



**REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH**

2020

Volume-II/1



ASUTOSH MISHRA, IAS (Retd.)
Pay Revision Commissioner



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INTRODUCTION TO VOLUME II

In Volume-II of the Report, the Commission has exclusively dealt with the representations received from the serving Government employees relating to

- (i) enhancement of their pay scales citing various justifications
- (ii) establishment of pay parities with other categories of employees, who they feel to be in equivalent ranks/ positions,
- (iii) resolution of existing anomalies in pay scales among various categories of employees etc.

and given its recommendations on them. Apart from the above, the Commission has also, suo moto, taken cognisance of existing incongruities/ anomalies in pay scales of certain categories, which have come to its notice. The Commission has also recommended revised pay scales for certain categories of employees, even though they have not filed any representation, in cases where it was convinced that such categories are in an identical position of parity with other equivalent categories. While some of them have been specifically mentioned in this Volume of the Report, at appropriate places, the others have been mentioned in the 'Remarks' column in Volume-III of the Report against the concerned categories of posts.

It would be pertinent to clarify here that the Commission has discussed under the title of 'Common Categories' only such of the posts which are governed by common Service Rules, namely:

- (i) Andhra Pradesh Ministerial Service Rules;
- (ii) Andhra Pradesh General Sub-ordinate Service Rules; and
- (iii) Andhra Pradesh Last Grade Service Rules

and which have common nomenclatures across different departments of Government.

In respect of the categories having common designations, such as Administrative Officer, Accounts Officer, posts dealing with Statistics, Librarians and Laboratory Assistants of different grades etc., they have been dealt with at appropriate places under their respective departments and pay scales have been assigned depending on various factors such as feeder/ promotion categories, qualification(s) required for appointment, hierarchical position, existing parities etc. as per their respective Service Rules.

While taking up the above mentioned exercise the Commission was handicapped by the fact that it could not lay its hands, in respect of some departments, on the updated Service Rules for certain categories of posts. The Commission recommends that an effort should be made at the earliest to consolidate at one place the Service Rules

covering all the categories of post in existence in any department, duly incorporating all the amendments made so far. The Service Rules Portal of the Government of Andhra Pradesh is a good beginning in this regard but needs to be exhaustive and up-to-date. At the departmental level such exercise for updating the Service Rules should be resorted to at least once in six months and such updated rules should then be uploaded on the departmental web site.

The Commission has dealt with other kinds of requests relating to various conditions of service, special pay and allowances etc. at appropriate places in Volume-I of its report and they have not been mentioned here in order to avoid repetition.

The Commission cannot but mention about the plethora of requests, it has received from various categories of employees belonging to a large number of departments, for conferment of gazetted status on them. In this regard, we find that the 9th Pay Revision Commission was, inter alia, given a Term of Reference to evolve principles/ norms/ criteria/ guidelines for making any category of post gazetted. The 9th Pay Revision Commission, after elaborate discussion, evolved a six-fold criteria for consideration of award of gazetted status on any Government post. These are:

- a) The statutory powers vested in the post;
- b) Area of jurisdiction under control;
- c) Extent of power of independent decision making;
- d) Position in the departmental hierarchy;
- e) Level at which the official occupying the post has to interact with other officials;
- f) The scale of pay attached to the post

The 9th PRC also recommended specific categories of posts for conferment of gazetted status. We understand that thereafter the Government has been broadly applying these criteria to decide on requests emanating from time to time for conferment of gazetted status on various categories of posts. Be that as it may, subsequent to this, since neither the 10th nor the 11th Pay Revision Commission has been given any mandate to review the already identified norms in this regard, this Commission desists from making any recommendation on such requests as the matter is deemed to be not within its purview. Hence, in order to avoid repetition, we shall not make a mention of such requests received while discussing, in this Volume (of the Report), the representations to this effect received from individual categories under the respective departments.

The Commission has attempted, as far as possible, to analyse the requests for pay scale/ pay grade revision/ improvement received from different categories, belonging to the same departmental hierarchical chain, together so that vertical relativities are better appreciated. The Commission has also been guided, in its analysis, by certain

inter as well as intra departmental equivalence/ equations that it has discerned while taking up the exercise of pay revision. We have kept in view the nature of duties performed, qualifications attached, feeder/ promotion categories, extent of public interface, span of control, jurisdictional area, historical progression of pay scale as well as levels in the service hierarchy etc. as factors for comparing and equating various categories of posts, both within a department as well as across departments. . The Commission has tried to bring in maximum level of objectivity to the whole exercise, although some extent of perceptual subjectivity is inevitable. The detail reasons for the pay grades assigned to various categories have been mentioned at the appropriate places while discussing their parities/ relativities under the respective departments. We now proceed to mention below some of the discernible inter and intra-departmental equations which have formed the basis of our recommendations of pay scales assigned to some of the posts. While some of them are already existing, some have been established now.

- (1) There has been fervent request from the Veterinary Doctors for parity with the Medical Doctors. While the Commission could not agree with this request for reasons cited elsewhere, it has removed the existing difference in pay grades between the Veterinary Doctors and the corresponding categories of Ayush Doctors, as follows:

Department	Equated Categories				
Ayush	Additional Director	Chief Medical Officer*		Senior Medical Officer	Medical Officer
Veterinary	Additional Director	Joint Director	Deputy Director	Assistant Director	VAS

- Intermediate grade between those of Joint Director and Deputy Director of Animal Husbandry

- (2) The three allied sectors of Horticulture, Sericulture and Fisheries have been equated in respect of their State Service ranks:

Department	Equated Designations				
Horticulture	Additional Director	Joint Director	Deputy Director	Assistant Director	Horticulture Officer
Sericulture	Additional Director	Joint Director	Deputy Director	Assistant Director	Sericulture Officer
Fisheries	Additional Director	Joint Director	Deputy Director	Assistant Director	Fisheries Dev. Officer

- (3) An equation of parity has been established between the Para-medical officers and the Para-Veterinary Officers as follows:

Department	Equated Designations			
Para-Medical Staff	Community Health Officer	Multi-purpose Health Extension Officer	Multi-purpose Health Supervisor	Multi-purpose Health Assistant
Para-Veterinary Staff	Veterinary Livestock Inspector	Junior Livestock Officer	Livestock Assistant	Veterinary Assistant

- (4) The Commission feels that, in the department of Ayush, complete parity should be maintained between the under mentioned categories of non-teaching and teaching staff. This has been effected wherever missing:

Class/ Cat.	Non-Teaching	Teaching	Remarks
B/I	Additional Director	Principal, Professor (P.G.)	3 rd level promotion
B/II	Regional Deputy Director, Chief Superintendent, Superintendent of Hospital, Inspector of Board of Indian Medicine, R.M.O., Superintendent of Govt. Herbarium, Chief Medical Officer	Professor (U.G.). Reader (PG), Research Officer	2 nd level promotion
B/III	Senior Medical Officer, Senior Medical Officer (L.R.), Assistant Medical Officer (Pharmacy), Museum Assistant (Herbarium)	Senior Lecturer, Assistant Professor, Assistant Research Officer	1 st level promotion
B/IV	Medical Officer, Medical Officer (LR), Inspecting medical Officer, Drug Inspector	Lecturer, Technical Assistant	Initial Level

- (5) The existing equations among the staff of five departments under the umbrella of Finance Department are apt. They are continued:

Treasury & A/C	State Audit	Works & A/C	PAO	Life Insurance
Director	Director (one grade below)			
Addl. Director	Addl. Director (one grade below)	Director	PAO	Director
Deputy Director/ CAO	Deputy Director	PAO/ CAO	Deputy PAO	Deputy Director
DTO/Assistant Dir./ AO/ PPO	District Audit Officer	APAO	Assistant PAO	Asst. Dir. (one grade below)
ATO/ AAO/APPO	Asst. Audit Officer	Divl. A.O. (Gr-I)		
		Divl. A.O. (Gr-II)		
Sub-Treasury Officer/ Junior Accounts Officer		Superintendent	Superintendent	Superintendent
Senior Accountant	Senior Auditor	Senior Accountant	Auditor	Senior Accountant
Junior Accountant	Junior Auditor	Junior Accountant	Assistant Auditor	Junior Accountant

- (6) Complete parity has been established between the corresponding rank officers of Mining and Geology and Ground Water Departments as follows:

Ground water Department	Mines & Geology Department
Director	Director
Joint Director	Joint Director
Deputy Director (Hydrology, Hydrogeology, Geophysics)	Deputy Director (Mines &Geology, Mines)
Assistant Director (Hydrology, Hydrogeology, Geophysics)	Assistant Director (Mines &Geology, Mines)
Assistant (Hydrologist, Hydrogeologist, Geophysicist)	Assistant (Geologist, Geophysicist)

- (7) The Commission has observed the following equations between the various categories of staff in the uniformed departments:

Uniformed Department	Categories				
Forest	Beat Officer	Forest Section Officer	Deputy Range Officer	Range Officer	Assistant Conservator of Forest*
Prison	Warder	Head Warder	Deputy Jailor	Jailor	Deputy Superintendent of Jails
Fire	Fireman	Leading Fireman	Station Fire Officer	Assistant District Fire Officer	District Fire Officer
Excise	Constable	Head Constable	Sub-Inspector	Inspector	Assistant Excise Superintendent
Transport	Transport Constable	Head Transport Constable	Assistant MVI**	Motor Vehicle Inspector**	Regional Transport Officer
Categories in Police Department placed one pay grade higher than the corresponding categories above (except */**)					
Police	Constable	Head Constable	Sub-Inspector	Inspector	Deputy Superintendent of Police

* on par with Deputy Superintendent of Police

** MVI and AMVI have higher pay grades commensurate with their technical qualifications

- (8) Complete parity has been established among the various categories of posts in the State Services of Engineering, Electrical Inspectorate, Boilers and Factories Departments, as follows:

Engineering Dept.	Electrical Inspectorate Dept.	Boilers Dept.	Factories Dept.
Chief Engineer	Chief Elec. Inspector	Director	Director
Superintending Engineer	Deputy Chief Electrical Inspector	Joint Director * (non-technical post)	Joint Chief Inspector
Executive Engineer	Electrical Inspector	Deputy Chief Inspector	Deputy Chief Inspector

Deputy Executive Engineer	Deputy Electrical Inspector		Senior Inspector
Assistant Executive Engineer	Assistant Electrical Inspector	Inspector	Inspector

(* Non-technical post, hence one grade below others)

(9) An equation of near parity has been established between the two parallel wings of Workshop Staff in the Polytechnics and I.T.I.s, as follows:

Workshop staff in Poly-techs		Workshop staff in it is	
Foreman	Dip. In Automobile/ Mechanical Engineering or ITI Certificate plus 2 years experience	Training Officer	Degree or Dip. In Engineering or National Apprenticeship Certificate plus SSC with Craft Instructors Training certificate
Sr. Instructor	-----do-----	Dy. Training Officer	Dip. In Engineering or National Apprenticeship Certificate plus SSC with Craft Instructors Training certificate
Mechanic etc.	-----do-----	Asst. Training Officer	-----do-----
Jr. Instructor / Boiler Attender	Dip. In Automobile/ Mechanical Engineering or ITI Certificate plus 1 year experience	----- (No equivalent post)---	-----
Lab. Attender/ Workshop Attender	-----do-----	Tech Assistant (6)	SSC with Certificate in NAC/NTC, preference for CTI trained candidate

*Higher qualification level, so two grades higher

- (10) The Commission has studied the administrative structure of the Department of Drug Control Administration and equated the staff of Enforcement and Laboratory wings in the following manner:

Drug Control Department (Designations)	
Enforcement Wing	Laboratory Wing
Director	
Joint Director	Joint Director (Lab.)
Deputy Director	Senior Scientific Officer
Assistant Director	Junior Scientific Officer
Drug Inspector	-----No equivalent post-----
Junior Analyst	

The Commission has continued the time honoured equation of parity among the categories of Tahsildar (MRO), Mandal Development Officer, Agriculture Officer, Mandal Education Officer and Inspector of Police, who are the crucial functionaries handling different administrative verticals at the Mandal level and among whom proper administrative co-ordination is of imperative importance.

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01. LEGISLATURE SECRETARIAT

The Legislature Secretariat is headed by the Secretary. The Secretariat is common for both the Houses of the Legislature. The functions of the Legislature Secretariat is to facilitate meetings of the Assembly and the Council to enable the Houses to transact their business of Law making, voting of the Budget and other important issues that are raised by the Hon'ble Members for discussion on the floor of the House. The other important function of the Legislature Secretariat is to provide facilities such as accommodation, payment of salaries, T.A. and D.A and medical reimbursement to the Hon'ble Members. It also handles payment of pensions and medical expenses of the Ex-Legislators and their spouses. The Legislature Secretariat also facilitates and provides support to the Legislative Committees in getting the required information through interactive meetings with officials of different Government Departments.

1. Technical Officer ₹.42490-96110 (Grade 23)

Request: It is represented that the post of Divisional Radio Engineer was downgraded to that of Technical Officer and was made equivalent to the Deputy Executive Information Officer. The present incumbent joined in the Legislature Secretariat as Assistant Radio Engineer in 1992 and got promotion as Technical Officer. It is stated that there is no promotional channel for the post of Technical Officer. The vacancies arising out of superannuation are not being filled up and because of that the technical wing is being manned with a skeleton staff of one Record Assistant and outsourced staff. The request is to keep the post of Technical Officer in the rank of Regional Information Engineer (former Divisional Executive Engineer). It is also requested to issue suitable instructions to upgrade the post of Technical Officer to that of Regional Information Engineer (former Divisional Executive Engineer) and promote the existing incumbent to that post.

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
	7400 - 15475 (21)	10845- 25600 (21)	19050- 45850 (21)	42490- 96110 (23)		
Compared Post: Regional Information Engineer						
4400- 8700 (23)	8400- 16525 (23)	13390- 28500 (24)	23650- 49360 (24)	49870- 100770 (25)	Deputy Executive Information Engineer ₹.42490-96110 (23)	Chief Information Engineer ₹.56870-105810 (27)
Mode of Appointment: No Service Rule						

Recommendations:

The Commission is given to understand that there are no Service Rules governing this post and the Legislature Secretariat has been following the Andhra Pradesh Information Service Rules. In the absence of Service Rules, at present the category of Technical Officer is considered as a stand-alone category without any feeder or promotion categories. The petitioner has stated that he joined as Assistant Radio Engineer and got promoted as Technical Officer, which is equivalent to the category of Deputy Executive Information Engineer. The request to upgrade the post does not come under the purview of the Pay Revision Commission. A similar request was also made before the Tenth Pay Revision Commission, which declined the request and maintained parity with the category of Deputy Executive Information Engineer. The present Commission endorses that view and decides to maintain status quo by assigning the corresponding revised pay scale of ₹.65360-154980 (Grade-23) to this category.

02. ANDHRA PRADESH HIGH COURT

The Andhra Pradesh High Court was established in the year 1954, when the new state of Andhra was formed from the earlier Madras Presidency. After the merger of the Hyderabad State with Andhra State to form the State of Andhra Pradesh, the Court initially met at the Guntur city till 1956. Thereafter, the High Court started functioning from the capital city of Hyderabad. However, post bifurcation of Andhra Pradesh into Telengana and residuary Andhra Pradesh, as per the Andhra Pradesh Reorganisation Act, 2014, the High Court of Judicature at Hyderabad was constituted as a common High Court until the new High Court for the State of Andhra Pradesh was created. Later by a Presidential order, the High Court for the state of Andhra Pradesh was established on 1st January, 2019. The principal seat of the High Court is now at Amaravati, the capital of Andhra Pradesh state. The Registry of the High Court of Andhra Pradesh is headed by the Registrar General, who is assisted by the Registrars and other Ministerial staff.

The sole representation received by the Commission from the employees is discussed below:

- 1. Court Masters and Personal Secretaries ₹. 37100-91450 (Grade- 21)**
Personal Secretaries to the
Hon'ble Judges and Registrars

Request:

It is represented that the Ninth Pay Revision Commission improved the pay scale of the Court Masters and Personal Secretaries to the Hon'ble Judges and Registrars and equated them with that of the Chief Administrative Officers. It is stated that the Ninth Pay Revision Commission awarded the higher pay scale, as stated above, after considering the recommendations of a Committee of two Hon'ble Judges constituted in the light of directions of the Hon'ble High Court in W.P. No.2167 of 2008 dated 25.6.2008. Subsequently, the Tenth Pay Revision Commission improved the pay scale of the Chief Administrative Officers by two grades whereas there was no improvement made to the pay scale of the Court Masters and Personal Secretaries to the Hon'ble Judges and Registrars. It has therefore been requested that, keeping in view the arduous and confidential nature of duties which often go beyond the office hours and are required to be done on holidays, the pay scale may be enhanced by two grades so as to be on par with that of the Chief Administrative Officer (i.e. corresponding to the scale of ₹.42490-96110).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Court Maters and Personal Secretaries to the Hon'ble Judges and Registrars						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	19050-45850 (21)	37100-91450 (21)	Translator/Deputy Section Officer ₹. 28940-78910 (17)	Assistant Registrar ₹. 46060-98440 (24)
Compared Post: Chief Administrative Officer of Judicial Department						
3110-6380 (18)	5980-12100 (18) / 7400-15475 (21)	9285-21550 (19)/ 10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Senior Superintendent / Stenographer Grade-I ₹.29760-80930 (18)	
Mode of Appointment: By promotion from the category of Translators / Deputy Section Officer or by Direct recruitment or by transfer from any other service						
Qualification: By Direct Recruitment - A degree in Arts or Science or Commerce or Law. Promotion and transfer - Pass in Accounts Tests for Executive Officers. A pass in the Government Technical examination with a speed of 180 words per minute in Shorthand and Typewriting by the Higher Grade is a pre requisite for appointment under any method of recruitment.						

Recommendations:

The Commission took into account the following aspects for analyzing this request:

- (1) The Personal Secretaries assist the Hon'ble Judges and the Registrars of the High Court in the due discharge of their respective functions. They also take down dictations and have also to attend the residence (camp) offices of the Hon'ble Judges, whenever required. In addition, they take care of the official engagements of the Hon'ble Judges and Registrars.

The Chief Administrative Officer, on the other hand, is the highest post in the hierarchy of the Andhra Pradesh Judicial Ministerial Service and it is a Gazetted post. The incumbent has to attend to the administrative work on the ministerial side in the entire district, as per the instructions of the Principal District Judge. He/she exercises power as the Drawing and Disbursing Officer. He/she also acts as the State Assistant Public Information Officer under the RTI Act. He/ she has to

tour the entire District to assist the District Judge in judicial administration work. Thus functionally the two categories have different duties and responsibilities.

- (2) It is stated that the Hon'ble High Court of Andhra Pradesh, in WP No.2167/2008, had directed the Government to reconsider the matter of revision of pay of the category of Personal Secretaries/ Court Masters in consultation with the High Court of A.P. and arrive at a decision regarding the grant of a pay scale of ₹.10845-25600 (Grade-21) (8th PRC). Thereupon the 9th PRC, keeping in view the recommendations made by a Committee of two Hon'ble Judges of the A.P. High Court, fixed the corresponding pay scale of ₹.19050-45850 (Grade-21) for this category. The 10th PRC continued the same and assigned the corresponding pay scale of ₹.37100-91450 (Grade-21).

In respect of the category of Chief Administrative Officer, the First National Judicial Pay Commission had recommended up-gradation of the then existing post of Administrative Officer as Chief Administrative Officer and to assign a revised pay scale of Rs.7400-15475 (Grade-21) in the 1999 pay scales. Accordingly orders were issued in G.O.Ms.No.50, Law Department, dated 23/4/2009. In addition to the revision of scales, as per the above orders, the category was ordered to be filled by promotion from the cadre of Senior Sheristedars / Senior Superintendents and to become eligible for consideration one must have put in not less than 3 years of service. Thus a three grade advancement in pay scale was given to this post (from 18 to 21). The corresponding pay scales were assigned in the 2005 and 2010 RPSs. The 2015 PRC improved the pay scale further to Grade-23 taking into account the duties and responsibilities and qualification prescribed for this post.

It may thus be seen that the two categories were not at par in the 1999 and 2005 RPS. The par pay scales (Grade-21) assigned in the 2010 RPS was only fortuitous and not a deliberated one. In fact parity between the two categories were never sought for by the employees in the earlier PRCs.

- (3) The Commission finds that traditional intra and inter departmental parity exists among the category of P.S. to Hon'ble Judges/Registrars/Court Masters and the five other categories of posts mentioned in the following Table and their functions and responsibilities are also similar in nature:

Category	Pay Grade in RPS				
	1993	1999	2005	2010	2015
Court Master/ P.S. to Judges/ Registrar	18	18	19	21	21
Section Officer/ Court Officer/ Scrutiny Officer	18	18	19	20	21
Section Officer, State Secretariat	18	18	19	20	21

P.S. to Chief Secretary / Prl. Secretaries	18	18	19	20	21
P.S. to Speaker/ Dy. Speaker/ LOP	18	18	19	20	21
Reporter of Assembly	18	18	19	20	21

A

s seen from above, there was a singular disparity in pay grades in the 2010 RPS (i.e. the categories of Court Master/ P.S. to Judges/ Registrar were assigned one pay grade higher than the other compared categories) which was subsequently corrected in the 2015 RPS.

Considering all the above aspects, the Commission is of the view that the existing pay scale is appropriate and accordingly assigns the corresponding scale of ₹.57100-147760 (Grade-21) on par with the other categories mentioned above.

03. ANDHRA PRADESH PUBLIC SERVICE COMMISSION (APPSC)

The Andhra Pradesh Public Service Commission came into existence on 1st November, 1956 and it was established under Article 315 of the Constitution of India. The Commission discharges the functions enumerated in Article 315 of the Constitution of India. In addition to the competitive examinations for direct recruitment for various posts, the Commission conducts departmental tests, which are prescribed in the respective Service Rules, to be passed during the period of probation or for promotion to the next higher category. These tests are held at the 13 District Head Quarters, twice a year, for the employees of the State Government.

