you would like the facilities to be extended?

We proposed to sanction Travelling Allowance on par with Central Employees.

OTHER ALLOWANCES :

1. Compensation under Social Security Scheme:

Gazetted : Rs. 20 lakhs

Non Gazetted : Rs. 15 lakhs

Class IV : Rs. 10lakhs

2. Group Insurance Scheme:

Group	Subscription	Insurance Amount
A	Rs. 720	Rs. 7,20,000
B	Rs. 360	Rs. 3,60,000
C	Rs. 180	Rs. 1,80,000
D	Rs. 90	Rs. 90,000

These rates are to be made applicable to the aided, model and residential school employees also.

3. Earned Leave : We propose 23 days per year for the vacation dept. because the other department employees works 280 days and get 30 days of earned leave. So we demand to sanction 23 days of earned leave for 220 working days propotionately for education department.

4. Half Pay Leave : 30 days per year

5. Commuted leave on medical grounds:

Remove the ceiling of 240 days to commute on medical grounds.

6. Encashment of E.L. and HPL: HPL encashment to be delinked with EL encashment. Maximum limit 300 days each.

7. Child care leave: 2 years, extend up to 2years on par with Central Employees.

8. Maternity leave: 180 days adequate.

9. Festival Advance: Rs.20,000

10. Nursing Allowance to pregnant woman: Rs.5,000/- p.m

11. Spl. Leave for Funeral activities : 30 days

OT HER DEMANDS

- ❖ **Nomenclature of Headmaster and School Assistants has propose to change as Principal and Senior Teacher respectively.**
- ❖ **We propose to sanction non teaching staff to MRCs and Schools.**
- ❖ **We propose to sanction teacher posts to primary schools one teacher for one class.**

PART IV

HUMAN RESOURCES TO MEET CONTEMPORARY REQUIREMENTS

There is a continual transformation in the functioning of Government Departments due to increased focus on Economic Development and Public Welfare, emphasis on transparency and accountability and time bound delivery of citizen centric services. Information and Communication Technology is now extensively being used in Government Departments to monitor programmes. In order to respond to the new and emerging challenges, Government Departments need to undertake review of existing Human Resources to workout effective organizational strategy for the future. Given the challenges faced by the government and the tasks on hand, please comment on the following aspects of human resources in your Department.

47 a) Whether the manpower availability in your Department is adequate to meet the present day work requirement ? Please state for each category separately.

Ans : No, not Adequate, The following Staff are Required in Education Department.

Name of Category	Sanctioned Number	Availability Number	Requirement Number
Mandal Educational Officer	675	452	223
Deputy Educational Officer	175	55	120
Aided School Teaching Staff	17000	4500	12500

b. 1 What steps are required to rectify the problem of excess /shortfall of staff? Please state for each category separately with a brief explanation.

* i The posts of Mandal Educational Officers should be filled . Then post Deputy Educational Officers post should be sanctioned to each Assembly constituency (175) instead of one to each division

2. Hiring on contract basis

* ii. The system of hiring human resources on contract basis should be stopped immediately. The existing contract staff should be given proper solution. In future only the regular recruitment with time scale should be taken up.

3. Hiring through outsourcing

* iii. The system of hiring human resources through out sourcing is not a proper system. The Human resources cannot be taken up for the employment at out sources on temporary basis. Always the regular recruitment can only give the expected results up to the targets of the Govt.

4. Re-deployment

* iv. Re-deployment of the human resources is not the correct way to reach the needs of the society by the Govt. It is absolutely temporary for staff gap arrangement.

5. De-centralization and Delegation of authority

* v. De-centralisation and delegation of authority should be done in each sphere.

6. Re-organization of staff/field units

* vi. In any field or department the staff arrangement should be re-organized where and when essentiality emerges in the field of units.

7. Outsourcing of services / activities to professional agencies

* vii. The system of recruiting through the system of outsourcing is not appropriate method to professional agencies Recruitment through statutory methods is the correct option .

8 Training and skill up-gradation of existing staff

* viii. Training and skill up gradation is to be taken up continuously to the staff. Even clerical staff also to be trained in recent developments regularly .

9 Use of Information and Communication Technology (ICT)

* ix. Nowadays the need of information and communication technology occupied major portion of the human being's real life. The teachers and employees should acquire adequate technological knowledge time to time to get succeed in their respective departments. To this the Govt. shall organize special training programmes to make the employees perfect users of information and technology.