1. **Additional Secretary** ₹. 73270-108330 (Grade 30)
2. **Joint Secretary** No post existed prior to Sept., 2018
3. **Assistant Secretary** ₹. 46060-98440 (Grade 24)
4. **Section Officer** ₹. 37100-91450 (Grade 21)

Request: The grievance put forth is that that there is considerable difference in pay scales between the officers of the Andhra Pradesh Public Service Commission and their counterparts in the State Secretariat though the service rendered by them are equivalent. Further the jobs performed by various functionaries in the Andhra Pradesh Public Service Commission are strictly confidential in nature. The Commission, being a single unit, has no subordinate office and as such the promotional opportunities for the staff are limited. It is requested to assign upgraded pay scales as follows:

Additional Secretary - ₹.87130-110850 (Grade 32) on par with Addl. Secretaries of the Secretariat

Joint Secretary - ₹. 73270-108330 (Grade 30), when such post is created

Assistant Secretary - ₹. 49870-10070 (Grade 25)

Section Officer - ₹. 40270-93780 (Grade 22)

Additional Secretary

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	19675-30765 (29)	37600-54360 (30)	73270-108330 (30)	Deputy Secretary ₹.56870-105810 (27)	Secretary (cadre post)
Compared Post: Additional Secretary to Government						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Joint Secretary to Govt. ₹.73270-108330 (30)	--

Mode of Appointment: By promotion from the category of Joint Secretary.

Joint Secretary						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Post created vide G.O. Ms. No.128 General Administration (Services A) Department dated 28.09.2018						
Compared Post: Joint Secretary to Government						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
7070-10100 (30)	13450-19050 (30)	21550-30765 (30)	37600-54360 (30)	73270-108330 (30)	Deputy Secretary to Government ₹.56870-105810 (27)	Additional Secretary to Government ₹.87130-110850 (32)
Mode of Appointment: By promotion from the category of Deputy Secretary						
Assistant Secretary						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Section Officer ₹. 37100-91450 (21)	Deputy Secretary ₹.56870-105810 (27)
Compared Post: Assistant Secretary to Govt. (Strictly Confidential)						
There is no post of Assistant Secretary to Government (Strictly Confidential)						
Section Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2750-5960 (16)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary ₹.46060-98440 (24)
Section Officer (Strictly Confidential) of Secretariat						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Section Officer (SC) ₹.28940-78910 (17)	Assistant Secretary to Govt. ₹. 46060-98440 (24)
Mode of Appointment			By promotion from the category of Assistant Section Officer.			

Recommendations:

At present there is parity in pay scales between the APPSC and the Secretariat in respect of the categories of Assistant Section Officer, Section Officer, Assistant Secretary and Deputy Secretary. It is also observed that in the APPSC staff structure and Service Regulations separate categories of Assistant Section Officer (strictly confidential) and Section Officer (strictly confidential) have not been created unlike in the Secretariat Services. Further the post of Joint Secretary, which is the next promotion post to the post of Deputy Secretary in the State Secretariat Service, was non-existent in the APPSC until it was created vide G.O. Ms. No.128 General Administration (Services A) Department dated 28.09.2018 as a part of the process of rationalization of APPSC's staff strength. Regulation 12(3) (b) of APPSC provided that the Deputy Secretary shall be eligible for promotion to the cadre of Additional Secretary. However in G.O.Ms. No. 32 General Administration (Services. A) Dept. dated 08-03-2019, Government have issued orders to the effect that the Deputy Secretary (non-cadre) shall be the feeder category for promotion to the post of Joint Secretary (non-cadre) and the latter the feeder post for the category of Additional Secretary.

The Commission is of the view that there should be parity between various posts in the State Secretariat and the corresponding posts in the APPSC and accordingly assigns the following pay scales to the various posts discussed above:

Additional Secretary	₹. 133900-179000 (Grade-32) (upgraded by two pay grades)
Joint Secretary	₹. 112610-174790 (Grade-30) (newly created)
Assistant Secretary	₹. 70850-158880 (Grade-24)
Section Officer	₹. 57100-147760 (Grade-21)

5. Junior Assistant ₹. 16400-49870 (Grade-07)

It has been represented that the Junior Assistants in APPSC be assigned a higher pay scale on par with other posts in Government having Bachelor Degree as the entry qualification.

Recommendations:

Since the Junior Assistants in APPSC perform functions similar to the Junior Assistants working in various Departments of the Government, their pay scale shall be the same as the common pay scale assigned by the Commission to this category under 'Common Categories'.

04. SECRETARIAT

Secretariat is the main seat of administration of the State Government. The Government's policies are formulated and given shape in the State Secretariat. The Council of Ministers under the leadership of the Chief Minister functions from the Secretariat and the Departments of the Secretariat work to assist the Ministers in the due discharge of their responsibilities. The Chief Secretary to Government, who is the bureaucratic head functioning from the Secretariat, co-ordinates the activities of all the Secretariat Departments and gives them guidance and direction. He also acts as the Cabinet Secretary.

The Secretary/Principal Secretary/Special Chief Secretary to Government administers the department under the overall control of the concerned Cabinet Minister. All Secretaries/Principal Secretaries/Special Chief Secretaries to Government are Senior IAS officers except the Secretary to Government of Law Department, who is a Judicial Officer in the cadre of District and Sessions Judge and they report to the Chief Secretary to Government.

There are thirty Departments of Secretariat. The Finance Department and Law Department constitute separate units for appointment and seniority. All other departments in Secretariat constitute 'Single Unit'.

Section is the basic functional unit in a Secretariat Department and is headed by the Section Officer. The Assistant Secretary to Government is the first supervisory officer and reports to the Deputy Secretary/Joint Secretary/Additional Secretary to Government. The Secretarial assistance to the Secretary to Government is provided by the Private Secretary to Secretary to Government/Special Category Stenographers and Senior Stenographers.

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| 1. Assistant Secretary to Government | ₹. 46060-98440 (Grade 24) |
| 2. Assistant Draftsman – Law Department | ₹. 46060-98440 (Grade 24) |

Assistant Secretary to Government
Request: It is represented that the post of Assistant Secretary to Government is a crucial post as he scrutinizes every file passing through him which enables the higher ups to take a decision. He has 2-3 Sections under his control, issues initial reminders, acts as Public Information Officer in RTI cases and disposes many files at his level as the Assistant Secretary is the final authority in respect of routine establishment and service matters of Class-IV category. It is suggested that a revised pay scale of ₹.94830-224280, which corresponds to the present pay scale of ₹.49870-100770 (Grade 25), be assigned to this post.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Section Officer ₹.37100-91450 (21)	Deputy Secretary to Government ₹.56870-105810 (27)
Mode of Appointment: a) Law Department: i) Promotion from the category of Section Officer/Private Secretary to Secretary to Government of Law Department. ii) Transfer on tenure of District Munsiff in the Andhra Pradesh State Judicial Service. b) Finance Department: By Promotion from the category of Section Officer/Private Secretary to Secretary to Government of Finance Department Accounts Officer. c) Single Unit (other than Law and Finance): i) By Promotion from the category of Section Officer(SC)/Section Officer/Private Secretary to Secretary to Government ii) By transfer on tenure of a special Grade Deputy Collector of the Revenue Department for one post in the Revenue Department of the Andhra Pradesh Secretariat. iii) By promotion of Accounts Officers. iv) If the State Government so direct, by transfer from among full members and approved probationers of any other service which the State Government may specify.						
Qualifications: Law Department – By any method: A Bachelor's Degree in Law of a University or an equivalent qualification with subjects of code of Civil Procedure and the code of Criminal Procedure.						
Assistant Draftsman – Law Department						
Request: It is requested that the existing parity with the Assistant Secretary to Government may be continued						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Translator ₹.28940-78910 (17)	Deputy Draftsman ₹.56870-105810 (27)
Mode of Appointment: By promotion from the category of Translators in Law Department.						

Qualifications: By any method - A Bachelor's Degree in Law or an equivalent qualification with subjects of Code of Civil Procedure and Code of Criminal Procedure. ii) Must have passed the Translation Test conducted by the Andhra Pradesh Public Service Commission in the Telugu Language; and iii) Must have at least one year's experience either in the Translation work or in the Legislation Drafting or both.

Recommendations:

This is the second level promotion post from the direct recruitment entry level post of Assistant Section Officer (recruited through APPSC Group-2 examination- non-executive category). Historically, the pay scales of these two categories have been at par with the post of Deputy Director (Non-technical) in most Government Departments. Keeping the above aspects and the qualification, duties and responsibilities in view, it is considered that the existing pay scale is adequate and accordingly the corresponding pay scale of ₹.70850-158880 (Grade 24) is assigned to these two categories.

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|----|---|----------------------------------|
| 3. | Section Officer
(Strictly Confidential) | ₹. 40270-93780 (Grade 22) |
| 4. | Section Officer | ₹. 37100-91450 (Grade 21) |
| 5. | Private Secretary to Secretary to Government | ₹. 37100-91450 (Grade 21) |

Section Officer (Strictly Confidential)

Request: It is represented that the post of Section Officer (SC) is a distinct category and the duties and responsibilities attached to this post are quite high. The entire work is carried out by him, right from taking the current number till the disposal of the case – putting up reference papers, preparing Notes and Drafts, obtaining orders of superior officers, proposing draft orders, issuing orders after obtaining approval and closing the file finally. Working beyond office hours is a normal phenomenon in this post. It is stated that the scale of pay is not commensurate with the duties and responsibilities. Hence it is requested to assign the higher pay scale of ₹. 79860-211940 corresponding to the pay scale of ₹. 42490-96110 (Grade 23) to this post.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Section Officer (Strictly Confidential) ₹.28940-78910 (17)	Assistant Secretary ₹.46060-98440 (24)

Mode of Appointment: (i) By transfer of Section Officer of the Departments of Secretariat constituting the Single Unit after passing an examination (ii) By appointment by promotion of Assistant Section Officer (SC).

Qualifications: i) A Bachelor's Degree or an equivalent qualification. (ii) Minimum experience of two years as Section Officer/ five years in case of Assistant Section Officer (SC); and (iii) Every Section Officer of Single Unit appointed as Section officer (SC) shall acquire Typewriting qualification (English) at least by Lower Grade during the period of probation, if he does not already possess such qualification.

Section Officer

Request: It is stated that the Section is the basic functional unit for which Section Officer is the in charge. He/ she is responsible for due disposal all the files relating to the subject(s) allotted to that section. He/she is responsible to the officers under whom he works for the efficient and expeditious disposal of the business at all stages in the section. He trains the Assistant Section Officers and attends to difficult and important references/papers. Further he/ she is supposed to be well versed with computer operations and processing of files on e-office and CFMS platforms particularly in the Finance Department. He has to attend to court cases right from the stage of drafting para-wise remarks to the point of filing of Counter Affidavit. In important cases he attends the hearing to assist the Government Pleader. He examines the Vigilance cases with reference to Vigilance Manual and attends the trial courts as witness. During the Assembly Sessions, in addition to preparing answers to questions and furnishing information to the issues raised in the Assembly, he attends the Sessions to take note of issues raised during the Assembly Proceedings. It is requested to assign a revised pay scale of ₹.75480-211940, which corresponds to ₹.40270-93780 (Grade 22), on par with Assistant Director / Deputy Collector / Deputy Superintendent of Police / Commercial Tax Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary to Government ₹. 46060-98440 (24)
Compared Post: Assistant Director (non-technical)						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)
Compared Post: Deputy Collector/ Deputy Superintendent of Police/ Asst. Commissioner of State Tax						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Respective feeder category ₹.35120-87130 (20)	Respective promotion category ₹.52590-103290 (26)

Mode of Appointment:

a) Law Department: By transfer of (i) Assistant section Officers in Law Department

(ii) transfer of Special category Stenographers appointed as such prior to 08.03.1984 and who have exercised option for clerical line in the Law Department

(iii) transfer of Superintendents in the Andhra Pradesh Ministerial Service Working in the offices of Heads of Departments and Directorates under the Law Department.

(iv) transfer of Superintendents in the Andhra Pradesh High Court Service

b) Finance Department: By transfer of (i) Assistant Section Officers in Finance Department.

(ii) By appointment by transfer of Special category Stenographers appointed prior to 08.03.1984 and who have exercised option for clerical line in the Finance Department.

(iii) By appointment by transfer of Superintendents in the Offices of the Heads of Departments and Directorates under the Administrative control Finance Department. (viz., Directorates of Treasuries and Accounts and State Audit).

c) Single Unit (Other than Law and Finance): By transfer of (i) Assistant Section Officers in Single Unit in the Departments of Secretariat other than Law and Finance Departments.

(ii) Special category Stenographers appointed as such prior to 08.03.1984 and who have exercised option for clerical line in the Departments of Secretariat other than Law and Finance Departments.

(iii) By appointment by transfer of Superintendents in the Andhra Pradesh Ministerial Service working in the Offices of Heads of Departments and Directorates, other than those under the administrative control of Law and Finance Departments.

Private Secretary to Secretary to Government

Request: It is stated that the Private Secretary to Secretary to Government is an important member among the personal staff attached to the Secretary/Principal Secretary/Special Chief Secretary/Chief Secretary to Government. He arrives at the office much before the officer arrives and stays in the office till the officer leaves. The job is not specific and changes according to the requirement of the officer. He prepares schedule for the day, monitors appointments, apprises the officer of the engagements during the day, updates contact details and so on. The job chart is innovative which requires special attention and presence of mind. It is requested to maintain parity with the pay scale of the Section Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Special Category Stenographer ₹.28940-78910 (17)	Assistant Secretary to Government ₹.46060-98440 (24)

Mode of Appointment: (i) By promotion from the category of Special Category Stenographer or (ii) by transfer of Section Officer of Secretariat who have shorthand and typewriting by higher grade qualifications or (iii) by transfer of Personal Clerk to the Chief Secretary who have four years of service and passed typewriting and shorthand high grade.

Recommendations:

The post of Section Officer is not comparable with those of Deputy Collector, Deputy Superintendent of Police and Assistant Commissioner of State Tax (Former Commercial Tax Officer) as the duties and responsibilities are totally different. It is observed that the pay scale/ grade of the Section Officer is the same as that of the Assistant Director (Non-technical) in most Government Departments. In fact this post is the first level promotion post from the entry level post of Assistant Section Officer (APPSC Group-II- non-executive post). The pay grade assigned to the Private Secretary to Secretary to Government has been at par with that of the Section Officer while the Section Officer (SC) has always been given one grade higher than that of the Section Officer. Hence, keeping the qualifications, hierarchical position, duties and responsibilities and historical relativities in view, it is considered that the present pay grades are appropriate and accordingly the corresponding pay scales/ grades are assigned to these posts as follows:

Section Officer (Strictly Confidential)	₹. 61960-151370 (Grade 22)
Section Officer	₹. 57100-147760 (Grade 21)
Private Secretary to Secretary to Govt.	₹. 57100-147760 (Grade 21)

6. Special Category Stenographer ₹. 28940-78910 (Grade-17)

Request: It is represented that this category of employees is normally posted in the peshis of Secretaries/Principal Secretaries/Special Chief Secretaries to Government. The duties and responsibilities are similar to those of the Private Secretary to Secretary to Government such as preparing the list of engagements scheduled for the day, monitoring appointments, taking down dictations etc. It is requested to assign the pay scale of ₹.55090-173220 which corresponds to ₹.29760-80930 (Grade 18).

Duties in brief: Taking dictation and typing, assisting the middle level officers in administration, maintaining track of files.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Stenographer ₹.26600-77030 (16)	Private Secretary to Secretary to Govt. ₹.37100-91450 (21)

Mode of Appointment: By promotion from the category of Senior Stenographer.

Recommendations:

Maintaining the existing parity with the Special Category Stenographer under 'Common Category', the pay scale of ₹.45830-130580 (Grade-18) is assigned.

7. Assistant Section Officer (Strictly Confidential) ₹. 28940-78910 (Grade-17)
8. Assistant Section Officer ₹. 26600-77030 (Grade-16)
9. Senior Stenographer of Secretariat ₹. 26600-77030 (Grade-16)

Assistant Section Officer (Strictly Confidential Sections)						
Request: It is represented that the Assistant Section Officer (SC) is a distinct category, which is slightly higher than the Assistant Section Officer, keeping in view the higher duties and responsibilities entrusted. He assists the Section Officer (SC) in all aspects, performing similar functions. It is requested to assign a pay scale of ₹.55090-173220 which corresponds to ₹.29760-80930 (Grade 18).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Section Officer ₹.26600-77030 (16)	Section Officer (Strictly Confidential) ₹.40270-93780 (22)
Mode of Appointment: By promotion of Assistant Section Officer in the Department of Secretariat except Finance and Law Departments.						
Qualifications: (i) A bachelor's Degree (ii) Type writing qualification in English at least by lower grade. (iii) Must have a minimum of three years experience in the category of Assistant Section Officer Departments of Secretariat constituting Single Unit.						
Note: Selection through a written examination conducted for the Assistant section Officers in Single Unit and the mode of examination to be decided by the appointing authority from time to time.						
Assistant Section Officer						
Request: It is represented that the Assistant Section Officer plays a key role with wide spectrum of duties in the Secretariat. He acts as a pillar on which the entire administration of Secretariat stands. He initiates files with comprehensive initial note along with all relevant documents after thoroughly examining the connected material suggesting various alternatives keeping in view the rule position. He is responsible for every event that occurs in the section. He stays late in the office, whenever there is a demand of work and completes the task on hand. With recruitments not taking place regularly there is a lot of work pressure. Further there is no recruitment to the posts of Typist-cum-Assistants. It is further stated that the gap						

between the scales of Assistant Section Officer and Section Officer is wide and it should be narrowed.

It is requested to assign the revised pay scale of ₹.53650-159640, which corresponds to the pay scale of ₹. 28940-78910 (Grade 17), on par with the feeder posts to the Gazetted posts.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Typist cum Assistant ₹. 18400-55410 (09)	Section Officer. ₹.37100-91450 (21)

Mode of Appointment: (a) By Direct Recruitment (b) promotion from the category of Typist Cum Assistant / Telephone Operators / Sectional Assistant Grade I (c) by transfer of Senior Assistants (from the Offices of Head of Departments) governed by the Andhra Pradesh Ministerial Service or the Andhra Pradesh Judicial Ministerial Service or the Andhra Pradesh High Court Service for Law Department or the Andhra Pradesh Public Service Commission for General Administration Department (d) Senior Inspector of Co-operative Department for single unit and (e) transfer of Senior Accountant in AP Treasuries and Accounts Subordinate Service /AP Pay and Accounts Subordinate Service and Senior Auditor in AP State Audit Subordinate Service for Finance Department (vi) transfer of Senior Stenographers.

Qualification: Single Unit : By Direct Recruitment/Promotion/Transfer - Graduation
Finance Department : By Direct Recruitment/Promotion/Transfer - A bachelor's degree in Mathematics or Economics or Commerce
Law Department - By Direct Recruitment/Promotion/Transfer - A Bachelor's Degree in Law

Senior Stenographers

Request: It is represented that the Senior Stenographers work with the officers from Deputy Secretary to Government to Chief Secretary to Government. The duties and responsibilities are similar to that of Private Secretary to Secretary to Government. It is requested to assign the revised pay scale of ₹.53650-159640 which corresponds the pay scale of ₹.28940-78910 (Grade 17).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Senior Stenographer of Secretariat

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Junior Stenographer ₹.16400-49870 (07)	Special Category Steno ₹.28940-78910 (17)

Mode of Appointment: By direct recruitment and promotion from the feeder category of Junior Stenographer.

Qualification: By Direct Recruitment/Promotion/ : (i) A Bachelor's Degree (ii) Pass in Typewriting and Shorthand Higher in English, and (iii) Pass in Typewriting and Shorthand Lower grade in Telugu.

Recommendations:

Keeping the duties and responsibilities and existing parities in view, the following scales are assigned:

Assistant Section Officer ₹. 45830-130580 (Grade-18)

(Strictly Confidential) (enhanced by one pay grade on par with Special Category Steno and Superintendent in 'Common Category'))

Assistant Section Officer ₹. 40970-124380 (Grade-16)

Senior Stenographer of Secretariat ₹. 40970-124380 (Grade-16)

05. COMMON CATEGORIES

It has been the practice in the past to deal with requests relating to pay scales, received from employees holding posts with the same (common) designation existing in a number of departments by categorizing them as 'Common Categories'. This Commission is of the view that merely because the designation/ nomenclature of a category of post is the same across different departments, they cannot be equated for the purpose of assigning pay scales without examining other parameters of parity, namely the qualification prescribed, position in the service hierarchy, feeder and promotion categories, nature of duties handled etc. The Commission therefore proposes to include under the umbrella of 'Common Categories' only such of the posts

- (a) which are covered by the following common Service Rules, namely:
 - 1. Andhra Pradesh Ministerial Service Rules
 - 2. Andhra Pradesh General Sub-ordinate Service Rules
 - 3. Andhra Pradesh Last Grade Service Rules; and
- (b) which are common to many Departments

The Commission would separately deal with the issue of assignment of pay scales to the other categories with similar/ common designation/ nomenclature but governed by different Service Rules.

We now proceed to discuss the representations received from the 'Common Categories' as described above:

- 1. **Superintendent/
Store Keeper Grade I/
Special Category Stenographer** ₹. 28940-78910 (Grade 17)
- 2. **Senior Assistant/
Store Keeper Grade II/
Senior Stenographer** ₹. 22460 -66330 (Grade 12)
- 3. **Junior Assistant/
Store Keeper Grade III/
Typist/Junior Stenographer** ₹. 16400-49870 (Grade 07)

Request: It has been represented that the pay scale of several technical categories have been improved by the successive Pay Revision Commissions whereas the 'Common Categories' have been assigned only the corresponding pay scales. The Ministerial cadres of Revenue Departments, Commercial Tax Department, Judicial Department and several other Departments have represented that they may be segregated from the 'Common Category'

and assigned higher pay scales in view of the special and arduous nature of duties and responsibilities handled by them. There is also a common request to improve the pay scale of these categories. The categories of Superintendent/Store Keeper Grade-I/ Special Category Stenographer have specifically represented that there is no difference in the functioning of the Superintendent and Senior Assistant in the offices of the Heads of the Department or any other sub-ordinate office and that of the Section Officer and Assistant Section Officer in the Secretariat. They have claimed that the noting and drafting in all the offices are similar in nature. They have therefore requested for parity in pay scales of the Superintendent and Senior Assistant with those of the Section Officer and Assistant Section Officer respectively.

Superintendent/Storekeeper Grade I/Special Category Stenographer

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000 - 10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant/ Store Keeper Grade II/ Senior Stenographer ₹.22460-66330 (12)	Varies from Department to department
Compared Post: Section Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary to Government ₹. 46060-98440 (24)

Mode of Appointment: By Promotion from the category of Senior Assistant/Store Keeper Grade II or Senior Stenographer as the case may be.

Senior Assistant/ Senior Store Keeper/ Senior Stenographer

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Store Keeper Grade III /Junior Stenographer ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)

Compared Post: Assistant Section Officer						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Typist cum Assistant ₹. 18400-55410 (09)	Section Officer. ₹.37100-91450 (21)
Mode of Appointment: Promotion from Junior Assistant/Typist/Junior Stenographer as the case may be.						
Junior Assistant/Store Keeper Grade III/ Typist/Junior Stenographer						
Request: It is represented that the qualifications for the initial posts of Junior Assistants along with the Typists and Junior Stenographers have been improved prescribing graduation as the minimum general educational qualifications besides proficiency in office automation with usage of computer and associated software. It is also stated that the Junior Assistants in the offices of the Heads of Departments are being recruited through Group II Examination (Non-Executive). However, they are being treated on par with those working in the District and Mandal Offices who are being recruited earlier through Group IV or District Selection Committees now, by assigning the same scale of pay. Further the Assistant Section Officers in Secretariat, who are being recruited through Group II along with them, are drawing higher scales. The claim of Junior Assistants in the Commissionerate of Government Examinations is that the pay scales of their counterparts in the Andhra Pradesh Public Service Commission, on subsequent promotions, are much higher though the duties are similar in nature and they have therefore requested to make recruitments at the level of Assistant Section Officers uniformly and dispense with the recruitment of Junior Assistants through Group II examinations. They have requested that they should at least be brought on par with the Secondary Grade Teachers who have lesser qualification. Another request is to assign a higher pay scale on par with that of the Typist-cum-Assistant of the State Secretariat. Yet another request is to assign a higher pay scale to the Junior Assistants of Heads of Departments.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹.15030-46060 (05) Office Subordinate ₹.13000-40270 (01)	Senior Assistant ₹.22460-66330 (12)
Secondary Grade Teacher						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)	Direct Recruitment	School Assistant/ Headmaster of Primary School ₹.28940-78910 (17)

Typist-cum-Assistant						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	9460-27700 (9)	18400-55410 (9)	Office Sub-ordinate 13000-40270 (1)	Assistant Section Officer ₹.26600-77030 (16)
Mode of Appointment: By Direct Recruitment/ By transfer of Record Assistants and other equivalent categories in the Andhra Pradesh General Subordinate Service/ Andhra Pradesh Last Grade Service						
Qualification: (i) A Bachelor's Degree and (ii) "Proficiency in Office Automation with usage of computer and associated software" conducted by the APPSC or the recruiting agency (District Selection Committee) as the case may be.						

Recommendations:

The posts of Junior Assistants and Typists in the offices of the Heads of Departments are filled by Direct Recruitment through the Group II examinations conducted by the Andhra Pradesh Public Service Commission whereas the Junior Assistants and Typists in the offices other than the Heads of Departments are filled by Direct Recruitment by the District Selection Committees. The academic qualifications prescribed for Direct Recruitment of Junior Assistants and Typists in the offices of the Heads of Departments is Graduation. It used to be Intermediate in the offices other than the Heads of Departments till 12.05.2014. Orders have been issued in G.O. Ms. No. 133, General Administration Department dated 12.05.2014 amending the Andhra Pradesh Ministerial Service Rules prescribing "Proficiency in Office automation with usage of computer and associated software" for appointment to the posts of Junior Assistants, Assistant-cum-Typist, Senior Stenographers, Junior Stenographers, U.D. Typists, Typists, L.D. Typists etc. in the Offices of Heads of Departments/ Directorates and in the other Sub-Offices by direct recruitment through the Andhra Pradesh Public Service Commission/District Selection Committees. Similarly, the academic qualifications for Direct Recruitment in respect of Junior Assistants/Typists/UD Typists, LD Typists etc., in the offices other than the Heads of the Departments have been enhanced from Intermediate to Graduation Degree in G.O. Ms. No. 135, General Administration Department dated 12.05.2014.

The functioning of the Secretariat is different in nature as it is the seat of administration dealing with the final policy making levels. Further, much care is required while dealing with matters to be placed before the Council of Ministers and State Legislature as well while formulating various statutes. Hence comparison of the Junior Assistants, Senior Assistants and Superintendents with the Typist-cum-Assistants, Assistant Section Officers and Section Officers respectively working in the State Secretariat is not apt.

However, keeping in view the enhanced prescribed qualifications, the following higher pay scales are assigned:

Superintendent/ Store Keeper Grade I/ Special Category Stenographer	₹. 45830-130580 (Grade-18) (Improved by one grade)
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Senior Assistant/ Senior Store Keeper / Senior Stenographer	₹. 37640-115500 (Grade-14) (Improved by two grades)
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Junior Assistant/ Store Keeper Grade III/ Typist/Junior Stenographer	₹. 28280-89720 (Grade-09) (Improved by two grades)
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- | | |
|---|---|
| 4. Head Mali/Head Malan | Not included in 'Common Category' |
| 5. Daroga/ Head Watchman/
Head Chowkidar | Not included in 'Common Category'
₹. 13000-40270 (Grade 1) |

No representation has been received from these categories. All these posts belong to Category (1) of Andhra Pradesh Last Grade Service Rules. According to these rules,

- (i) the post of Head Mali/Head Malan is to be filled up by promotion from category (11) which consists of Gardener/Malan/Mali, the feeder categories being required to have one year of relevant experience.
- (ii) the posts of Daroga/Head Chowkidar/Head Watchman are to be filled up from category (3) which comprises of Watchman, Attender-cum-Watchman, Chowkidar and Gatekeeper etc. (with qualification of a pass in Class-V, who is an ex-Serviceman or who is trained in Civil Defense or worked as Home Guard)

The Commission finds that all the above mentioned posts have not been assigned uniform pay scales in all the Departments even though they are covered by the same set of Service Rules. Hence, keeping in view the methods of appointment, qualification required and responsibilities attached to these posts, the Commission assigns the following uniform pay scales:

Head Mali/ Head Malan	₹. 21200-65360 (Grade-3)
Daroga/ Head Watchman/ Head Chowkidar	₹. 21200-65360 (Grade-3)

6. Chainman

₹. 13000-40270 (Grade-1)

The Commission finds that there is an anomaly in the assignment of pay scale to the category of 'Chainman'. We find that this post existing in Survey Settlement and Land Records, Agriculture and Town Planning Departments constitutes category (7) of the A.P. Last Grade Service Rules. The method of appointment to this post in these departments is by direct recruitment and the qualification prescribed is an ability to read and write in Telugu, Urdu, English or Hindi. The same post also exists in the Forest Department (appointed by deputation from concerned department on tenure basis) and Mines and Geology Department (appointed by transfer of Attenders/by direct recruitment).

We observe that in the 10th PRC Report (Vol:-III) there are in all 20 entries of Chainman post in various departments of present Andhra Pradesh Government, out of which 15 have been assigned Grade-1, 4 Grade-2 and only 1 (in Survey Settlement and Land Records Department) Grade-3. The 10th PRC, after considering the representation of the concerned employees, assigned Grade-3 to the Chainmen of Survey Settlement and Land Records Department stating that they deserve this Grade on account of the technical and arduous nature of their work. However the pay scales of the same category of 'Chainman' in the other departments mentioned above were not improved although they perform the same nature of work.

Recommendations:

The Commission is of the view that assignment of different pay grades to a 'common category' post existing in various departments does not stand to logic. In fact this has resulted in an obvious anomaly. Considering the above, we recommend that the pay scale of 'Chainman' post in 'Common Categories' may be improved to ₹.21200-65360 (Grade-3) and should be made applicable in all the departments where it exists.

06. AGRICULTURE AND CO-OPERATION DEPARTMENT

06. (a) AGRICULTURE DEPARTMENT

The Department of Agriculture is one of the major extension-cum-development oriented Departments of the government. The economy of the State of Andhra Pradesh being predominantly agrarian in nature the Agriculture Department has a major role to play in its growth. The Department provides Agricultural Extension services to farmers. It demonstrates the latest production technics to the farming community, introduces high yielding and pest resistant varieties of seeds and imparts training to farmers to improve their skills with a view to boost up the production and productivity of crops. The other objective of the Department is to assess the requirements of various agricultural inputs well in advance and ensure their timely supply to farmers. The Department also carries out certain other facilitation functions such as 1) Collection of soil samples and issue of Soil Health Cards, 2) Tie up crop insurance and agricultural credit, 3) Agricultural Mechanization, 4) Implementation of different agricultural development schemes with low cost technology like NFSM, NMOOP, Organic Farming, Seed Village Scheme, INM, etc.

The Department is headed by the Commissioner who is supported by complements of staff mainly comprising of Additional/Joint/Deputy/Assistant Director rank officers. Several Laboratories, Coding Centers and a small Engineering Section also work directly under the Head of Department. At the field level the Department functions through the Joint Directors of Agriculture assisted by the Deputy/ Assistant Directors, Agriculture Officers and Agricultural Extension Officers.

Representations received from the different categories of employees of Agriculture Department for enhancement of their pay-scales are discussed below:

1. Additional Director of Agriculture	₹. 66330-108330 (Grade 29)
2. Joint Director of Agriculture	₹. 56870-105810 (Grade 27)
3. Deputy Director of Agriculture	₹. 49870-100770 (Grade 25)
4. Assistant Director of Agriculture	₹. 40270-93780 (Grade 22)
5. Agricultural Officer	₹. 35120-87130 (Grade 20)

Request: It is represented that the Agriculture Officers are plant doctors. They shoulder the responsibility of input distribution, extension work and implementation of agricultural activities. They identify pests and diseases, malnutrition in plants due to deficiencies of micronutrients, promote upkeep of soil health by advocating changeover from chemical farming to organic cultivation. They also drive farmers to adopt integrated pest management and integrated nutrient management practices to reduce pollution as a result of indiscriminate use of chemical fertilizers, plant protection chemicals and other elements which are highly hazardous to humans and other living beings.

The Agricultural Officers at Mandal level are also entrusted with extra-departmental activities like supervision of electoral enumeration, agricultural produce procurement centers, ration cards distribution, grounding of housing schemes, IHLs etc. along with their regular job whereas the officers of other departments like Veterinary Officers, Medical Officers confine themselves to their departmental activities.

They have requested to assign pay scales to the cadres starting from Additional Director to Agricultural Officer on par with corresponding cadres of medical officers.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Additional Director of Agriculture

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Director 56870-105810 (27)	

Additional Director of Health

6150-9820 (28)	13450-19150 (30) (Improved by Task Force)	23500-30765 (31)	44740-55660 (32)	87130-110850 (32)	Civil Surgeon Spl Grade (UGC scale)	Director of Health ₹.87130-110850 (32)
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Mode of Appointment : By promotion from the category of Joint Director of Agriculture.

Joint Director of Agriculture

5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director of Agriculture ₹.49870-100770 (25)	Additional Director of Agriculture ₹.66330-108330 (29)
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Civil Surgeon Special Grade

This post is carrying UGC Scale of pay and hence not comparable

Mode of Appointment : By promotion from the category of Deputy Director of Agriculture.

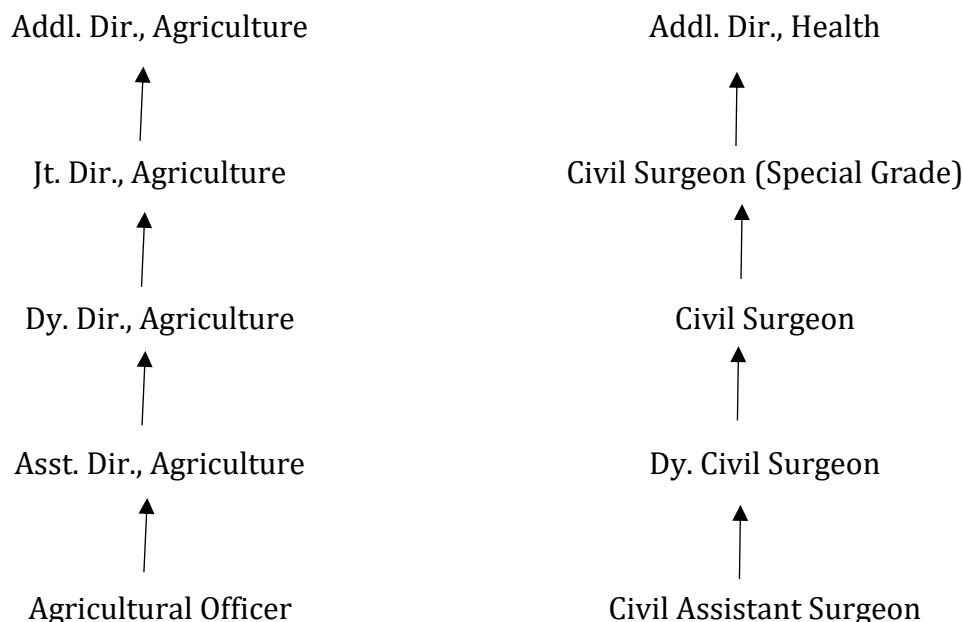
Deputy Director of Agriculture

4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-1100770 (25)	Assistant Director of Agriculture ₹.40270-93780 (22)	Joint Director of Agriculture ₹.56870-105810 (27)
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Civil Surgeon						
5390-8980 (26)	11650-18625 (28) (Improved by Task Force)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870-100770 (25)	Civil Surgeon (Special Grade) (in UGC Scale)
Mode of Appointment: By promotion from the category of Assistant Director of Agriculture.						
Assistant Director of Agriculture						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Agricultural Officer ₹.35120-87130 (20)	Deputy Director of Agriculture ₹.49870-1100770 (25)
Deputy Civil Surgeon						
4400-8700 (23)	9600-16525 (25) (Improved by Task Force)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Civil Assistant Surgeon ₹.40270-93780 (22)	Civil Surgeon ₹. 61450-105810 (28)
Method of Appointment: By Direct Recruitment or by promotion from the category of Agriculture Officer						
Qualifications: Degree of B.Sc. in Agriculture and Post-graduate degree in Agriculture and evidence of ability to plan and organize with experience in agricultural extension (or) community development.						
Agricultural Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Agricultural Extension Officer Gr-I ₹.29760-80930 (18)	Assistant Director ₹.40270-93780 (22)
Civil Assistant Surgeon						
3640-7580 (20)	7900-15475 (22) (improved by the Task force.)	11755-26300 (22)	20680-46960 (22)	40270-93780 (22)	D.R.	Deputy Civil Surgeon Rs.49870-100070 (25)
Mode of Appointment: By Direct Recruitment or by transfer from Agricultural Extension Officer Grade I						
Qualification: By Direct Recruitment or by transfer : Degree of Bachelor of Science in Agriculture						

Recommendations

The hierarchical depiction of various posts in contention in the two departments is as shown below:



Comparison of officers in the Agriculture Department with the Medical Officers is not apt as their job requirements, duty profiles as well as professional environments are entirely different. Firstly, the duration of the Graduation (MBBS) course for Doctors is much longer compared to that of B.Sc.(Ag) . Secondly, the intensity of competition for admission to the qualifying course and the level of commitment of resources required for completion of the course are much higher. It is also undeniable that Doctors work under much greater level of professional stress as they have to contend with sterner pressure and scrutiny from the family and friends of the patients. Dealing with human life and health is unarguably a very sensitive proposition. It is also evident from the comparison charts given above that successive Pay Commissions have historically assigned higher pay grades to the medical doctors compared to the corresponding cadres of officers of Agriculture Department.

Further the Commission observes that there has been complete one-to-one parity in pay scales among the categories of important Mandal level functionaries like Agricultural Officer, Tahsildar, Inspector of Police, Mandal Development Officer and Mandal Education Officer right since the 1993 RPS. This is imperative for the purpose of healthy administrative co-ordination and needs to be continued.

Considering all the above aspects and the official duties and responsibilities assigned to the various levels, the Commission recommends status quo in respect of pay grades of all the above categories. Accordingly, the pay grades assigned would be as follows:

Additional Director of Agriculture	₹. 101970-174790 (Grade-29)
Joint Director of Agriculture	₹. 87480-170580 (Grade-27)
Deputy Director of Agriculture	₹. 76730-162780 (Grade-25)
Assistant Director of Agriculture	₹. 61960-151370 (Grade-22)
Agricultural Officer	₹. 54060-140540 (Grade-20)

6. **Agricultural Extension Officer Grade I** ₹. 29760-80930 (Grade 18)
7. **Agricultural Extension Officer Grade II** ₹. 22460-66330 (Grade 12)

Request: It is represented that the Agricultural Extension Officers Grade I and II are the grass root level officers and pillars of the Department having close relation with the farmers and their fields. They work in remote areas and they are exposed to poisonous snakes, wild animals while discharging their duties. Their jurisdiction is 20 to 25 villages covering one or two Mandals and they look after approximately 3500 hectares of cropped area. Further, it has been represented that there are no promotional opportunities for the Agricultural Extension Officer Grade I even after putting in 35 years of service. A Bachelor degree in Agriculture has been prescribed as the minimum qualification for their appointment by transfer to the next higher post of Agriculture Officer.

They have requested to (i) assign the pay scale corresponding to ₹.31460-84970 (Grade-19) to the Agricultural Extension Officer Grade I and (ii) a scale corresponding to ₹.28940-78910 (Grade-17) to the Agricultural Extension Officer Grade II on par with the Statistical Assistant.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Agricultural Extension Officer Grade I

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	15280-40510 (18)	29760-80930 (18)	Agriculture Extension Officer Gr- II ₹.22460-66330 (12)	Agricultural Officer ₹.35120-87130 (20)

Mode of Appointment: By Promotion from the category of Agricultural Extension Officer Grade II.

Agricultural Extension Officer Grade II						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (7)	3290-6550 (7)	4825-10845 (7)	11530-33200 (12)	22460-66330 (12)	Agricultural Extension Officer Gr- III ₹.13780-42490 (3)	AEO Gr. -I ₹.29760-80930 (18)
Deputy Statistical Officer (Former Statistical Assistant)						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer (Formerly Computer (Statistics) Rs.24440-71510 (14)	Assistant Director (Statistics) Rs.37100-91450 (21)
Mode of Appointment: By Direct Recruitment or by Promotion from the category of Agricultural Extension Officer Grade III for which there is no further recruitment						
Qualification: (1) Diploma in Agriculture (2 years) or (2) B.Sc. (Vocational) in Dry Land Agriculture or (3) A degree of Bachelor of Science in Agriculture						

Recommendations:

As per the Service Rules, after the vacation of posts of Agricultural Extension Officers in Gr-I, II and III, either by promotion or otherwise, they shall be abolished and higher level posts in the category of Agricultural Officer shall be created.

- (i) At present the post of Agricultural Extension Officer Gr-I has been assigned a pay grade of 18. Considering the qualification prescribed and the scope of duties and responsibilities of this post, the Commission feels that the present pay grade assigned to Agricultural Extension Officer Gr-I is appropriate and may continue in the corresponding scale of ₹.45830-130580 (Grade-18)
- (ii) Considering the qualification prescribed and the nature of work performed by the AEOs Gr-II the Commission assigns a revised pay scale of Rs.37640-115500 (Grade 14) thus improving by two grades.
- (iii) At present the Agricultural Extension Officer Gr-II is having parity in pay scale with the Technical Officer of Sericulture Dept. which is another similar Department of extension-cum-development character. The Technical Officers of Sericulture Department are therefore assigned the same pay scale of Rs.37640-115500 (Grade 14), thus improving by two grades, and the present parity is maintained.

Statistical Wing

8. Deputy Director (Statistics) ₹. 46060-98440 (Grade 24)

9. Assistant Director (Statistics) ₹. 37100-91450 (Grade 21)

10. Deputy Statistical Officer
(Formerly Statistical Assistant) ₹. 28940-78910 (Grade 17)

11. Assistant Statistical Officer
(Formerly Computer) ₹. 24440-71510 (Grade 14)

Request: It has been represented that the cadres in Statistical Wing in Agriculture Department have historical parity with similar categories in the Directorate of Economics and Statistics and requested to maintain it by awarding equal scales to the Statistical Wing in Agriculture Department as that of their counterparts in the Directorate of Economics and Statistics.