10 Improve mobility

* x. Exposure to the society is always inevitable and also unavoidable. The teachers and employees always with their own responsibilities to inspire their own services in the field. Any employee is not supposed to stick to one situation on obligatory basis. They should become more and more active by their mobility. It should be on specific grounds.

11. Closure/ merger of non-functional / under-functioning units

* xi. If there is any unit becomes function less, it should be immediately reviewed and given by needful arrangements to make it functional unit. The non-functional units are near to closure means indirectly the Govt. is getting failure to run the units successfully.

12 Privatization of units

* xii. The State Teachers Union, Andhra Pradesh (STU AP) is Strongly opposing the policy of privatization of the units. If the Govt. looks towards the privatization we on behalf of our union will protest against to privatization. Especially the Education should not be handed over to private sector. But unfortunately in our country and also in our state the private sector occupying major portion of Education sphere. The Govt. of Andhra Pradesh should take steps to stop the Private sector from encroaching the field of Education .

47. Please state in brief the Programs / Schemes / Institutions of the Department which immediately require review of the man power deployed so as to improve service delivery and efficient working.

48. Inservice enrichment programmes should be organized in summer vacations for the teachers. The department of school education, especially educational institutions should be modified as non vacation department. This demand is being since decades together. Now the new Pay Revision Commission has to give the strong direction to the Govt. in the said matter.

49. Presently recruitment is being done through DSC / APPSC or on contract or outsourcing basis. Should there be a change in the hiring policy of Government to attract persons of requisite talent for different categories of posts? Should lateral recruitment on a selective basis be resorted to, and if so for what levels/ categories of posts? Please state for each Category separately.

Ans : The Govt. has to take the policy about regular continuous recruitment policy of the teachers and employees through D.S.C.

50. Should the job description of Government functionaries at various levels, that was fixed long back, be redefined to clearly delineate new areas of responsibility and corresponding levels of accountability? And if so, should the recruitment rules for various levels of Government posts be also changed to prescribe higher qualifications as may be considered appropriate? Please give your views and the categories of posts for which these changes are required.

Ans : The existing recruitment systems are inevitable. After bifurcation of Andhra Pradesh, the levels of different jobs recruitments , the new systems for recruitment should be adopted separately at different levels.

51. Should the Government, instead of hiring new personnel for work, as well think of outsourcing repetitive and non-regular type of services / activities to professional agencies for timely performance according to prefixed standards, on payment basis. If so, please suggest the services / activities of the department that can be outsourced.

Ans : The State Teachers Union, Andhra Pradesh (STUAP) is strongly opposing the out sourcing system. And suggesting the Govt. always follow the regular recruitment system only.

52. In order to avoid procedural delays and consequent public harassment, should the documentation and procedural compliance required for obtaining public services be outsourced to professional agencies, while retaining their regulation and decision making authority within the Government Department? If so, for which public services can such outsourcing be thought of ?

Ans : Not Applicable

53. To allow public easy access to various Government services, should Government encourage call centers like 108, 100 etc. to record public demand and forward it to the concerned Department for time bound action? If so, please suggest the services in your Department that can be accessed by public through dedicated a Call Center system.

Ans : Grievence cells should function always at O/o the D.E.Os. There should be separate mechanism to check and survey on drop outs, unenrolled children and child labour time to time. There should be coordination between educational officers and other related functionaries.

54. Whether the existing Citizen Charter is adequate? Does it require any improvements? If so suggest measures to improve.

Ans : Yes, There should be time bounded schedule to dispose the requirement of the public by following certain procedures. Protocols should be framed on the priority basis to the public.

55. Several new laws aiming to secure rights of the citizens are being enacted inter- alia requiring public servants to perform new roles and to conform to new procedures while dealing with public. For effective implementation of such laws, should there be a continuous programme of training, education and awareness creation for Government servants? Can you suggest such laws, programmes and schemes for which special training, education and awareness programmes are required to be conducted for better implementation?

Ans : The required inservice orientation programmes should be organized. Certain programmes for information and technology should also be conducted to make the teachers and employees upto date. As far as paper work should be eliminated. All the Govt. offices including schools should be connected by viden area net work. It will also ensured speedy disposal of Govt. files. The New PRC is requested to reccommand the Govt. to computarise all the Govt. offices to bring them under area network.