Duties in brief: They provide agricultural statistics such as rainfall and seasonal conditions, land use and crops areas, crop yield and production and assist the departmental functionaries in implementation of crop insurance scheme.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Deputy Director (Statistics), Agriculture Department

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director (Statistics) ₹.37100-91450 (21)	
Compared Post: Deputy Director, Directorate of Economics and Statistics						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100-91450 (21)	Joint Director ₹.52590-103290 (26)
Mode of Appointment: By Promotion from the category of Assistant Director (Statistics)						

Assistant Director (Statistics), Agriculture Department						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Deputy Statistical Officer (Former Statistical Assistant) ₹.28940-78910 (17)	Deputy Director (Statistics) ₹.46060-98440 (24)
Compared Post: Assistant Director, Directorate of Economics and Statistics						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Statistical Officer ₹.31460-84970 (19)	Deputy Director ₹.46060-98440 (24)
Method of appointment : By Direct Recruitment or by transfer from the category of Deputy Statistical Officer (Former Statistical Assistant)						
Qualifications: Direct Recruitment – A First or second class degree in Agriculture, Mathematics, Statistics, Economics or Commerce; Post-Graduate work for at least two years in the Indian Agricultural Research Institute in Statistics leading to M.Sc., or its equivalent; and Practical experience in Statistics in field experiments for not less than six months. Transfer - A degree in Agriculture, Mathematics, Statistics, Economics or Commerce ; Special Training in Agricultural Statistics for a period of one year at the Indian Agricultural Research Institute or Training for a period of not less than five years as Agricultural Assistant in the Andhra Pradesh Agricultural Subordinate Service; (iii) Experience as Statistical Assistant in Agriculture Department for a period of three years with not less than five years in the Andhra Pradesh Agricultural Subordinate Service.						
Deputy Statistical Officer (Former Statistical Assistant), Agriculture						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer (Formerly Computer (Statistics) ₹.24440-71510 (14)	Assistant Director (Statistics) ₹.37100-91450. (21)
Deputy Statistical Officer Directorate of Economics and Statistics						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer ₹.24440-71510 (14)	Statistical Officer ₹.31460-84970 (19)

Mode of Appointment: By Direct Recruitment or by promotion from Assistant Statistical Officer (former Computer) or by transfer on tenure basis of persons in equivalent rank from Economic & Statistics Department						
Qualifications : Direct Recruitment – Post Graduation in one of the subjects of Statistics or Computer Science or equivalent By promotion – Agriculture Department Test; Accounts Test for Subordinate Officers Part I						
Assistant Statistical Officer (Formerly Computer)						
2195-4560 (11)	4190-8700 (11)	6195-13945 (11)	11530-33200 (12)	24440-71510 (14)	Junior Assistant/ Typist ₹.16400-49870 (7)	Deputy Statistical Officer ₹.28940-78910 (17)
Assistant Statistical Officer Directorate of Economics and Statistics						
2195-4560 (11)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)		Deputy Statistical Officer ₹.28940-78910 (17)
Method of Appointment : By Direct Recruitment or by transfer of regular Junior Assistants/ Steno-Typists of AP Ministerial Service of Agriculture Department or by transfer on tenure basis of persons in equivalent rank from Economics & Statistics Department						
Qualification: Direct Recruitment/Transfer/Deputation - Degree in Statistics, Applied Statistics or Computer Science						

Recommendations:

It is observed that historically the above categories in both the Departments (Agriculture and Statistical Departments) have been enjoying parity in pay scales. Keeping in view the qualifications, vertical hierarchies and nature of jobs, the Commission recommends status quo in respect of the categories of Deputy Director (Statistics) and Assistant Director (Statistics). In respect of Deputy Statistical Officer and Assistant Statistical Officer (formerly Computer) of Agriculture Department, the Commission recommends enhancement of pay scales by one grade each, thus maintaining parity with the same posts in the Department of Economics & Statistics. Accordingly, the revised pay scales assigned are as follows:

Deputy Director (Statistics)	₹. 70850-158880 (Grade 24)
Assistant Director (Statistics)	₹. 57100-147760 (Grade 21)
Deputy Statistical Officer	₹. 45830-130580 (Grade 18)
Assistant Statistical Officer (Formerly Computer)	₹. 38720-118390 (Grade 15)

06.(b). CO-OPERATION DEPARTMENT

The Department of Cooperation administers Cooperative laws viz., Andhra Pradesh Cooperative Societies (APCS) Act, 1964, Andhra Pradesh Mutually Aided Cooperative Societies (APMACS) Act, 1995 and Multi State Cooperative Societies Act 2002. The Cooperation Department regulates and monitors the activities of Cooperative Societies to ensure their democratic functioning and to protect the interests of the members of Cooperatives. The department has two wings namely administrative and audit. The department disseminates information on how to form and register the Cooperatives, responds promptly to the proposals for registration and keeps up to date records of registration and makes the information accessible to the public and supplies authenticated copies on demand thereby ensuring that the Societies registered under the Cooperative Societies Act are working in compliance with the provisions of the Act.

The department is headed by the Commissioner for Cooperation and Registrar of Cooperative Societies who is assisted by the Additional Registrars and other Gazetted and Ministerial staff. One of the Additional Registrars functions as the Chief Auditor and in-charge of Audit wing of the Department. In the Districts, Joint Registrars act as District Cooperative Officers. A Division is headed by a Deputy Registrar, known as Divisional Cooperative Officer and the Sub-Divisional Cooperative Office is headed by an Assistant Registrar (formerly known as Cooperative Sub Registrar). The audit wing is headed by a Deputy Registrar known as District Cooperative Audit Officer. A Deputy Registrar works as Officer on Special Duty (OSD) to the District Cooperative Central Banks at the District Level and provides Legal Services.

The Andhra Pradesh Co-operative Service Rules issued vide G.O. Ms. No. 262, Food and Agriculture (Co-operation II) Department dated 18.04.1990 and the Andhra Pradesh Co-operative Subordinate Service Rules issued vide G.O. Ms. No. 266 Food and Agriculture (Co-operation II) Department dated 18.04.1990 govern various cadres in the department.

The representations submitted by the employees are discussed below.

- | | |
|-----------------------------------|----------------------------|
| 1. Additional Registrar | ₹. 66330-108330 (Grade 29) |
| 2. Joint Registrar | ₹. 52590-103290(Grade 26) |
| 3. Special Cadre Deputy Registrar | ₹. 46060-98440 (Grade 24) |
| 4. Deputy Registrar | ₹. 37100-91450 (Grade 21) |

Request: It is represented that the functions of the Co-operative Department are specialized and partly technical. The recruits undergo special training for a period ranging from one to one and half year in co-operative and allied laws, book keeping, audit and management of co-operative bodies, co-operative banking, rural economics etc. The officers of the department discharge quasi-judicial duties. Further, the employees of the

Co-operative Department work on deputation either on FR 127 or on foreign service terms. The request is to treat the Co-operative Department as a specialized one and assign suitable pay scales on par with major administrative and developments departments.

Additional Registrar: It is stated that this category is the 5th level post in the vertical hierarchy of Gazetted Officers cadres in the Co-operative Department. He has to discharge functions as delegated by the Registrar of Co-operative Societies. Further, this category of officers are posted as Members in the Co-operative Tribunals at Visakhapatnam and Vijayawada and discharge quasi-Judicial and administrative functions

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Registrar ₹.52590-103290 (26)	
Additional Commissioner, Municipal Administration						
10-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	73270-108330 (30)	Regional Director cum Appellate Commissioner ₹.61450-105810 (28)	
Additional Commissioner, Panchayat Raj						
	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	73270-108330 (30)	Deputy Commissioner ₹.61450-105810 (28)	
Commissioner of State Taxes (Former Additional Commissioner Commercial Tax)						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	73270-108330 (30)	Additional Commissioner of State Tax (Former Joint Commissioner Commercial Tax) ₹.61450-105810 (28)	
Additional Commissioner, Transport						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	73270-108330 (30)	Joint Commissioner ₹.61450-105810 (28)	
Mode of Appointment : By Promotion from the category of Joint Registrar						

Recommendations:

Comparison with the corresponding posts in Panchayat Raj, Municipal Administration and Taxation Departments is not apt as the scope and ambit of their functions widely vary. The Commission is of the view that, considering the nature of duties attached and span of control, the present pay grade of 29 assigned to this post is appropriate and this may continue in the now revised pay scale at ₹.101970-174790 (Grade 29).

Joint Registrar: It is represented that the functions of Joint Registrars of Cooperative Societies involve implementation of APCS Act, 1964 and APMACS Act, 1995. The duties involve supervision of Divisional Officers exercising statutory powers under the APCS Act, 1964. This category works as District Cooperative Officer and is designated as 'Registrar' under the APMACS Act, 1995.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Special Cadre Deputy Registrar ₹. 46060-98440 (24)	Additional Registrar ₹.66330-108330 (29)
Joint Director of Agriculture						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
Joint Director AP State Election Commission						
70-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	56870-105810 (27)	Assistant Secretary ₹. 46060-98440 (24)	Joint Secretary ₹.73270-108330 (30)
Additional Commissioner of State Taxes (Former Joint Commissioner Commercial Tax)						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53060 (28)	61450-105810 (28)	Joint Commissioner (Former Deputy Commissioner Commercial Tax) ₹. 56870-105810 (27)	Commissioner ₹.73270-108330 (30)
Mode of Appointment : By Promotion from the category of Special Cadre Deputy Registrar						

Recommendations:

The posts outside the Co-operative Department and compared with in the above table have totally different ambit and scope of operations from those of the Joint Registrar Cooperative Societies. The Commission is of the view that the present grade of 26 assigned to this cadre is adequate and hence status quo may continue in the new RPS Accordingly the corresponding scale of ₹.80910-166680 (Grade-26) is assigned to this category.

Special Category Deputy Registrar: It is represented that this category is the 3 rd level Gazetted Officer in the Co-operative Department. Most of the Officers of this cadre are working on Foreign Service terms as Project Directors of DWMA, DRDA and Project Officers of ITDA, Rajiv Vidya Mission, MEPMA, Micro Irrigation Project and District Youth welfare Officers and they are looking after the development schemes of the Government. As Project Directors/Project Officers in the institutions having jurisdiction over the entire District, this category is the independent decision making authority interacting with different sections of people. Hence the request is to assign a higher pay grade of 26.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Deputy Registrar ₹.37100-91450 (21)	Joint Registrar ₹.52590-103290 (26)
Deputy Commissioner of State Tax (Former Assistant Commissioner Commercial Tax)						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Assistant Commissioner ₹.40270-93780 (22)	Joint Commissioner ₹.56870-105810 (27)
Special Grade Deputy Collector						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Collector ₹.40270-93780 (22)	
Deputy Director of Agriculture						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105780 (27)
Deputy Director of Animal Husbandry						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	25600-50560 (25)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105780 (27)

Deputy Transport Commissioner						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	49870-100770 (25)	Regional Transport Officer ₹.37100-91450 (21)	Joint Transport Commissioner ₹.61450-105810 (28)
Mode of Appointment : By Promotion from the category of Deputy Registrar						

Recommendations:

The Commission is of the view that comparison with the pay grades of the above mentioned posts, which have totally different set of comparatively more onerous duties, is not apt. The present grade of 24 assigned to the post of Special Category Deputy Registrar is considered appropriate taking into account the nature of functions and hierarchical position of the post. Hence the same pay grade may continue in the new RPS (₹.70850-158880) (Grade-24)

Deputy Registrar: It has been stated that direct recruitment to this post is included under the Group-I services of APPSC and it should be assigned a higher grade on par with the posts mentioned below						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Assistant Registrar ₹.29760-80930 (18)	Special Category Deputy Registrar ₹. 46060-98440 (24)
Deputy Collector						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Tahsildar ₹.35120-87130 (20)	Special Grade Deputy Collector ₹.52590-103290 (26)
Assistant Commissioner of State Tax (Former Commercial Tax Officer)						
3880-8140 (21)	7400-15475 (21)	10845-25660 (21)	20680-46960 (22)	40270-93780 (22)	Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer) ₹.35120-87130 (20)	Deputy Commissioner of State Tax (Former Assistant Commissioner of Commercial Tax) ₹.52590-103290 (26)

District Audit Officer						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Audit Officer ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Assistant Director of Agriculture						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Agriculture Officer ₹.35120-87130 (20)	Deputy Director ₹.49870-100770 (25)
Assistant Director of Horticulture						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Horticulture Officer ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Assistant Director of Sericulture						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Sericulture Officer ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Assistant Director Treasuries and Accounts Department						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Treasury Officer/ Assistant Accounts Officer ₹.35120-87130 (20)	Deputy Director of Treasuries & Accounts Chief Accounts Officer ₹.46060-98440 (24)
Assistant Director Industries						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Industrial Promotion Officer ₹.35120-87130 (20) ₹.31460-84970 (19) Superintendent ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)
Method of Recruitment : By Direct Recruitment (through Group I Services examination) or by transfer of Assistant Registrar/ Section Officer/ P.S./ Spl Cat Steno						

Qualifications: For Direct Recruitment - B.Com. or B.A. or B.Sc. (other than in a professional subject not being Agriculture) with preference to those holding Diploma in Cooperation and Rural Studies or Master's Diploma in Cooperation awarded by the National Council for Rural Higher education with Cooperation as one of the subjects

Recommendations:

Comparison with the functionaries of Revenue and Taxation Departments are inappropriate. The former have wide array of duties related to land administration, revenue collection, public distribution of essential commodities as well as magisterial functions. They are also responsible for conducting General Elections, coordinating calamity relief and providing protocol services. The functions of the Department of State Taxes is similarly of entirely different nature. Transport Department has both revenue collection as well as regulatory functions. The other Assistant Director posts cited are one promotion level higher than the point of direct entry. At the level of Deputy Registrar, a channel is available for Direct Recruitment through Group-1 examination of APPSC. Now, except for the categories of Deputy Collector, Deputy Superintendent of Police and Assistant Commissioner of State Tax (formerly Commercial Tax Officer), who have been assigned a higher grade of 22, the other posts e.g. District Registrar, Assistant Excise Superintendent, Municipal Commissioner Grade-II, Assistant Commissioner of Labour, District B.C. Welfare Officer etc are either in Grade-20 or Grade-21. In our assessment the primacy given to the first three functionaries by successive PRCs is commensurate with their relatively more onerous nature of responsibilities and wider ambits of work.

Considering the above, the Commission recommends status quo in respect of pay grade for the post of Deputy Registrar Co-operative Societies. Accordingly the present Grade of 21 (₹.57100-147760) shall continue in the now RPS.

5. Assistant Registrar ₹. 29760-80930 (Grade 18)

Request: It has been represented that the post of Assistant Registrar is the first level Gazetted post in the department of Co-operation and forms feeder category to the post of Deputy Registrar which is equivalent to Deputy Collector in the Revenue Department. The jurisdiction of the Assistant Registrar is more than one Mandal and sometimes even half of a revenue division. The duties are of administrative and executive nature. It is requested to equate the post of Assistant Registrar with that of Tahsildar (MRO) and Deputy Commercial Tax Officer and assign the pay scale corresponding to ₹.35120-87130 (Grade-20).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Registrar						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Senior Inspector ₹.26600-77030 (16)	Deputy Registrar ₹.37100-91450 (21)
Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar ₹.28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Deputy Assistant Commissioner of State Tax (Formerly Deputy Commercial Tax Officer)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	GST Officer ₹.28940-78910 (17)	Assistant Commissioner ₹.40270-93780 (22)
Mode of Recruitment : By Direct Recruitment (APPSC Group-II) or by promotion from the category of Senior Inspector						
Qualifications : By Direct Recruitment – Degree and training (9 months) in Higher Diploma in Co-operation plus practical training (3 months)						

Recommendations:

Direct recruitment to this post takes place along with the posts of Municipal Commissioner Grade-III, Deputy Tahsildar, Excise Sub-Inspector, GST Officer and all these posts are in Grade 18/17/16. The Tahsildar has multifarious duties, functions as an Executive Magistrate, discharges protocol duties, conducts relief operations when needed and on the whole has much higher work pressure. It is also one level higher when compared with the Deputy Tahsildar. Similarly the Deputy Assistant Commissioner, State Tax is one level higher compared to the direct recruitment entry level of GST Officer. The compared posts are in the respective State Services while the category of Assistant Registrar is in the Sub-ordinate Service. Hence the comparisons drawn with higher level post are not apt. This Commission is therefore of the view that the existing pay scale of this post is adequate and the existing pay grade of 18 (₹.45830-130580) is accordingly assigned to this category.

6. **Senior Inspector ₹. 26600-77030 (Grade 16)**

7. **Junior Inspector ₹. 22460-66360 (Grade-12)**

Request: It is stated that the post of Senior Inspector is filled in from the rank of Junior Inspector. The post used to be filled in by Direct Recruitment through Group IIA examination similar to that of Deputy Tahsildar, GST Officer etc. The direct recruitment was discontinued vide G.O. Ms. No. 49 Food and Agriculture Department dated 09.08.1985. The Senior Inspector in co-operation department discharges multifarious duties unlike the GST Officer and Assistant Labour Officer who confine to a particular type of work. It is requested to assign the pay scale corresponding to ₹.28940-78910 (Grade 17) on par with the Superintendents.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Senior Inspector

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Junior Inspector ₹.22460-66330 (12)	Assistant Registrar ₹.29760-80930 (18)

Superintendent

2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Different posts in different Departments
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Mode of Recruitment : By Promotion from the category of Junior Inspector

Qualification: Intermediate and Pass in examination in Co-operation, Auditing, Banking and Book-keeping conducted by the Central Co-operative Institute, Hyderabad or Andhra Pradesh Central Co-operative Union

Junior Inspector

Request: It is represented that the post of Junior Inspector is the initial Non-Gazetted post in the executive cadres of the department. The post is to be filled in by direct recruitment through Group III examination. The Junior Inspector discharges multifarious duties and as such it cannot be compared or equated with Senior Assistant. During discussion with the Associations it was requested to assign a pay scale on par with the Senior Assistants.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Typist ₹.16400-49870 (07)	Senior Inspector ₹.26600-77030 (16)
Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Typist ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)
Mode of Recruitment : By direct recruitment and by transfer from Junior Assistants and Typists in the Cooperative Department						
Qualifications: D.R. – Intermediate, Transfer- Pass in examination in Co-operation, Auditing and Book Keeping conducted by the Central Co-operative Institute or A.P. Central Co-operative Union						

Recommendations:

In the Co-operation Department the promotion channel in the Sub-ordinate Service is from Junior Assistant/ Typist → Junior Inspector → Senior Inspector → Assistant Registrar. The Junior Inspector is also recruited directly. There is an incongruity in the Service Rule governing this cadre since the minimum educational qualification prescribed for direct recruitment is a pass in Intermediate while the same for the feeder category of Junior Assistant/ Typist of APMS is now Graduation (as revised in 2014). It is suggested that the Department may take necessary steps to amend the relevant rule provisions to address this incongruity by prescribing Graduation as the minimum qualification required for direct recruitment also. As is seen from the above table, historically the post of Junior Inspector has been equated with the Senior Assistant's pay scale in the Common Category since Junior Assistant is the common feeder category for both the posts. The Commission feels that the same equation of pay parity with Senior Assistants may continue.

In respect of the Senior Inspectors, the Tenth Pay Revision Commission turned down the request for equating the post with that of Superintendent but improved the pay scale by one grade. The next higher promotion post i.e. Assistant Registrar of Cooperation is at pay grade 18. For this post the direct recruitment is through Group-II examination of the APPSC and the other posts grouped in that examination are drawing

pay grades of 16/17/18. It is observed that, in respect of the other posts recruited through the same Group-II examination, such as Deputy Tahsildar (Grade-17), Excise Sub-Inspector (Grade-16), GSTO (Grade-17), Assistant Labour Officer (Grade-17), Municipal Commissioner Grade-III (Grade-18) etc. one of the feeder categories for promotion is the Senior Assistant in the APMS whereas in the case of Cooperation Department the corresponding post of Assistant Registrar is filled up not by promotion of the Junior Inspector (on par with Senior Assistant) but by promotion of the Senior Inspector. In short, while the former are 1st level promotion posts from the category of Senior Assistants, the latter is the 2nd level promotion post from the same level. It is also seen that in the above mentioned Departments the Superintendents in APMS get promoted as Deputy Collector, Assistant Excise Superintendent, Assistant Commissioner (State Tax), Labour Officer and Municipal Commissioner Grade II respectively, which are in the State Service and are two/one stage above the Group-II posts mentioned above. In comparison, in respect of Senior Inspectors, however, the promotion post of Assistant Registrar of Co-operation is in the Sub-ordinate Service. Considering all these factors, the Commission feels that the existing pay scale in respect of the category of Senior Inspector is adequate.

Basing on the above analysis the following pay scales are assigned:

Senior Inspector	₹. 40970-124380 (Grade-16)
Junior Inspector	₹. 37640-115500 (Grade-14) (improved by two grades)

06. (c). AGRICULTURAL MARKETING DEPARTMENT

A separate Department of Agricultural Marketing was established on 01.02.1962, bifurcating it from the Agriculture Department, to implement the provisions of the Andhra Pradesh (Agricultural Produce and Livestock) Markets Act and other schemes of the Department. The Commissioner-cum-Director of Marketing is the Head of the Department. He is assisted at the Head Quarters level by the Additional Director, Joint Directors, Deputy Directors and the Ministerial staff. Every district is headed by an Assistant Director of Marketing with support staff of Senior and Junior Marketing Assistants while regional level offices are being manned by Joint Directors of Marketing. All the field Officers supervise and monitor the enforcement of the provisions of the A.P. (Agricultural Produce and Livestock) Markets Act, 1966 through the Agricultural Market Committees and Market Yards set up in the State. There is an Engineering wing manned by Deputy Executive Engineer, Assistant Engineer and Draughtsman.

The representations received from the Departmental employees are discussed in the following paras:

1. Assistant Director of Marketing ₹. 37100-91450 (Grade 21)

Request: It is represented that the Assistant Director of Marketing is a district level officer and is entrusted with the duties of supervising the Agricultural Market Committees and Rythu bazars. The Assistant Directors of Agriculture and Sericulture, whose jurisdiction is a Mandal, are carrying higher scale (₹. 40270-93870) than that of the Assistant Director of Marketing. Hence the request is to upgrade the pay scale assigned to the Assistant Director, Marketing and bring the post on par with the former two posts.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Director, Marketing						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Senior Marketing Assistant (Formerly Marketing Assistant) / Senior Marketing Superintendent/ Superintendent/ Statistical Assistant ₹. 28940-78910 (17)	Deputy Director of Marketing ₹. 46060-98400 (23)

Assistant Director of Agriculture						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Agricultural Officer ₹.35120-87130 (20)	Deputy Director of Agriculture ₹.49870-1100770 (25)
Assistant Director of Sericulture						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Sericulture Officer ₹. 35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By Direct Recruitment or by appointment by transfer of Senior Marketing Assistant (Formerly Marketing Assistant), Senior Marketing Superintendent, Superintendent and Statistical Assistant.						
Qualification: By Direct Recruitment: PG Degree in Economics or Mathematics or Statistics or Commerce or Agriculture or equivalent. By transfer: Bachelor's Degree or equivalent, pass in Departmental Tests and Accounts Tests and two years service as Marketing Superintendent/ Statistical Assistant.						

Recommendations:

The post of Assistant Director Agricultural Marketing Department cannot be compared with that of Assistant Directors of Agriculture or Sericulture keeping in view the qualifications, scope of duties and responsibilities. The latter have professional technical qualifications and look after production and extension aspects of agriculture/ sericulture. The Commission is of the view that the present pay grade assigned to the Assistant Director of Marketing is adequate. Accordingly a corresponding scale of ₹.57100-147760 (Grade- 21) is assigned.

2. Audit Officer ₹.35120-87130 (Grade- 20)

Request: The Audit Officers have requested for parity with the Assistant Director of Marketing.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Audit Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹. 28940-78910 (17)	

Assistant Director, Marketing						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Senior Marketing Assistant (Formerly Marketing Assistant)/ Senior Marketing Superintendent/ Superintendent/ Statistical Assistant ₹. 28940-78910 (17)	Deputy Director of Marketing ₹. 46060-98400 (23)
Mode of Appointment : By transfer from the category of Superintendents						
Qualification: Pass in Departmental Tests and Account Tests						

Recommendations:

The request for parity with the post of Assistant Director, Marketing is not appropriate since the referred post has totally different scope of duties and the qualification prescribed for it is higher. There is no channel of promotion available in the Service Rules from the post of Audit Officer to that of Deputy Director, Marketing, as has been stated in the representation. Historically speaking, the two compared posts were not having the same pay scale in the previous PRCs, as has been shown in the above table. Moreover, this post is having parity with the post of Assistant Audit Officer available in the State Audit Department and several other Departments. In all these Departments this post is assigned a pay grade of 20 which is appropriate.. Hence the Commission maintains status quo for this post at a scale of ₹.54060-140540 (Grade- 20).

3. Junior Marketing Assistant ₹. 21230-63010 (Grade 11)

Request: It is represented that the Junior Marketing Assistant is not given parity with the pay scale of Senior Assistant even though these posts carry similar duties and form common feeder category to the post of Senior Marketing Assistant/Superintendent. It has therefore been requested to assign a pay scale to the Junior Marketing Assistant on par with the Senior Assistant.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Junior Marketing Assistant (former Grading Superintendent Grade II/Price Reporter Grade II)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	Recorder, Junior Assistant, LD Steno and Typist ₹.16400-49870 (07) Skilled Operator ₹.15460-47330 (06)	Senior Market Assistant ₹.28940-78910 (17)
Compared category: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant LD Steno and Typist ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)
Mode of Appointment: By Direct Recruitment or by promotion from the category of Recorder and Skilled Operator or by transfer Junior Assistant, LD Steno and Typist						
Qualification: By Direct Recruitment: Bachelor's Degree in Agricultural Science or Economics or Mathematics or Statistics or Commerce or equivalent.						
By Transfer: SSC and pass in Departmental Tests						

Recommendations:

Keeping in view the fact that this is a next level promotion post to that of Junior Assistant and equivalent cadres and that its next promotion post of Senior Marketing Assistant is already at par with the Superintendent cadre (next promotion level for Senior Assistants), the Commission is of the view that the request for parity with the Senior Assistant is justified and accordingly assigns the pay scale of ₹.37640-115500 (Grade 14), i.e. on par with the Senior Assistants ('Common Categories'), to the post of Junior Marketing Assistant (enhanced by three grades).

Correspondingly the pay grade of Senior Marketing Assistant is raised on par with the Superintendent to 18 and assigned the revised pay scale of ₹.45830-130580 (Grade-18)

4. Chemist ₹. 28940-78910 (Grade 17)

5. Junior Chemist ₹. 22460-66330 (Grade 12)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Chemist						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Junior Chemist ₹.22460-66330 (12)	Chief Chemist ₹.35120-87130 (20)
Mode of Appointment : By Promotion from the category of Junior Chemist, and if not available, by direct recruitment						
Qualifications: A Bachelor's degree in Science with Chemistry as a subject, pass in Marketing Departmental Test						
Junior Chemist						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	22460-66330 (12)	Direct Recruitment	Chemist ₹.28940-78910 (17)
Mode of Appointment: By Direct Recruitment						
Qualifications: A Bachelor's degree in Science with Chemistry as a subject						

Recommendations:

No representation has been received. However, keeping the qualifications and existing intra-departmental parities in view, it is considered that there is a case for improvement in the scales of pay attached to these posts. Accordingly, the following scales are assigned:

Chemist ₹. 45830-130580 (Grade-18)

Junior Chemist ₹. 37640-115500 (Grade-14)

06. (d). HORTICULTURE DEPARTMENT

The Horticulture Department was carved out of Agriculture Department in 1982. The Department is engaged in providing genuine plant materials, technologies and better management practices to the farmers. It identifies suitable areas for plantation of various horticultural crops, educates them about the related horticultural practices and motivates them to grow the identified crops. The Department transfers new technologies to the farmers for quality production and improved productivity of horticultural crops. It also creates awareness about water-use management and cropping patterns. It promotes export of horticultural produce outside the State and the country.

The Commissioner of Horticulture is the Head of the Department. At State level, he is assisted by Additional Directors, Joint Directors, Deputy Directors, Assistant Directors and Horticulture Officers in addition to the staff of Administration and Accounts Wing. The Assistant Director of Horticulture is the District level Officer and he is assisted by Horticulture Officers and field level staff.

The issues raised by the Departmental employees in the matter of pay parities are discussed below:

- | | |
|--------------------|----------------------------|
| 1. Joint Director | ₹. 52590-103290 (Grade 26) |
| 2. Deputy Director | ₹. 46060-98440 (Grade 24) |

Request: It is represented that the Department of Horticulture was established on 1st October, 1982 by bifurcating the Agriculture Department. Based on the options exercised then, some officers of Agriculture Department were deployed to the Agriculture department. The mode of appointment of Joint Director and Deputy Director in both the departments is by promotion from the category of Deputy Director and Assistant Director respectively. The promotion category for the posts of Joint Director and Deputy Director in both the departments are the Additional Director and Joint Director respectively. The Joint Director and Deputy Director in Horticulture Department used to be on par with the Joint Director and Deputy Director in Agriculture Department till the Tenth Pay Revision Commission. The Tenth Pay Revision Commission assigned higher scales to the Joint Director and Deputy Director cadres of Agriculture Department whereas the Joint Director and Deputy Director of Horticulture Department were assigned the same pay scale as before thus disrupting the earlier parity. It is requested to restore parity by assigning pay scales to the Joint Director and Deputy Director of Horticulture on par with the Joint Director and Deputy Director of Agriculture Department.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Joint Director, Horticulture						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)
Joint Director of Agriculture						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
Mode of Appointment : By Promotion from the category of Deputy Director						
Deputy Director						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Deputy Director (Agriculture)						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105780 (27)
Mode of Appointment : By Promotion from the category of Assistant Director						

Recommendations:

It is observed that the educational qualifications prescribed for the above mentioned corresponding posts in the Agriculture and Horticulture Departments are equivalent. There was complete parity up to the RPS 2010 in the category of Joint Director whereas in respect of Deputy Director there was parity in the pay grades up to RPS 2010 except for in the RPS 2005. In the RPS 2015 the PRC, while mentioning about this existing parity, assigned improved pay grades to the two categories in Agriculture and Animal Husbandry Departments when compared to the Horticulture Department.

At present, except for the Agriculture and Animal Husbandry Departments, in the other related/ allied Departments e.g. Horticulture, Sericulture, Fisheries, Sugarcane Development and Agriculture Marketing the pay grades of Joint Director and Deputy Director are at par and one grade below the first two named Departments. The

Commission feels that, comparatively speaking, the more varied scope of duties and responsibilities, wider clientele interface, greater degree of challenges faced under adverse seasonal conditions and at the time of natural calamities make the jobs in Agriculture Department unarguably more onerous. At present, at the level of Additional Director there is a gap of one pay grade between the Agriculture and Horticulture Departments. **The Commission is of the view that for the reasons stated above the present assignment of pay grades to the Joint Director of Horticulture at ₹.80910-166680 (Grade-26) and Deputy Director of Horticulture at ₹.70850-158880 (Grade- 24) is apt and hence may continue.**

3. Administrative Officer ₹. 29760-80930 (Grade 18)

Request: It has been represented that the Administrative Officer in Horticulture department is in a lesser pay scale when compared to that of the posts of Administrative Officer in Ground Water Department, Intermediate Education and Collegiate Education. The duties and responsibilities of the Administrative Officers are almost similar in all the departments and the feeder category is Superintendent. Further, the minimum educational qualification is graduation. It is requested to assign a pay scale to the Administrative Officer in Horticulture Department on par with the pay scale of Administrative Officer in Ground Water, Intermediate Education and Collegiate Education Departments.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Administrative Officer in Horticulture Department						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Superintendent ₹.28940-78910 (17)	
Administrative Officer in Ground Water Department						
		10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17) Section Officer (Other than Law and Finance)	

Administrative Officer in Intermediate Education						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17)	
Administrative Officer in Collegiate Education in the Andhra Pradesh Ministerial						
		10285-24200 (20)	18030-43630 (20)	37100-91450 (21)		
Mode of Appointment: By transfer of Superintendent in the Andhra Pradesh Ministerial Services in the Andhra Pradesh Horticulture Subordinate Service.						
Qualifications: A Degree of a University (vide G.O. Ms. No.186 Agriculture & Co-operation (Hort. -I) Department, Dated 27.09.2012						

Recommendations:

Administrative Officer is the next higher supervisory position above that of Office Superintendent. In all the cited Departments the Administrative Officer post has been assigned a pay grade of 21. In all there were 45 positions of Administrative Officers across various offices of Government as per the report of the 10th PRC. In most of the relatively large Departments this post carries a pay grade of 20. **Considering this, the post of Administrative Officer in Horticulture Department is upgraded from 18 to 20 (₹.54060-140540), a benefit of two pay grades.**

Accordingly, the Commission also recommends assignment of the same pay scale of ₹.54060-140540 (Grade-20) to the Administrative Officer of Agriculture Department also.

06.0 (e). SERICULTURE DEPARTMENT

Sericulture was originally a branch of the Industries Department and subsequently it was brought under the administrative umbrella of Handlooms and Textiles Department. With the growth of sericulture industry a separate Department was formed in the year 1981. The Commissioner is the Head of the Department. He is assisted by the Additional Director, Joint Director, Assistant Directors and Sericulture Officers at the Commissionerate level. There are four Regional Offices at Anantapur, Chittoor, Warangal and Visakhapatnam. The Joint Director is the Regional level officer. At the District level, Deputy Director and Assistant Director are functioning with jurisdiction of one or two districts. There are five Deputy Directors stationed at Anantapur, Chittoor, Kurnool, West Godavari and Visakhapatnam. The representations received from the employees of the Department are discussed below.

1. **Assistant Sericulture Officer** ₹. 28940-78910 (Grade 17)
2. **Technical Officer** ₹. 22460-66330 (Grade 12)
3. **Technical Assistant** ₹. 15460-47330 (Grade 06)

Assistant Sericulture Officer (Former Assistant Inspector of Sericulture)						
Request: It is represented that the Assistant Sericulture Officer handles the sericulture units individually. The jurisdiction extends over 3 to 5 Mandals. The duties include implementation of Lab to Land programme comprising of extension activities for mulberry cultivation, installation of drip irrigation system, construction of rearing sheds and education of farmers in all related activities. It has been requested to assign the equivalent pay scale of ₹. 29760-80930 (Grade 18) on par with the Extension Officer (Agriculture), Extension Officer (Panchayat Raj) and Fisheries Development Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Technical Officer (Former Foreman Grade II) ₹.22460-66330 (12)	Sericulture Officer ₹.35120-87130 (20)
Compared to Post : Extension Officer, Agriculture						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	15280-40510 (18)	29760-80930 (18)	Agriculture Extension Officer Gr- II ₹.22460-66330 (12)	Agriculture Officer ₹. 35120-87130 (20)

Compared Post: Extension Officer, Panchayat Raj						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary Grade-I ₹.28940-78910 (17) Senior Assistant ₹.22460-66330 (12)	Mandal Parishad Development Officer/ Divisional Panchayat Officer / ₹.35120-87130 (20)
Compared Post: Fisheries Development Officer						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Asst. Inspector of Fisheries ₹.21230-63010 (11)	Assistant Director ₹.37100-91450 (21)
Mode of Appointment : By Direct Recruitment/promotion from the category of Technical Officer						
Qualifications: Bachelor's Degree in Sericulture/ P.G, Diploma in Sericulture OR B.Sc. degree with Botany and Zoology as subjects OR Bachelor's Degree in Agriculture						
Technical Officer (Former Foeman Grade II)						
Request: It is represented that the Technical Officer plays a crucial role in managing grainages, conducting extension activities and supervising seed farms, silk reeling units and cocoon markets. In grainages the Technical Officer conducts testing. On the extension side he is in-charge of the entire sericulture operations in the Mandal and guides the farmers in technical matters at all levels such as plantation, arranging laying, silkworms rearing and marketing cocoons. In seed farms he supervises the rearing batches and is involved in maintenance of mulberry gardens and conducting disease tests. They have requested for the pay scale of ₹.24440-71510 on par with that of the Assistant Statistical Officer in Agriculture Department and Secretary (Grade III) of Agricultural Marketing Committees.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1975-4010 (9)	3750-7650 (9)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Technical Assistant (Former Operative) 15460-47330 (06)	Assistant Sericulture Officer 28940-78910 (17)
Compared Post: Assistant Statistical Officer in Agriculture Department						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11530-33200 (12)	24440-71510 (14)	Junior Assistant/ Typist ₹.16400-49870 (07)	Deputy Statistical Officer ₹.28940-78910 (17)

Compared Post: Secretary Grade III (Agricultural Market Committees)						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	12550-35800 (14)	24440-71510 (14)	Accountant ₹.22460-66330 (12)	Secretary Grade II ₹.28940-78910 (17)
Mode of Appointment : By direct recruitment / by promotion from the category of Technical Assistant/ Sericulture Demonstrator						
Qualifications: Direct recruitment – Bachelor’s Degree in Sericulture OR P.G. Diploma in Sericulture OR B.Sc. with Botany, Zoology and Chemistry as subjects from a University By promotion – (i) 10th Class (ii) Sericulture Department Test Part-I.						
Technical Assistant (Former Operative)						
Request It is represented that the Technical Assistant visits villages to mobilize the farmers for taking up sericulture and gives technical assistance from time to time for plantation, maintenance of mulberry gardens and supply of eggs and observation of crops till cocoons are marketed. The Technical Assistant is involved in all grainage operations of cocoons sorting and also in garden maintenance, seed rearing and cocoon marketing activities. They have requested to assign the pay scale of ₹.16400-49870 on par with Junior Assistant/ Grader/Bid Clerk/ Assistant Market Supervisor of Agricultural Market Committees.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1425-2525 (02)	2650-4850 (02)	4260-9520 (04)	7520-22430 (04)	15460-47330 (06)	-	Technical Officer ₹.22460-66330 (12)
Compared Post: Junior Assistant						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹.15030-46060 (05)	Senior Assistant ₹.22460-66330 (12)
Compared Post: Grader/Bid Clerk /Assistant Market Supervisor						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		4825-10845 (07)	8440-24950 (07)	16400-49870 (07)		
Mode of Appointment: By Direct Recruitment						
Qualifications: Pass in 8th Class examination. Practical experience in Department of Sericulture units for a period of One Year.						

Recommendations:

The above three cadres constitute a vertical hierarchy in the Sericulture Sub-ordinate Service. Keeping in view the qualification levels, similar hierarchical position in the respective Sub-ordinate Services and scope of duties and responsibilities, the Commission recommends parity between (i) the Assistant Sericulture Officer and Agriculture Extension Officer (Gr-I) (Grade-18) and (ii) the Technical Officer and Agriculture Extension Officer (Gr-II) (Grade-14). There would be no change in the pay grade of the Technical Assistant. Accordingly, the following pay scales are assigned:

Assistant Sericulture Officer	₹. 45830-130580 (Grade 18) (enhanced by one pay grade)
Technical Officer	₹. 37640-115500 (Grade 14) (enhanced by two pay grades)
Technical Assistant	₹. 23780-76730 (Grade 06)

06. (f). AGRICULTURAL MARKET COMMITTEES

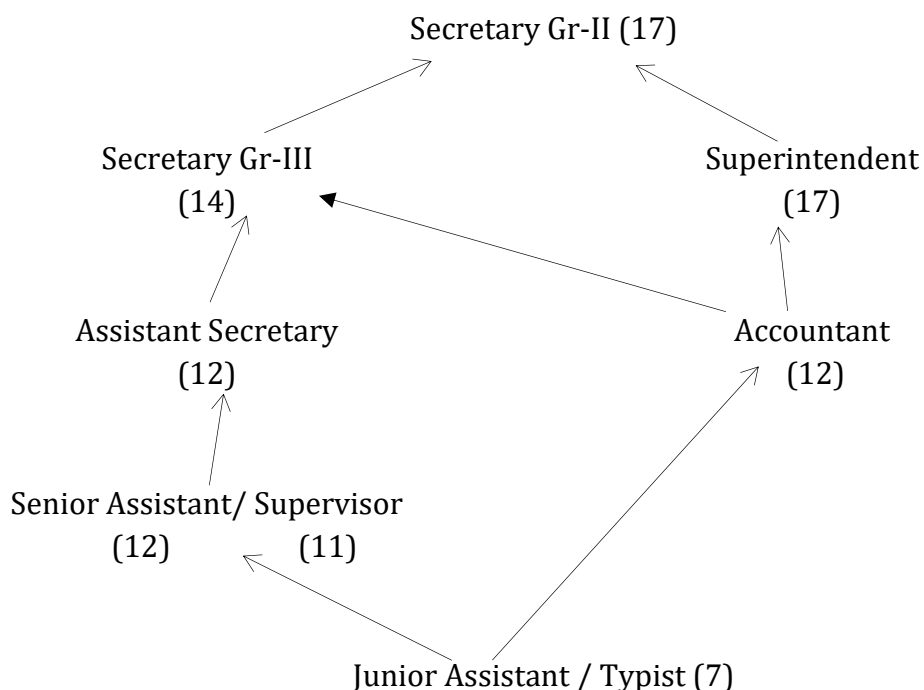
The Agricultural Market Committees are Local Authorities constituted under the A.P. (Agricultural Produce and Livestock) Markets Act, 1966. The aims and objectives of the Agriculture Market Committees are to establish markets for regulation of sale and purchase of notified Agricultural commodities produced by the farmers. These committees are administered by nominated bodies headed by non-official Chairmen. They are assisted by a Secretary and other Committees. Various grades of Secretaries are appointed to these Committees depending on the income of the Committees, which come from levy and collection of market fee and license fee. The Departmental representations are discussed below:

1. Supervisor ₹. 21230-63010 (Grade 11)

Request: The Supervisors in Agricultural Market Committees have stated that they used to carry pay scale on par with Senior Assistants of Market Committees and the parity got disturbed in the 10 th Pay Revision. They have requested to assign the pay scale on par with that of the Senior Assistants.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Supervisor						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	Junior Assistant/ Typist ₹.16400-49870 (07)	Assistant Secretary ₹. 22460-66330 (12)
Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Typist ₹.16400-49870 (07)	Assistant Secretary ₹. 22460-66330 (12)
Mode of Appointment : (i) Promotion from the category of Junior Assistant/ Typist (ii) Direct Recruitment						
Qualifications: Intermediate or its equivalent examination						

Recommendations:

The relevant hierarchy of posts for the purpose of analysis along with their present pay grades in brackets are given below:



It is observed that up to the 9th PRC the Supervisors were on par with Senior Assistants in the Agricultural Market Committees and both categories were assigned pay grade 11. In the 10th PRC the Senior Assistants were assigned pay grade 12 by treating them as part of the 'Common Category'. This has resulted in three incongruities. Firstly, although Senior Assistants, Accountants and Supervisors are equivalent categories of posts having common feeder categories (Junior Assistants/Typists) and the same qualifications, the former two were assigned pay grade 12 while the latter was given grade 11. Secondly, the promotion cadre of Assistant Secretary as well as the feeder category of Senior Assistant were assigned the same pay grade 12. Thirdly, it is also observed that the promotion post of Secretary Gr-II and the feeder post of Superintendent are both enjoying the same pay grade 17.

It is observed that none of the employees of the Agriculture Market Committee is a part of the 'Common Categories' as they are not governed by any of the common service rules applicable to the State Government employees namely the A.P. Ministerial Service Rules, A.P. General Sub-ordinate Service Rules or the A.P. Last Grade Service Rules. They are in fact governed by a separate set of service rules applicable to the staff of Agricultural Market Committees only. In fact the entry level qualification for direct recruitment of the Junior Assistants is Intermediate whereas the same post in the 'Common Category' has a qualification requirement of graduation degree (as amended in the year 2014).