56. Does your Department have requisite infrastructure for the periodic training of officers and staff at all level and for the education of stakeholders in respect of new laws / policies and programmes? Do you have any suggestions for improvement?

Ans : At present the infrastructure for this purpose is inadequate.

57. Do you have any further suggestion for the development of human resources in Government departments to meet people's expectations and enhance public delivery?

Ans : Yes. Suggestions are listed below :

1. As the teachers are being engaged in the vacation in works like SSC Advanced Supplementary examination duties, enrollment drives and other educational surveys,

School Education Department should be declared as non-vacation department. Consequently $24 + 6 = 30$ Earned leaves should be sanctioned to teachers of this department.

2. G.O.Ms. No. 342 Social welfare department Dt: 30-8-1977 should be made applicable to the SC / ST teachers who would like to study PG / M.Ed. courses on On.Duty basis.
3. G.O.Ms.No.302, Education (IE.1) Department, dated 30.12.1993 allowed the school assts and their equivalent categories both in Govt and Panchayat raj establishments to be promoted to the post Junior Lecturers, providing them 40% Quota . But the Government scrapped this quota though G O 223 Higher Education department Dt: 18-09-2008. We urge the commission to recommend to the government to reintroduce the above system.
4. Completing projects and programmes in time to avoid excess of burden on the Government.
5. Qualitative improvement in all Government programmes by taking severe actions to control corruption at all levels so that the Government money would not go waste.
6. The expenditure spent on propagation of Govt. programmes should be controlled.
7. The Govt. should be transparent and announce an open Tender while giving the buildings and open places on lease this increases the income.
8. Confirmation regarding the family income should be flow less so that the poor are benefited.
9. The development tax should be collected in huge amounts from Private Education Organisations along with the other private organisation.
10. On time facility should be implified in all Government offices to stop the late moving of files. The power should be decentralised to strengthen the Village Gram Panchayats.
11. The persons or organisation which does not the rules should pay penalty. So that the mistake are not repeated the Government gets some income.
12. Health injurious activities such as smoking, drinking Alcohol should be prohibited. Heavy Tax should be imposed on these luxurious items.
13. Special measures should be taken up to recover black money.
14. The Government can increase its income by filling up all the vacant posts in all sections and providing employment to all the 10th and other unemployed youth.
58. Introduction of on-line citizen services and Direct Benefit Transfer (DBT) minimize human interface and eliminate possible scope for corrupt practices. It also improves efficiency in Governmental functioning. Several areas of public governance have already been digitalized. Do you suggest any new areas/ services which can be offered on-line?

Ans: Yes, List Enclosed.

Special Leaves of 15 days are proposed to be sanctioned to the women employees whose husband died and employees whose parents died. This enables the employee to perform post death ceremonies

GENERAL

If you feel that any issue which is within the terms of reference of the Pay Revision Commission but not covered in the Questionnaire such issues may be identified and your views on such issue(s) may be sent to the Commission for consideration.

The University authorities/ Service Associations of the Non-Teaching Staff and the individual employees of the Universities may also enumerate their suggestions with special reference to the conditions of their service in the Universities.

The Commission expects that the suggestions made are comprehensive and supported by data, logic and probable financial implications. Where the proposed suggestions involve financial implications please indicate them in the following formats:-

Format – I

SUGGESTIONS INVOLVING FINANCIAL IMPLICATIONS

Sl. No.	Issue	Item No. in Questionnaire	Existing Position	Difficulty faced	Reasons Suggestions	Suggestions to mitigate the difficulty	Financial implications

Note: a. Illustration may be given below if necessary.

- b. Each item shall be on separate sheet unless they are related to each other.
- c. The Govt. order relied on for citing the existing provision may please be enclosed.
- d. Each sheet has to be signed.

FORMAT – II

SUGGESTIONS INVOLVING NEW SCHEMES

Sl. No.	Issue	New Scheme Proposed	Need	Justification	Financial Implications

FORMAT – III

IN CASE WHERE SUGGESTIONS ARE MADE FOR THE CONTINUATION OR OTHERWISE OF THE EXISTING SYSTEM

Sl. No.	Issue	Item No. in Questionnaire	If continuance is suggested without modifications	If continuance is suggested with modifications suggest such modifications with reasons	If discontinuance is suggested indicate reasons ¹