Taking the above position into account, the Commission assigns the following pay grades to the categories mentioned below which will also resolve the above mentioned existing anomalies:

- | | |
|---|---|
| 1. Secretary Gr-II | ₹. 45830-130580 (Grade 18)
(improved by one grade) |
| 2. Secretary Gr-III | ₹. 38720-118390 (Grade 15)
(improved by one grade) |
| 3. Assistant Secretary | ₹. 35570-109910 (Grade 13)
(improved by one grade) |
| 4. Supervisor/ Senior Assistant/Accountant | ₹. 34580-107210 (Grade 12)
(improved by one grade) |
| 5. Junior Assistant/ Typist | ₹. 25220-80910 (Grade-7) |

**07. ANIMAL HUSBANDRY, DAIRY DEVELOPMENT
AND FISHERIES DEPARTMENT
07. (a). ANIMAL HUSBANDRY DEPARTMENT**

The mandate of the Animal husbandry department is to make available the animal origin foods like milk, meat and eggs to the people through promotion of scientific breeding, feeding and disease management of livestock. It strives to improve the wealth of the nation by enhancing the animal productivity and their production. The department implements various livestock based poverty alleviation programmes.

The main functions of the Department are: -

- Improving the production potential by way of breed up-gradation of cattle and buffaloes through Artificial Insemination.
- Providing preventive and curative health care to livestock through constant vigil on disease outbreaks, rendering preventive vaccinations, deworming and treatment of ailing animals.
- Augmenting fodder production to meet the nutritional requirements of livestock.
- Providing relief measures to livestock during natural calamities.
- Building awareness among farmers on profitable livestock production.
- Coordinating with the Health Department in controlling diseases of zoonotic importance.
- Providing technical support to livestock based poverty alleviation programmes.
- Updating the skills of technical as well as para veterinary staff at regular intervals in the areas of scientific breeding, feeding and management of livestock.

The department is headed by a Director, assisted by three Additional Directors and other subordinate staff. The Animal Husbandry institutions in the districts function under the control of Joint Directors. The Veterinary Dispensaries/ Rural Livestock Units in the divisions function under the administrative control of Assistant Directors. The Farms, Semen Banks, training activities etc. are headed by Assistant Directors /Deputy Directors.

The special rules of Andhra Pradesh Animal Husbandry Services, issued in G.O.Ms.No.54, AH&F (AH-I) Department, dated.6-6-1996, and the Andhra Pradesh Animal Husbandry Subordinate Service Rules, 2003, issued in G.O.Ms.No.26, AHDD&F (AH-II) Department, dt.28-6-2004, govern various categories of posts in the Department.

The representations submitted by various categories of employees of Animal Husbandry Department are discussed below.

1. **Director** ₹. 80930-110850 (Grade 31)
2. **Additional Director** ₹. 66330-108330 (Grade 29)
3. **Joint Director** ₹. 56870-105810 (Grade 27)
4. **Deputy Director** ₹. 49870-100770 (Grade 25)
5. **Assistant Director** ₹. 40270-93780 (Grade 22)
6. **Veterinary Assistant Surgeon** ₹. 35120-87130 (Grade 20)

Request: It is represented that the Veterinarians have to qualify in a course of studies involving very voluminous curricular material. The course duration is also five and half years which is equal to that of Bachelor of Medicine (MBBS). The Veterinary institutions work for 7 hours a day and are available to attend to emergency cases on call whereas the working hours for the medical doctors is six hours a day. The veterinarians work amidst all these ordeals but are not blessed with the pay scales on par with the medicos though parity existed in 1969. They also contend that such parity exists in the Central Government and twenty five other States. It is requested to assign pay scales on par with equivalent cadres in the Health Department right from the category of Director to that of Veterinary Assistant Surgeon.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Director of Animal Husbandry

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Additional Director ₹.66330-108330 (29)	-

Director of Health

7580-10100 (31)	15475-19675 (32) (Improved by Task Force)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Additional Director ₹.87130-110850 (32)	-
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Mode of Appointment : By Promotion from the category of Additional Director

Additional Director, A.H.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.56870-105810 (27)	Director ₹.809930-110850 (31)
Compared Post: Additional Director of Health						
6150-9820 (28)	13450-19150 (30) (Improved by Task Force)	23500-30765 (31)	44740-55660 (32)	87130-110850 (32)	Civil Surgeon Special Grade (in UGC Scale)	Director of Health ₹.87130-110850 (32)
Mode of Appointment : By Promotion from the category of Joint Director						
Joint Director, A.H.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
No equivalent post in Health Department						
Mode of Appointment : By Promotion from the category of Deputy Director						
Deputy Director, A.H.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	25600-50560 (25)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105810 (27)
Compared Post: Civil Surgeon						
5390-8980 (26)	11625-18625 (28) (Improved by Task Force)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870-100770 (25)	Civil Surgeon (Special Grade) (in UGC Scale)
Mode of Appointment : By Promotion from the category of Assistant Director						

Assistant Director, A.H.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Veterinary Assistant Surgeon ₹.35120-87130 (20)	Deputy Director ₹.49870-100770 (25)
Compared Post:Deputy Civil Surgeon						
4400-8700 (23)	9600-16525 (25) (Improved by Task Force)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Civil Assistant Surgeon ₹.40270-93780 (22)	Civil Surgeon ₹.61450-105810 (28)
Mode of Appointment: By promotion from the category of Veterinary Assistant Surgeon.						
Veterinary Assistant Surgeon						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Direct Recruitment	Assistant Director ₹. 40270-93780 (22)
Compared Post: Civil Assistant Surgeon						
3640-7580 (20)	7900-15475 (22) (Improved by the Task force.)	11755-26300 (22)	220680-46960 (22)	40270-93780 (22)	Direct Recruitment	Deputy Civil Surgeon ₹. 49870-100070 (25)
Mode of Appointment : By Direct Recruitment						
Qualification: Bachelor’s Degree in Veterinary Sciences and Animal Husbandry or its equivalent qualification						

Recommendations:

There has been persistent demand from the Veterinary Doctors before successive Pay Commissions to equate them with the Allopathic Doctors. The Andhra Pradesh Veterinary Assistant Surgeons' Association has once again submitted a very elaborate presentation before this Commission and forcefully argued their case for parity in pay scales with the comparable categories of Medical Doctors. The main thrust of their contention rests on the following aspects:

- The working hours of the veterinary doctors is comparatively longer compared to that of the medical doctors. Besides they have to attend to emergency calls
- That the scope of their academic study is much vaster encompassing thorough knowledge about the anatomy and diseases afflicting many animal species while the medico doctors acquire knowledge about the physiology and ailments of the human body only
- That in addition to the preventive and curative aspects, the veterinary doctor has also to take care of livestock breeding and production management as well as extension services
- That livestock management has growing importance for the rural, especially farmer's economy. It has been recognized as a growth engine for the State
- That B.V.Sc course is of equal duration as that of M.B.B.S. The entry level qualification required is also the same.
- That there are several zoonotic diseases that are transmissible to humans and hence veterinary services relating to their prevention is of paramount importance
- That already the Central Government and 25 other State Governments have brought complete parity of pay scales between the two streams
- That parity in promotional opportunities has been judicially upheld

We have dispassionately considered this issue which has earlier come up before every PRC. While taking cognizance of the very important points mentioned above and raised by the Veterinarians, the Commission also considered a few fundamental differences in certain facets of the two professions. For instance, although the entrance examination for both the professions is the same, competition for entry into the MBBS course is comparatively much more intense. The course completion also requires commitment of much higher level of resources and rigorous academic effort. Admission to P.G. courses (3-years duration) in medical education also involves very high level of competition, the number of seats being scarce. Most of the Medical Doctors have to specialise in some chosen field of medical science and keep abreast of the newly developed treatment regimens and research findings in that field in order to remain professionally competent and relevant. Most of the Veterinarians on the other hand are usually generalists. Medical Doctors have to take care of massive health care issues at

the time of outbreak of epidemics and in the aftermath of natural calamities. They also work under much sterner pressure and scrutiny from the family and friends of the patients as emotions and passions can run high in the case of loss of human life. In fact sometimes adverse treatment consequences resulting in casualties of human life can trigger ugly law and order situations and severe public uproar. The Commission is also conscious of the severe shortage in allopathic medical service providers in the country. Added to this, the mounting expenses of allopathic treatment in the private sector hospitals and nursing homes pushes most patients from the relatively poorer sections of society to the public health care facilities, thus resulting in very high patient loads on Government allopathic doctors. It is also to be noted that significant contribution is being made by the public sector in the field of veterinary services but there is very little private sector participation. In respect of the allopathic medical services however substantial degree of privatization/ corporatisation has taken place affording alternative professional opportunities to the medical doctors, especially those who are highly qualified.

The Commission also analysed the historical evolution of relative pay equations among comparative positions in the vertical hierarchy of Veterinary, Ayush and Medical Doctors and found the following:

		(Pay Grades)					
	Category	1986	1993	1999	2005	2010	2015
1.	VAS	17	19	19	19	20	20
2.	Med Officer (Ayush)	17	19	19	19	20	21
3.	CAS	20	20	22	22	22	22
1.	Asst. Dir. (AH)	20	20	20	21	22	22
2.	Sr. Med Officer (Ayush)	20	21	21	21	22	23
3.	Deputy CS	22	23	25	25	25	25
1.	Dy. Dir. (AH)	23	23	23	24	25	25
2.	Chief Med Officer (Ayush)	23	23	23	24	25	26
3.	CS	26	26	28	28	28	28
1.	Jt. Dir. (AH)	25	26	26	26	26	27
2.	-----No corresponding position-----						
3.	-----No corresponding position-----						
1.	Addl. Dir. (AH)	27	28	28	28	28	29
2.	Addl. Dir. (Ayush)	-	26	26	--	28	29
3.	Addl. Dir. (M&H)	27	28	30	31	32	32

It is observed that the Medical Doctors have been all along assigned higher pay grades compared to both the Ayush as well as the Veterinary Departments. However since 1986 RPS the Veterinary Assistant Surgeons were assigned the same pay grade as the Medical Officers (Ayush) and this parity was disturbed only in RPS 2015. Similarly the Assistant Director (AH) was on par with the Senior Medical Officer (Ayush) in RPSs 2005 and 2010 but lagged behind in RPS 2015. The Commission feels, there is no compelling reason to make a departure from the consistent judgement and wisdom of successive PRCs in the past.

After taking into account all the above considerations, the Commission feels that in view of the societal primacy given to human life and health care issues and the need for attracting meritorious and well qualified allopathic medical doctors to the Government service, assignment of relatively higher pay grades to the Allopathic Medical Doctors compared to the Veterinary Doctors appears justified. However the difference should only be marginal. The Commission therefore assigns a higher pay scale of ₹.57100-147760 (Grade 21) to the Veterinary Assistant Surgeon and a pay scale of ₹.65360-154980 (Grade 23) to the Assistant Director (AH) thus bringing them on par with the Ayush Doctors of corresponding ranks and narrowing the grade gap with the corresponding cadres of allopathic medical doctors.

Further, keeping in view the spacing available in the pay grades of the various higher categories thereafter in the vertical ladder i.e., Deputy Director/ Joint Director/ Additional Director/Director of Animal Husbandry (Grades- 25/27/29/31), the Commission feels that their present pay grades are appropriate and status quo may be maintained for those categories with corresponding pay scales as follows:

Director	₹. 124380-179000 (Grade 31)
Additional Director	₹. 101970-174790 (Grade 29)
Joint Director	₹. 87480-170580 (Grade 27)
Deputy Director	₹. 76730-162780 (Grade 25)

7. **Veterinary Livestock Officer** ₹. 29760-80930 (Grade 18)
8. **Junior Veterinary Officer** ₹. 25140-73720 (Grade 15)
9. **Livestock Assistant** ₹. 22460-66330 (Grade 12)
10. **Veterinary Assistant** ₹. 19500-58330 (Grade 10)

Request: It is stated that the non-graduate Para Veterinarians work together in co-ordination and perform support functions in respect of the following: viz treatment of animals, control of epidemic diseases, breeding programme etc. They also conduct extension activities, fodder development activities and follow up on health of cross-breed cows, buffaloes and sheep. Except Junior Veterinary Officer, whose pay scale is on par with the Multipurpose Health Extension Officer, the pay scales of other Para Veterinarians are lesser than the pay scales of the corresponding Para Medical staff. It is requested to assign pay scales to the Para Veterinarians on par with Para Medical employees.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Veterinary Livestock Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		7770-18575 (16)	13660-38570 (16)	29760-80930 (18)	Junior Veterinary Officer ₹.25140-73720 (15)	

Compared Post: Community Health Officer

2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Multi - Purpose Health Extension Officer ₹.25140-73720 (15) Midwifery Tutor, Public Health Nurse(17) and Assistant Superintendent in Health Visiting Training Schools	
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Mode of Appointment : By Promotion from the category of Junior Veterinary Officer

Junior Veterinary Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
2375-5040 (13)	4550-9600 (13)	7200-16925 (14)	12550-38500 (14)	25140-73720 (15)	Live Stock Assistant ₹. 22460-66330 (12)	Veterinary Livestock Officer ₹.29760-80930 (18)

Compared Post: Multi -Purpose Health Extension Officer						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	12550-38500 (14)	25140-73720 (15)	Multi - Purpose Health Supervisor ₹.23100-67990 (13)	Community Health Officer ₹.31460-84970 (19)
Mode of Appointment : By Promotion from the category of Live Stock Assistant						
Live Stock Assistant						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Veterinary Assistant ₹.19500-58330 (10)	Junior Veterinary Officer ₹.25140-73720 (15)
Compared Post: Multi -Purpose Health Supervisor						
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	11530-33200 (12)	23100-67990 (13)	Multi Purpose Health Assistant ₹. 21230-63010 (11)	Multi Purpose Health Extension Officer ₹. 25140-73720 (15)
Mode of Appointment : By Promotion from the category of Veterinary Assistant Qualification: 8 months training in Livestock Assistant and pass in Departmental Test						
Veterinary Assistant						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
Rs.						
1745-3420 (7)	3290-6550 (7)	5200-11755 (8)	9200-27000 (8)	19500-58330 (10)	Record Assistant	Live Stock Assistant 22460-66330 (12)
Compared Post: Multi-Purpose Health Assistant						
1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	10200-29200 (10)	21230-63010 (11)		Multi -Purpose Health Supervisor Rs.23100-67990 (13)
Mode of Appointment : By Promotion from the category of Record Assistant/ Attender/ Fieldman etc						

Qualification:

(i) A Pass in two year Animal Husbandry Polytechnic Diploma Course in any one of the Animal Husbandry Polytechnics

OR

(i) Must have passed Intermediate Science/ Intermediate Vocational course in Dairying and Poultry Sciences as one the subjects of study / two years Poultry Diploma Course / two years Intermediate Vocational Course in Multi-Purpose Veterinary Assistant. For candidates selected with the qualifications in clause (ii) One year Departmental Training in Veterinary Assistants Course to be conducted by the Director of Animal Husbandry

Recommendations:

The Commission observes that the qualification and training levels of the corresponding lowest cadre in the Para Medical hierarchy, namely Multi-purpose Health Assistant, is a pass in Intermediate and a Sanitary Inspector Training Certificate (1 year) or Multi-purpose Health Worker Training Certificate or Sanitary Technician Certificate, which is equivalent to that of the Veterinary Assistant. Functionally also the Multi-Purpose Health Workers are deployed for disease control programs, detection and control of epidemic outbreaks, promoting environmental sanitation, rendering first aid in emergencies, treating minor illnesses, communication and counselling etc. There are no major differences at the level of the Para-Medical/ Para-Veterinary cadres, unlike the differences of the nature discussed above in respect of Allopathic (Medical) and Veterinary Doctors.

Keeping in view the above, the following pay scales are assigned to the above categories thus equating the para-veterinary and para-medical cadres in the new RPS:

Veterinary Livestock Officer	₹. 48440-137220 (Grade 19) (up by 1 grade)
Junior Veterinary Officer	₹. 40970-124380 (Grade 16) (up by 1 grade)
Live Stock Assistant	₹. 37640-115500 (Grade 14) (up by 2 grades)
Veterinary Assistant	₹. 34580-107210 (Grade 12) (up by 2 grades)

11. Administrative Officer ₹. 35120-87130 (Grade 20)

12. Office Manager ₹. 29760-80930 (Grade 18)

Administrative Officer						
Request: It has been represented that the post of Administrative Officer plays a vital role in administration and the holder of the post is supposed to have thorough knowledge in Rules, Codes and Manuals on the one side and in technical matters such as technical sanctions, administrative sanctions as well the various schemes being implemented in the Animal Husbandry Department on the other side. It is requested to assign a pay scale on par with Deputy Director (Non- Technical) in Technical Education Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	₹.Office Manager 29760-80930 (18)	
Deputy Director (Non-Technical) in Technical Education Department						
		12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director (Non-Technical) Internal Audit Officer Administrative Officer Statistical Officer ₹.37100-91450 (21) Hostel Superintendent ₹.35120-87130 (20)	
Mode of Appointment : By promotion from Office Manager						
Office Manager						
Request: It is represented that the Gazetted Office Manager is responsible for maintaining the District office and is next to the Joint Director of the concerned district. He is the drawing and disbursing officer and assists the Joint Director in administration. He supervises all the Ministerial staff and deals with all disciplinary matters, It is requested to assign a pay scale on par with Assistant Director (Non-Technical).						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Superintendent ₹.28940-78910 (17)	Administrative Officer ₹.35120-87130 (20)
Compared Post: Assistant Director (Non-Technical) in Technical Education Department						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent/ Auditor/ Hostel Manager ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: Appointment by transfer from the category of Superintendent.						

Recommendations:

Comparison of Administrative Officer with the Deputy Director (Non-Technical) and Office Manager with Assistant Director (Non-Tech) is not apt as the latter posts are at higher administrative levels. A perusal of the positions assigned to Administrative Officers across various Departments of Government reveals that they figure in the Service Rules of the respective Departments and are ordinarily from the promotion post to the category of Office Superintendents belonging to the A.P.M.S. of the concerned Department. In most line departments they have been assigned Pay Grade-20. In three Departments, namely Collegiate Education, Intermediate Education and Ground Water Department they have been assigned Grade- 21. On the other hand in Agriculture (Grade-19), Horticulture and Town Planning (Grade-18) this post has been assigned relatively lower pay grades. In order to bring some degree of parity, this Commission has recommended that the post of Administrative Officer in Town and Country Planning, Agriculture and Horticulture Departments be given pay grade 20, which is on par with many other major Departments e.g. Animal Husbandry, Fire Service, Medical and Health, Family Welfare, Technical Education, Tribal Welfare , Women and Child Welfare etc.

Unlike any other Department, a post of Office Manager has been created in the Animal Husbandry Department as the promotion post for the post of Superintendent (APMS), and above the former there is the post of Administrative Officer. In the

combined State of Andhra Pradesh there was only one post of Administrative Officer and it is not known whether that solitary post is still in existence in Andhra Pradesh after the State bifurcation. The Office Manager post is equivalent to that of Junior Administrative Officer in the Police Department. **Considering the size of the Department, the Commission feels it would be fair to assign a pay grade of 19 (₹.48440-137220) to the Office Manager and a pay grade of 21 (₹.57100-147760) to the Administrative Officer, thus improving by one pay grade each.**

The requests of Superintendent, Senior Assistant and Junior Assistant cadres are examined separately along with other similar requests from 'Common Categories'

13. Statistical Investigator ₹. 28940-78910 (Grade 17)

14. Statistical Computer ₹. 22460-66330 (Grade 12)

Statistical Investigator						
Request: It is represented that the Statistical Investigator scrutinizes the data received from the supporting staff and compiles statistical report. The nomenclature is different with that of similar categories in other department. In most of the departments it is Deputy Statistical Officer. They have requested to re-designate the post as Deputy Statistical Officer and maintain pay parity with that post						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Statistical Computer ₹. 22460-66330 (12)	Assistant Director ₹.40270-93780 (22)
Compared Post: Deputy Statistical Officer Directorate of Economics and Statistics						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer ₹. 24440-71510 (14)	Statistical Officer ₹.31460-84970 (19)
Mode of Recruitment: By promotion from the category of Statistical Computer.						

Statistical Computer						
Request: It is represented that the Statistical Computer collects and compiles data received from the field staff and prepares draft reports. The nomenclature is different from that of similar categories in other departments. In most of the departments it is designated as Assistant Statistical Officer. It is requested to assign a pay scale on par with that of the Assistant Statistical officer in the Directorate of Economics and Statistics and to re-designate the post as Assistant Statistical Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400-49870 (07)	Statistical Investigator ₹. 28940-78910 (17)
Compared Post: Assistant Statistical Officer of Directorate of Economics and Statistics						
2195-4560 (11)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Initial Recruitment	Deputy Statistical Officer ₹.28940-78910 (17)
Mode of Recruitment: By Direct Recruitment or by transfer of Junior Assistant						
Qualifications: By Direct Recruitment or by transfer- Bachelor's Degree with Mathematics, Statistics, Economics or Commerce as the main subject. Preference shall be given to candidates possessing experience in Statistical Analysis and computation.						

Recommendations: Already there is parity between the posts of Statistical Investigator and Deputy Statistical Officer (Eco & Stat Dept.) and the same may continue at pay grade 18 (₹.45830-130580) (improved by one pay grade).

Keeping in view the similarity in qualifications, duties and responsibilities of the post of Statistical Computer with that of Assistant Statistical Officer of the Economics and Statistics Department, the Commission assigns a pay grade of 15 (₹.38720-118390) (up by three grades) and establishes parity between the two.

In respect of re-designation of the posts, the matter does not come under the purview of the Commission.

07. (b). FISHERIES DEPARTMENT

The Directorate of Fisheries was established on 02nd December, 1959. The Commissioner is the Head of the Department and is assisted by Additional Directors including Principal, State Institute of Fisheries Technology(SIFT) Kakinada, Joint Directors, Deputy Directors, Assistant Directors, Fisheries Development Officers and subordinate staff.

The main functions of the department are to–

- Increase fish production and ensure its sustainable development
- Develop fisheries value chain and boost exports.
- Promote investment to create infrastructure.
- Promote welfare of fishermen.
- Set up institutions to build skills.

The Andhra Pradesh Fisheries Service Rules issued vide G. O. Ms. No. 316, Food and Agriculture (Fish. I) department dated 9th April, 1991 and the Andhra Pradesh Fisheries Subordinate Service Rules issued vide G.O. Ms. No. 131, Animal Husbandry and Fisheries (FISH. I) Department dated 30.06.1993 govern various cadres in the department. The representations submitted by the Departmental employees are discussed below:

- | | |
|------------------------|----------------------------|
| 1. Additional Director | ₹. 61450-105810 (Grade 28) |
| 2. Joint Director | ₹. 52590-103290 (Grade 26) |
| 3. Deputy Director | ₹. 46060-98440 (Grade 24) |
| 4. Assistant Director | ₹. 37100-91450 (Grade 21) |

Request: It is represented that the contribution of Fisheries Sector to the State GSDP is 7.4% besides the sector providing direct and indirect employment to 14.5 lakh people. The Gross Value Addition (GVA) from fisheries has increased from Rs.17621 Crores during 2014-15 to Rs.41328 Crores in 2017-18 with an average annual growth rate of 33.5% at constant prices. The value of marine products exports has increased from ₹.15000 crores during 2014-15 to ₹.20600 crores during 2017-18 with an average annual growth rate of 21%. It is alleged that despite the department's prominence and significant contribution to the State's economy the pay scales of the staff of the Fisheries Department are not in tune with their counter parts in the Departments of Agriculture and allied sectors in the State or with that of their counter parts in other States.

They have requested to assign pay scales to various categories in the Department right from Additional Director to Fisheries Development Officer on par with similar categories in Agriculture/ Animal Husbandry Department.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Additional Director, Fisheries						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	61450-105810 (28)	Joint Director ₹. 52590-103290 (26)	
Compared Post: Additional Director of Animal Husbandry						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.56870-105810 (27)	Director ₹.809930-110850 (31)
Compared Post: Additional Director of Agriculture						
6150-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Director ₹.56870-105810 (27)	
Mode of Appointment : By Promotion from the category of Joint Director						
Joint Director, Fisheries						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)
Compared Post: Joint Director of Animal Husbandry						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
Compared Post: Joint Director of Agriculture						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.49870-100770 (25)	Additional Director ₹.66330-108330 (29)
Mode of Appointment : By Promotion from the category of Deputy Director						
Deputy Director, Fisheries						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100-91450 (21)	Joint Director ₹. 52590-103290 (26)

Compared Post: Deputy Director (Animal Husbandry)						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	25600-50560 (25)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105780 (27)
Compared Post: Deputy Director (Agriculture)						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105780 (27)
Mode of Appointment : By Promotion from the category of Assistant Director						
Assistant Director, Fisheries						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Fisheries Development Officer ₹.29760-80930 (18)	Deputy Director ₹.46060-98440 (24)
Compared Post: Assistant Director of Animal Husbandry						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Veterinary Assistant Surgeon ₹.35120-87130 (20)	Deputy Director ₹.49870-100770 (25)
Compared Post: Assistant Director of Agriculture						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Agriculture Officer ₹.35120-87130 (20)	Deputy Director ₹.49870-100770 (25)
Mode of Appointment : By Direct Recruitment or transfer from the categories of Fisheries Development Officer, Research Assistants and Hydrologists						
Qualification: By Direct Recruitment - <p>A. A first class degree of Master of Fisheries Science OR A first class degree of M. Tech in Aquacultural Engineering :</p> <p>B. In case candidates with the above qualifications are not available, candidates with the following qualifications may considered.</p> <p>A first class degree of M. Sc., with Zoology/Fisheries/ Ichthyology/ Marine Biology/ Biological Science.</p> <p>By Transfer : Pass in Accounts Tests and Departmental Tests (6 papers)</p>						

Recommendations:

Agriculture and Animal Husbandry form the two main pillars of the rural economy in our country and a very large number of rural families are dependent on farming and animal husbandry activities as their avocations and economic sustenance. The challenges to crop and animal health cause more serious problems to the farmer's income. In view of this the Agriculture and Animal Husbandry Departments have more issues to grapple with and a much wider public interface.

As is seen from the above table, historically the pay grades assigned by the different Pay Commissions to the cadres of Additional Director, Joint Director and Deputy Director of Animal Husbandry and Agriculture have been higher compared to the officers of same cadres in the Fisheries Department. At present there is a difference of one grade between the corresponding cadres of officers. There is however parity in respect of these cadres among the Horticulture, Sericulture and Fisheries Departments. However in respect of the cadre of Assistant Director, the Departments of Horticulture and Sericulture have been assigned one grade higher than that of Fisheries even though the nature and scope of work as well as qualifications prescribed are equivalent.

In view of the above, this Commission feels that the presently assigned pay grades for the cadres of Additional Director, Joint Director and Deputy Director of Fisheries are appropriate and therefore recommends for their continuance in the same grades i.e. Grades-28, 26 and 24 respectively. In respect of Assistant Director of Fisheries, however, the Commission recommends up-gradation to a pay grade of 22 on par with the same cadre in Horticulture and Sericulture Departments, thus enhancing by one pay grade. The pay scale assigned shall therefore be as follows:

Additional Director	₹. 94500-170580 (Grade 28)
Joint Director	₹. 80910-166680 (Grade 26)
Deputy Director	₹. 70850-158880 (Grade 24)
Assistant Director	₹. 61960-151370 (Grade 22)

5. Fisheries Development Officer (FDO) ₹. 29760-80930 (Grade 18)

Request: It is represented that it is the 1st level Gazetted Officer post in the department with a jurisdiction over 8-10 Mandals. The FDO is an important field level extension-cum- development functionary promoting fisheries development at the ground level. It is requested to enhance the pay scale of this category on par with that of the similar posts in Animal Husbandry and Agriculture Departments.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

₹					Feeder Category	Promotion Category
1993	1999	2005	2010	2015		
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Asst. Inspector of Fisheries ₹.21230-61030 (11)	Assistant Director ₹.37100-91450 (21)

Compared Post: Veterinary Assistant Surgeon

3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Direct Recruitment	Assistant Director Rs.40270-93780 (22)
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Compared Post: Agriculture Officer

3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Agricultural Extension Officer Gr-I ₹.29760-80930 (18)	Assistant Director ₹.40270-93780 (22)
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Mode of Appointment

By Direct Recruitment/by promotion from the category of Assistant Inspectors of Fisheries including Assistant Farm Superintendents/by transfer of Senior Assistants of Fisheries Department/Assistant Section Officer of Secretariat.

Qualification: By Direct Recruitment - A degree of B. F. Sc. or M.Sc., (Aquaculture or Marine culture)/ M. Sc. (Fisheries/Marine Biology)/ M. Sc., (Zoology)

By Promotion - (i) Accounts Test for Subordinate Officers Part-I. (ii) Departmental Test. I (iii) Departmental Test. II including Practical Training

By transfer - 1) B. Sc., (zoology) or any other equivalent examination.

2) (i) Accounts Test for Subordinate Officers part-I. (ii) Departmental Test. I. (iii) Departmental Test-II including Practical Training.

Recommendations:

At present there is a difference of two pay grades between the Fisheries Development Officers and the Horticulture/ Sericulture Officer. Considering the growing importance of the fisheries sector in the State's economy and the qualification and duties prescribed for the post, the Commission assigns a higher pay grade of 20 (₹.54060-140540) to the Fisheries Development Officer on par with the corresponding cadres of Horticulture Officer/ Sericulture Officer, thus improving by two pay grades.

6. Assistant Inspector of Fisheries ₹. 21230-630130 (Grade 11)

Request: It is requested to enhance the pay scale of this category on par with the similar post in Animal Husbandry Department and Agriculture Extension Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Inspector of Fisheries						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	Fisheries Overseer ₹.16400-49870 (07)	Fisheries Development Officer ₹.29760-80930 (18)
Compared Post: Agriculture Extension Officer Grade I						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	15280-40510 (18)	29760-80930 (18)	Agriculture Extension Officer Gr- II ₹.22460-66330 (12)	Agriculture Officer ₹. 35120-87130 (20)
Compared Post: Agriculture Extension Officer Grade II						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	11530-33200 (12)	22460-66230 (12)	Agricultural Extension Officer Gr- III ₹13780-46060 (3)	Agriculture Extension Officer Gr- I ₹.29760-80930 (18)
Mode of Appointment						
By Direct Recruitment, by promotion from the category of Fisheries Overseer and by transfer of Junior Assistant of Fisheries Department						
Qualification: By Direct Recruitment – Post Graduate Diploma in Fisheries Technology awarded by the State Board of Technical Education and Training or a Diploma in the Fisheries Technology and Navigation of a Polytechnic in the State or a certificate indicating						

successful completion of the course of Inland or Marine Fisheries Classes conducted by Government of India in the subject in respect of which recruitment is made with Zoology as main or subsidiary subject or any other equivalent qualification, B.F.Sc., or B.Sc.(FZC) or B.Sc. (Fisheries)

By Promotion - (1) Minimum General Educational Qualifications.

By transfer – (1) B.Sc. with Zoology as one of the subject.

Recommendations:

The post of Assistant Inspector of Fisheries is equivalent to the posts of Technical Officer in Sericulture Department and Agriculture Extension Officer Grade- II and accordingly its pay scale is upgraded to pay grade 14 (₹.37640-115500) in the new RPS on par with these two posts.

7. **Fishery Overseer** ₹. 16400- 49870 (Grade 7)

8. **Fieldman / Petty Yard Officer** ₹. 15030- 46060 (Grade 5)

Request: These two categories of employees have requested for enhancement of their pay scales -

- (i) on par with Agriculture Extension Officers Grade-II in respect of Fisheries Overseer and
- (ii) Forest Beat Officer and Fieldman (Animal Husbandry Department) for Fieldman

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Fisheries Overseer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1595-3020 (05)	2990-5810 (05)	4595-10285 (06)	7960-23650 (06)	16400-49870 (07)	Filedman/ Petty Yard Officer ₹.15030-46060 (05)	Assistant Inspector of Fisheries ₹.21230-63010 (11)

Compared Post: Agriculture Extension Officer Grade II

1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	11530-33200 (12)	22460-66330 (12)	Agriculture Extension Officer Gr. III ₹.13780-42490 (03)	Agriculture Extension Officer Gr. I ₹.29760-80930 (18)
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Field man/Petty Yard Officer/ Fishery Guard						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1475-2675 (03)	2750-5150 (03)	4260-9520 (04)	7520-22430 (04)	15030-46060 (05)	Fisherman ₹.13780-42490 (03)	Fisheries Overseer ₹.16400-49780 (07)
Compared Post: Forest Beat Officer						
1535-2840 (04)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	16400-49870 (07)	Assistant Beat Officer ₹.15030-46060 (05)	Forest Section Officer ₹. 21230-63010 (11)
Compared Post: Fieldman/Petty Yard Officer in Animal Husbandry Department						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Field Maistry ₹.13780-42490 (03)	
Mode of Appointment Fishery Overseer - By Promotion from the category of Petty Yard Officer including Fishery Guard and Fieldman Petty Yard Officer including Fishery Guard and Fieldman – By transfer from Last Grade Service and for Fieldman from the category of Fisherman						
Qualification: Fisheries Overseer by promotion – SSC Petty Yard Officer including Fishery Guard and Fieldman – SSC and for Fisherman 10 years of service						

Recommendations :

- (i) AEO Gr-II has a higher level of qualification compared to the Fisheries Overseer and the job specifications are different. The Commission is given to understand that it is a vanishing category. In fact there was only one post in existence at the time of implementation of the 2015 RPS. Hence status quo may be maintained in respect of Fisheries Overseer category at pay grade 7 (₹.25220-80910)
- (ii) Comparison with Forest Beat Officer and Fieldman of Animal Husbandry Departments are not apt. However keeping in mind the nature of duties and the qualification for the posts, the pay scale of Fieldman/ Petty Yard Officer/ Fishery Guard is enhanced to (₹.23780-76730 Grade- 6), thus improving by one grade.

9. life insurance**₹13780-42490 (Grade-3)**

Request: Request is for equating them with Field Maistry of Animal Husbandry Department						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1425-2525 (02)	2650-4850 (02)	4050-9050 (03)	7100-21250 (03)	13780-42490 (03)	Initial recruitment	Field Man 15030-46060 (05)
Compared Post: Field Maistry (Animal Husbandry)						
1475-2675 (03)	2750-5150 (03)	4050-9050 (03)	7100-21250 (03)	13780-42490 (03)	-	Field Man 16400-49870 (07)
Mode of Appointment : By Direct Recruitment						
Qualification: 7 th Class with IFTC Certificate						

Recommendations:

Both the above mentioned posts are at the same pay grade. Considering the qualification level and job content the present pay grade (Grade-3) is appropriate and should continue. (₹.21200-65360)

08. CONSUMER AFFAIRS, FOOD AND CIVIL SUPPLIES DEPARTMENT

08. (a). LEGAL METROLOGY DEPARTMENT

The Legal Metrology department protects the interest of Consumers by ensuring metrological accuracies in the weighing and measuring instruments used in trade and commerce. It enforces the Legal Metrology Act 2009. The functions of the department are as under:

- Verification of Weights and Measures.
- Inspection to check whether Weights and Measures, verified and stamped, are being used properly by the user (trader).
- Checking deliveries made using Weights and Measures, verified and stamped.
- Registration of offences detected during inspections.
- Ensuring mandatory declaration on the pre-packed communities.
- Ensuring printing of Minimum Retail Price (MRP) on the pre-packed commodities.
- Ensuring correct net contents in the pre-packed commodities.

The department is headed by the Controller, assisted by four Joint Controllers, eleven Deputy Controllers, twenty six Assistant Controllers, fifty two Inspectors and other supporting staff. Orders were issued vide G.O. Ms. No. 13, Consumer Affairs, Food and Civil Supplies (CS II) Department dated 31.07.2017 making Andhra Pradesh Legal Metrology Subordinate Service Rules superseding earlier rules issued vide G.O. Ms. No. 121, Industries dated 10.02.1966 and G.O. Ms. No. 579, Industries and Commerce (T&C) Department dated 11.11.1980.

- | | |
|--|----------------------------------|
| 1. Joint Controller
(Former Regional Deputy Controller) | ₹. 46060-98440 (Grade 24) |
| 2. Deputy Controller
(Former Assistant Controller) | ₹. 37100-91450 (Grade 21) |
| 3. Assistant Controller
(Former District Inspector) | ₹. 31460-84970 (Grade 19) |

Joint Controller (Former Regional Deputy Controller)

<p>Request: It is represented that the Joint Controller is a regional officer with a jurisdiction of three to four districts. He is the compounding authority for all the cases booked under the Legal Metrology (Packaged Commodities) Rules, 2011. Besides discharging mandatory functions, he upkeeps and maintains Secondary Standard Laboratory. A request has been made to upgrade the post on par with the Superintending Engineer and Superintendent of Police (Non-cadre).</p>
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Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Deputy Controller (Former Assistant Controller) ₹. 37100-91450 (21)	
Compared Post: Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Compared Post: Superintendent of Police (Non Cadre)						
	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Additional Superintendent of Police ₹.52590-103290 (26)	
Mode of Appointment: By promotion from the category of Deputy Controller (Former Assistant Controller)						
Deputy Controller (Former Assistant Controller)						
Request: It is represented that the jurisdiction of Deputy Controller is one or two districts and he is responsible for implementation of Legal Metrology statutes in his jurisdiction. He jointly inspects petrol pumps, fair price shops, rice mills etc. along with officials of Civil Supplies Department, Oil Companies etc. A comparison has been drawn with the posts of Executive Engineer and Additional Superintendent of Police.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Assistant Controller (Former District Inspector) ₹.31460-84970 (19) Superintendent ₹.28940-78910 (17)	Joint Controller (Former Regional Controller) ₹.46060-98440 (24)

Compared Post: Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Compared Post: Additional Superintendent of Police						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Superintendent of Police ₹.40270-93780 (22)	Superintendent of Police ₹.56870-105810 (27)
Mode of Appointment: By Direct Recruitment (30%) or by promotion from the category of Assistant Controller (Former District Inspector/Senior Inspector) (60%) or by transfer from the category of Superintendent (10%).						
Qualification: By Direct Recruitment - Master degree in Science or Mathematics with B.Sc. (including Physics as a subject) or Degree in Engineering or equivalent.						
Assistant Controller (Former District Inspector)						
Request: The jurisdiction of the Assistant Controller is two to three revenue divisions or one district. He verifies and certifies the accuracy of all the weights and measures used by the petroleum industries, Government organizations, public sector undertakings, factories and articles used in bullion trade and maintains Working Standard Laboratory. A comparison has been drawn with the Deputy Executive Engineer and Deputy Superintendent of Police.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Inspector/ Superintendent ₹.28940-78910 (17)	Deputy Controller (Former Assistant Controller) ₹.37100-91450 (21)
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)

Compared Post: Deputy Superintendent of Police.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-49960 (22)	40270-93780 (22)	Inspector of Police ₹. 35120-87130 (20)	Additional Superintendent of Police ₹. 52590-103290 (26)
Mode of Appointment - By transfer of (a) Inspectors (91%) (Qualification- A degree in Science (with Physics as one of the subjects) or Degree in Engineering or Technology. Must be able to speak, read and write one regional language of the State in addition to English/Hindi) and (b) Superintendents (9%) (Qualification- Graduation)						

Recommendations:

The department has regulatory and prosecution functions and as such comparison with Engineers is not appropriate. The job charts and nature of duties performed are entirely different. The Police force similarly has a much wider scope of duties and responsibilities. However, keeping in view the qualifications and regulatory/ enforcement functions and responsibilities being handled, the Commission recommends the following pay scales:

Joint Controller (Former Regional Deputy Controller)	₹. 70850-158880 (Grade 24) (status quo)
Deputy Controller (Former Assistant Controller)	₹. 61960-151370 (Grade 22) (improved by one grade)
Assistant Controller (Former District Inspector)	₹. 48440-137220 (Grade 19) (status quo)

4. Inspector ₹. 28940-78910 (Grade 17)

Request: It is stated that the jurisdiction of the Inspector is one or two revenue divisions. He verifies and certifies the accuracy of all the weights and measures used by the Kirana and all other trades excluding those trades to be verified by the Assistant Controller. He files all those cases, which are not compounded, in the Court of Law. A comparison is drawn with the Assistant Executive Engineer and Inspector of Police.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Senior Technical Assistant ₹.19500-58330 (10)	Assistant Controller (Former District Inspector/Senior

					Technical Assistant ₹.13780-42490 (03) Senior Assistant ₹.22460-66330 (12)	Inspector) ₹.31460-84970 (19)
Compared Post: Inspector of Police						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Inspector ₹.28940-78910 (17)	Deputy Superintendent of Police ₹.40270-93780 (22)
Compared Post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment; by promotion from the category of Senior Technical Assistant (Maistry) and by transfer of Senior Assistant/ Senior Steno						
Qualification: By Direct Recruitment/Promotion/Transfer - A degree in Science (with Physics as one of the subject) or Degree in Engineering or Technology. Must be able to speak, read and write one regional language of the State in addition to English/Hindi.						

Recommendations:

This post does not compare with those of Inspector of Police and Assistant Executive Engineer for the reason that their functions are entirely different. The pay grades of the compared posts were in fact never equal to that of the Inspector of Legal Metrology. Keeping in view the qualifications and duties and responsibilities attached to the post, the Commission assigns the pay scale of ₹.45830-130580 (Grade-18) to this post.

09. ENERGY DEPARTMENT
09. (a). DIRECTORATE OF ELECTRICAL SAFETY &
CHIEF ELECTRICAL INSPECTOR TO GOVERNMENT

The Directorate of Electrical Safety enforces the provisions of the following Acts and Regulations:

- The Electricity Act, 2003 and Central Electricity Authority (Measures relating to safety and electric supply) Regulations, 2010.
- A.P. Cinemas (Regulations) Act, 1955 and A.P. Cinemas (Regulations) Rules, 1970; Rules for Public Exhibition of Videos.
- A.P. Electricity Duty Act, 1939 and Rules made there under.
- The A.P. Electrical Licensing Regulations, 1987.
- House Hold Electrical Appliances (Quality Control) Order, 2003.

The functions of the department are as under:

- Scrutiny and approval of Electrical Designs/Drawings for generating stations, solar power plants, Wind Mills, etc.
- Scrutiny and approval of Electrical Designs/Drawings for installations above 650V
- Inspection of the installations for which drawings were approved.
- Issue of defect notices for installations which were inspected.
- Issue of Statutory Certificate on receipt of compliance reports in full shape.
- Issue of Statutory Certificate for temporary installations.
- Issue of Electrical Certificate in form 'D' for all types of cinemas.
- Conducting of periodical inspections of all consumers installations.
- Investigation of fatal and non - fatal (human and animal) electrical accidents.
- Finalisation of arbitration cases between the consumer and suppliers/ licensees.
- Testing of Electrical instruments.
- Issue of Licences/Permits to Contractors
- Issue/renewal of Cinema Operator Licences

The Department strives to eliminate fatal accidents arising due to faulty electrical installations. It also ensures better electrical circuitry and designing so as to achieve energy conservation by reducing power losses. The Department is headed by the Director of Electrical Safety and Chief Electrical Inspector to Government. He is assisted by one Deputy Chief Electrical Inspector, four Electrical Inspectors, thirteen Deputy Electrical Inspectors, eighteen Assistant Electrical Inspectors and other supporting staff.

1. **Director of Electrical Safety & Chief Electrical Inspector** ₹. 80930-110850 (Grade 31)
2. **Deputy Chief Electrical Inspector** ₹. 61450-105810 (Grade 28)
3. **Electrical Inspector** ₹. 49870-100770 (Grade 25)
4. **Deputy Electrical Inspector (Former Assistant Electrical Inspector)** ₹. 42490-96110 (Grade 23)
5. **Assistant Electrical Inspector (Former Junior Engineer)** ₹. 37100-91450 (Grade 21)

Request: It is represented that the work experience of three years in any State/Central Government/reputed organization is a pre-requisite for recruitment as Assistant Electrical Inspector in the Directorate of Electrical Safety (earlier Chief Electrical Inspectorate). The Ninth Pay Revision Commission assigned a pay scale to the Assistant Electrical Inspector on par with the Deputy Executive Engineer but the Tenth Pay Revision Commission assigned the pay scale on par with Assistant Executive Engineer for whom no previous experience is required. It is therefore requested to equate the post of Assistant Electrical Inspector with that of Deputy Executive Engineer; Deputy Electrical Inspector with Executive Engineer; Electrical Inspector with the Superintending Engineer; Deputy Chief Electrical Inspector with Deputy Chief Engineer and the Chief Electrical Inspector with the Chief Engineer.

Director of Electrical Safety & Chief Electrical Inspector

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
7070-10100 (30)	13450-19150 (30)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy Chief Electrical Inspector ₹.61450-105810 (28)	
Compared Post: Chief Engineer						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Superintending Engineer ₹.66330-108330 (29)	Engineer in Chief ₹.87130-110850 (32)

Mode of Recruitment: By promotion from the category of Deputy Chief Electrical Inspector

Deputy Chief Electrical Inspector						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Electrical Inspector ₹.49870-100770 (25)	Chief Electrical Inspector ₹.80930-110850 (31)
Compared post: Deputy Chief Engineer (Superintending Engineer cadre in R&B Department)						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Mode of Appointment: By promotion post from the post of Electrical Inspector						
Electrical Inspector						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Electrical Inspector ₹.42490-96110 (23)	Deputy Chief Electrical Inspector ₹.61450-105810 (28)
Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Mode of Appointment: By promotion from the category of Deputy Electrical Inspector (former Assistant Electrical Inspector)						

Deputy Electrical Inspector (Former Assistant Electrical Inspector)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4140-8140 (22)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	42490-96110 (23)	Assistant Electrical Inspector ₹.37100-91450 (21)	Electrical Inspector ₹.49870-100770 (25)
Compared Post: Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Assistant Electrical Inspector (former Junior Engineer)						
Assistant Electrical Inspector (Formerly Junior Engineer)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	37100-91450 (21)	Tester ₹.21230-63010 (11)	Deputy Electrical Inspector ₹.42490-96110 (23)
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Compared Post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment or by transfer of Tester						

Qualification: (i) Must possess a Bachelor's Degree in Electrical Engineering or an equivalent qualification.

(ii) Must have three years Practical experience in Electrical Engineering of which not less than one year shall be in the field of Electrical and Mechanical work shop or in generation or distribution of electricity or in the administration of Indian Electricity Act 1910 and the rules made there under. Other higher posts are successive promotion posts and have the same qualification requirement.

Recommendations:

It is a regulatory Department. Strictly speaking, though the officers in this Department cannot be compared with the Engineers in other physical infrastructure development departments like Irrigation, Roads & Building, Panchayat Raj Engineering, Public Health Engineering etc., historically, since the 2005 RPS, pay parity exists at the top-most level between the Chief Electrical Inspector and the Chief Engineer. It is also observed that the initial entry level post in the Andhra Pradesh Electrical Inspectorate Service Rules, namely Assistant Electrical Inspector, has also a direct recruitment channel like the Assistant Executive Engineer in the Engineering Services and both the posts have the same prescribed educational (technical) qualification requirement. In the 2015 RPS an equation of pay parity has been established among various categories of posts in the State Services (i.e. Electrical Inspector with Executive Engineer, Deputy Electrical Inspector with Deputy Executive Engineer and Assistant Electrical Inspector with the Assistant Executive Engineer) except that between the Deputy Chief Electrical Inspector (Grade 28) and the Superintending Engineer (Grade 29).

Keeping the above position in view the following pay scales are assigned at par with the equivalent categories in other Engineering Departments:

Director of Electrical Safety & Chief Electrical Inspector	₹. 124380-179000 (Grade-31) (status quo)
Deputy Chief Electrical Inspector	₹. 101970-174790 (Grade-29) (improved by one grade)
Electrical Inspector	₹. 76730-162780 (Grade-25) (status quo)
Deputy Electrical Inspector	₹. 65360-154980 (Grade-23) (status quo)
Assistant Electrical Inspector	₹. 57100-147760 (Grade-21) (status quo)

10. ENGINEERING DEPARTMENTS

(Water Resources, Roads and Buildings, Panchayat Raj Engineering, Rural Water Supply, Public Health (Municipal) Engineering, Tribal Welfare Engineering Departments)

The Engineering Departments of the State are engaged in construction and maintenance of all the public funded physical infrastructure required for the development of the State. The Water Resources Department is engaged in development and maintenance of all the Irrigation Projects in the State. The Roads and Buildings Department is entrusted with construction and maintenance of Highways, other principal road networks and Government Buildings. The Panchayat Raj Engineering Department looks after rural roads, minor irrigation sources, school buildings etc. whereas the RWS Department exclusively looks after rural water supply projects. The Tribal Welfare Engineering wing is entrusted with the duty of comprehensive development and maintenance of all categories of physical infrastructure in the tribal sub-plan areas of the State. Similarly the Municipal Engineering Department is engaged in infra-structure development in the urban areas of the State. In general, all the engineering departments take up investigation, designing, execution, quality control and maintenance of infrastructure projects in the State. The staff structure of all these Departments are to a large extent same. The issues raised by the employees are discussed below:

1. Engineer in Chief	₹. 87130-110850 (Grade 32)
2. Chief Engineer	₹. 80930-110850 (Grade 31)
3. Superintending Engineer	₹. 66330-108330 (Grade 29)
4. Executive Engineer	₹. 49870-100770 (Grade 25)
5. Deputy Executive Engineer	₹. 42490-96110 (Grade 23)
6. Assistant Executive Engineer	₹. 37100-91450 (Grade 21)

Request: It is stated that Engineers cutting across Departments resorted to agitation through protests and demonstrations to express their frustration with the recommendations of the Ninth Pay Revision Commission and it resulted in constituting a Task Force Committee vide G.O. Rt. No. 351, I&CAD (Ser. I) Department dated 25.04.2011. The Task Force put great efforts and studied in depth the grievances put forth by the Engineers and also looked at the pay scales of the Engineering Cadres in the Southern States and Central Government and recommended certain pay scales for the Engineers. Though the Tenth Pay Revision Commission mentioned in Volume-I of the Report that the Task Force appointed for evolving pay structure for Engineering Departments did a commendable work in articulating the aspirations of Engineers for a better scale of pay at

the entry level, it did not recommend to implement the recommendations of the Task Force in toto. Hence it is requested to assign pay scales in the current RPS, as indicated below, keeping in mind the contribution made by them to infrastructure development, which is a thrust area for the State economy:

Sl. No.	Category	Pay scale proposed ₹.	Post(s) compared			
1.	Engineer in Chief	Secretary to Govt.	Secretary to Government			
2	Chief Engineer	168650-215270 (32)	Special Secretary to Government			
3.	Superintending Engineer	156340-215270 (31)	Joint Secretary to Government DIG of Police (Non Cadre)			
4	Executive Engineer	123910-210280(29)	Civil Surgeon Superintendent of Police/ Collector (Non Cadre)			
5.	Deputy Executive Engineer	108610-205290 (27)	Deputy Civil Surgeon Assistant Commissioner of Police Joint Collector Special Collector (NC)			
6.	Assistant Executive Engineer	94960-195310 (25)	Civil Assistant Surgeon Revenue Divisional Officer/ Dy. SP			
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Engineer in Chief						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Chief Engineer ₹.80930-110850 (31)	
Chief Engineer						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Superintending Engineer ₹.66330-108330 (29)	Engineer in Chief ₹.87130-110850 (32)

Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)
Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: <u>Engineer in Chief:</u> by promotion from the category of Chief Engineer. <u>Chief Engineer:</u> by promotion from the category of Superintending Engineer. <u>Superintending Engineer:</u> by promotion from the category of Executive Engineer. <u>Executive Engineer:</u> by promotion from the category of Deputy Executive Engineer. <u>Deputy Executive Engineer:</u> by promotion from the category of Assistant Executive Engineer or by transfer from the category of Assistant Engineer, Technical Officer (Special Grade) or Technical Officer (Grade I) from a combined seniority list with reference to the date of their appointment to the category of Technical Officer Grade I for whom the required minimum qualification is Diploma in Engineering. <u>Assistant Executive Engineer:</u> by Direct Recruitment or by transfer from the category of Assistant Engineer, Technical Officer Special Grade or Technical Officer Grade I from a combined seniority list with reference to the date of their appointment to the category of Technical Officer Grade I.						

Qualification:

Superintending Engineer: By promotion – Degree in Engineering

Deputy Executive Engineer: By promotion – Degree in Engineering

By transfer - (a) Lower Subordinate Diploma or Upper Subordinate (O.C.E.) of Osmania University or equivalent with service for a period of thirteen years as Assistant Engineer or Technical Officer Special Grade or Technical Officer OR (b) Lower Subordinate Diploma or Upper Subordinate (O.C.E.) or an equivalent thereto, who were recruited as Overseer Draughtsman and later acquired Licentiate in Civil Engineering qualification must put in 11 years of service as Assistant Engineer or Technical Officer OR (c) Holders of Diploma in compressed course of Engineering who must put in eight years of service as Assistant Engineer, Technical Officer (Draughtsman) Special Grade or Technical Officer (Draughtsman) Grade-I.

Assistant Executive Engineer:

Direct Recruitment / by transfer - Degree in Engineering.

Recommendations:

On analysis, the Commission finds the following:

- a) Engineer-in-Chief and Chief Engineer: These two cadres, which are at the top of the official hierarchy of Engineers, have been assigned the highest two pay grades of 32 and 31 respectively in the State pay scale duly recognizing the relative importance of these posts. Comparison with the Secretary and Special Secretary to Government respectively are misplaced since these posts are not available in the State pay scales. The highest cadre in the State scale in the Secretariat service is that of the Additional Secretary which is at the same pay grade of 32 as that of the Engineer-in-Chief.
- b) Superintending Engineer: This post has been compared with DIG (non-cadre) and Joint Secretary. Firstly, the functional domain and responsibilities attached to these posts are entirely different. Secondly, the DIG (non-cadre) has been assigned the same pay grade of 29 while the post of Joint Secretary has been consistently assigned a higher pay grade 30 since the 1993 RPS.
- c) Executive Engineer/ Deputy Executive Engineer/ Assistant Executive Engineer: Comparison with the Medical Doctors is not appropriate from the point of view of duration of the respective qualifying courses, the relative stress levels under which they have to discharge their duties, the degree of public interface, the scarcity value etc. Similarly the post of Collector/ Special Collector (Land Acquisition) are not in the State Pay Scale. Functionally, the Engineering cadres do not compare with the Revenue/Police cadres cited in the representation. It is also pertinent to note that the four posts of Superintending Engineer, Executive Engineer, Deputy Executive Engineer and Assistant Executive Engineer, being the 3rd level promotion, 2nd level promotion, 1st level promotion and entry level post in the State Service, are enjoying the pay grades of 29, 25, 23 and 21 respectively,

which are either equal to or mostly higher than similar hierarchical positions in many other major departments.

- d) After taking into account the recommendations of the Task Force Committee, the 10th PRC has improved the pay scales of the Assistant and Deputy Executive Engineers by two grades each and that of the Executive and Superintending Engineers by one grade each.

Considering all the above factors, the Commission is of the view that the present pay scales are adequate and there is no need for any revision. Accordingly status quo in respect of pay scales/ grades shall be maintained in respect of the Engineering service posts of Assistant Executive Engineer, Deputy Executive Engineer, Executive Engineer, Superintending Engineer, Chief Engineer and Engineer-in-Chief in all the Engineering Departments of Government listed in the Heading above. Thus the following corresponding pay scales are assigned:

Engineer in Chief	₹. 133900-179000 (Grade 32)
Chief Engineer	₹. 124380-179000 (Grade 31)
Superintending Engineer	₹. 101970-174790 (Grade 29)
Executive Engineer	₹. 76730-162780 (Grade 25)
Deputy Executive Engineer	₹. 65360-154980 (Grade 23)
Assistant Executive Engineer	₹. 57100-147760 (Grade 21)

7. Assistant Engineer ₹. 31460-84970 (Grade 19)

Request: It has been represented that in the past the pay scale of the Assistant Engineers used to be one stage below the pay scale of Assistant Executive Engineers. The difference at the minimum of the pay scales of the Assistant Engineers and Assistant Executive Engineers used to be equivalent to one increment. But in the last Pay Revision, the gap has been widened and the Assistant Engineers were assigned a pay scale two grades below the pay scale of the Assistant Executive Engineers. Further, the difference between the minimum of the time scales of the Assistant Engineers and Assistant Executive Engineers has widened to seven increments. It is requested to restore the earlier relativity.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Assistant Engineer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Technical Officer/ Draughtsman Grade I ₹.31460-84970 (19)	Assistant Executive Engineer ₹.37100-91450 (21)

					Assistant Technical Officer / Draughtsman Grade II ₹.24440-71510 (14) Junior Technical Officer/ Draughtsman Grade III ₹.22460-66330 (12)	Deputy Executive Engineer ₹.42490-96110 (23)
Compared post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer/ Tech Officer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment or by promotion from the category of Asst. Technical Officer or by Direct Recruitment of Work Inspectors with 10 years service out of which 3 years as Work Inspector (Grade-I)						
Qualification: <u>By Direct Recruitment or by promotion:</u> Diploma or Degree in Engineering.						

Recommendation:

A fervent representation was made by the Association of Assistant Engineers before the Commission stating that both category of officers, namely the Assistant Executive Engineers and the Assistant Engineers, discharge the same functions and execute similar nature of work. Hence the principle of 'equal pay for equal work' should be applied to them. In fact, earlier the category of Assistant Engineer was carrying a pay scale which was only one pay grade less than that of the Assistant Executive Engineers. They further stated that in the category of Assistant Engineer there are many employees with the qualification of B.E. degree even though the minimum qualification prescribed for the post is a Diploma in Engineering.

The historical progression of pay scales reveals that the difference in pay grades between the two cadres was three grades in RPS 1993 and 1999. Thereafter in the RPS 2005 and 2010 the difference narrowed to one grade and again in RPS 2015 the difference widened to two grades. The Commission finds that subsequent to the

implementation of the report of the 9th PRC, the Government had constituted a Task Force Committee of eminent Engineers to go into the issue of fixation of pay scales for the various cadres of Engineering personnel. This Committee had recommended pay grades of 22 and 20 for the posts of Assistant Executive Engineer and Assistant Engineer respectively i.e. a gap of two pay grades. The 10th PRC, after considering all relevant factors, recommended assignment of pay grades 21 and 19 for the above two posts, thus maintaining a gap of two grades.

The Commission gathers that in certain Engineering Departments there has been no direct recruitment to the post of Assistant Engineer during the last ten years. It is unarguable that the education and technical skill levels of the Engineering Graduates is superior to those of the Diploma holders. Whereas the AEEs devote 16 years for acquiring the prescribed qualification and skill, the Assistant Engineers commit only 13 years. Moreover the AEEs are equipped with the technical skill to draw and design an engineering work, specify reinforcement details and to execute major bridges and large sized infrastructure works. Further, the post of Assistant Engineer is a feeder post for promotion to the post of Assistant Executive Engineer. It is for the Engineering Departments to make a review of its H.R. policy and decide as to what should be the differentiated roles assigned to the two distinct categories of staff with different levels of technical knowledge and skill so as to make optimum utilisation of their services. The Commission further finds that in the entire array of State Government Departments, no post in any of the Sub-ordinate Services, has been assigned a pay grade above Grade-19, as has been requested in this case. The Commission finds no cogent reason to make a unique departure in favour of the Assistant Engineers, as has been requested by them, and thereby disturb the existing inter-departmental parities in this regard.

Keeping in view the above factual position the Commission is of the view that the present pay grade assigned to the post of Assistant Engineers is commensurate with the qualification prescribed, technical skill, job profile, positioning in the administrative hierarchy as well as inter-departmental parity. Accordingly, we recommend the corresponding pay scale of ₹.48440-137220 (Grade- 19) for this post in all the Engineering Departments listed herein.

8. Technical Officer (Special Grade)	₹. 37100-91450 (Grade 21)
9. Technical Officer	₹. 31460-84970 (Grade 19)
10. Assistant Technical Officer	₹. 24440-71510 (Grade 14)
11. Junior Technical Officer	₹. 22460-66330 (Grade 12)

12. Technical Assistant**₹. 17890-53950 (Grade 08)****13. Printing Technician****₹. 14600-44870 (Grade 04)**

Request: The Andhra Pradesh State Council of Diploma Engineers have represented that the duration of study to acquire the minimum qualification is 13 years i.e., (10 years academic (SSC), thereafter 2 years of ITI and one year Apprenticeship or alternatively 10 years academic (SSC) and thereafter 3 years of Diploma. One has to put in considerable service to reach the post of Technical Officer (Special Grade) which is the highest post one can aspire for (10 to 15 years of service in the feeder categories to reach the post of Junior Technical Officer/Draughtsman Grade III; 15-20 years to reach the post of Assistant Technical Officer/Draughtsman Grade II; 20-25 years of service to reach the post of Technical Officer/Draughtsman Grade I and 20 to 25 years to reach the post of Technical Officer (Special Grade)/Draughtsman Special Grade). They have requested to assign the following pay scales in the new RPS :

Technical Officer (Special Grade)		₹.90800-203100 (Grade 22)
Technical Officer		₹.84300-184800 (Grade 21)
Assistant Technical Officer		₹.66900-160500 (Grade 17)
Junior Technical Officer	I	₹.52200-135600 (Grade 12)
Technical Assistant		₹.40200-119200 (Grade 8)
Printing Technician		₹.33700-100400 (Grade 5)

In another representation the Andhra Pradesh Technical Officers have requested to assign pay scale to the Technical Officer (Special Grade)/Draughtsman (Special Grade) on par with Executive Engineer, Technical Officer/ Draughtsman Grade I on par with Deputy Executive Engineer, Assistant Technical Officer/ Draughtsman Grade II on par with Assistant Executive Engineer, Junior Technical Officer/Draughtsman Grade III on par with Assistant Engineer, Technical Assistant/Tracer on par with Senior Assistant and Printing Technician on par with Junior Assistant. It is also requested to confer Gazetted status to Technical Officer and Technical Officer (Special Grade).

Duties in Brief:

The job of the Technical Officers is to scrutinize estimates ensuring accuracy in evaluation of the cost structure and preparation of tender schedules agreement. The Technical Officer (Special Grade) is the senior most position in the hierarchy of Technical Officers. The Technical Officer (Special Grade) and Technical Officer supervise the work of 1 to 4 Assistant Technical Officers in the Circles and Junior Technical Officers in the Divisions.

Technical Officer (Special Grade)/Draughtsman (Special Grade)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Technical Officer/ Draughtsman (Grade I) ₹.31460-84970 (19)	Dy. Executive Engineer ₹.42490-96110 (23)

Compared Post: Executive Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintending Engineer ₹.66330-108330 (29)
Technical Officer/Draughtsman Grade I						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Asst. Technical Officer/ Draughtsman Gr-II ₹.24440-71510 (14)	Technical Officer Special Grade / Draughtsman Special Grade ₹.37100-91450 (21)
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Assistant Technical Officer /Draughtsman Grade II						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Junior Technical Officer ₹.22460-66330 (12)	Technical Officer ₹.31460-84970 (19)
Compared Post: Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer/ Tech Officer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Junior Technical Officer/Draughtsman Grade III						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	9460-27700 (9)	22460-66330 (12)	Technical Assistant ₹.17890-53950 (8)	Assistant Technical Officer ₹.24440-71510 (14)

Compared Post: Assistant Engineer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Technical Officer/ Draughtsman Grade I ₹.31460-84970 (19) Assistant Technical Officer / Draughtsman Grade II ₹.24440-71510 (14) Junior Technical Officer/ Draughtsman Grade III ₹.22460-66330 (12)	Deputy Executive Engineer ₹.42490-96110 (23)
Technical Assistant/Tracer						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	17890-53950 (08)	Printing Technician ₹.14600-44870 (4)	Junior Technical Officer ₹.22460-66330 (12)
Compared Post: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant/ Store Keeper Grade- III ₹.16400-49870 (07)	Superintendent/ Store Keeper Grade-I ₹.28940-78910 (17)
Printing Technician						
1425-2525 (02)	2650-4850 (02)	4260-9520 (04)	7520-22430 (04)	14600-44870 (04)	--	Technical Assistant ₹.17890-53950 (08)
Junior Assistant						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹.15030-46060 (05)	Senior Assistant/ Store Keeper Grade-II ₹.22460-66330 (12)

Mode of Appointment**Technical Officer (Special Grade) :**

By promotion from the category of Technical Officer.

Technical Officer :

By promotion from the category of Assistant Technical Officer.

Assistant Technical Officer:

By promotion from the category of Junior Technical Officer.

Junior Technical Officer:

By direct recruitment and by promotion of Technical Assistant or by direct recruitment from work charged establishment with prescribed qualifications.

Technical Assistant:

By direct recruitment, promotion from the category of Printing Technician and transfer from other services

Printing Technician:

By transfer from Andhra Pradesh Last Grade Service and if not available by direct recruitment.

Qualifications: Broadly the qualifications are the following with slight variation from one Engineering Department to the other:

Technical Officer (Special Grade): Degree or Diploma in Engineering**Technical Officer/ Assistant Technical Officer/ Junior Technical Officer / Technical Assistant**

SSC and Diploma in Engineering (3 years) or a SSC with Trade Certificate (ITI) in Draughtsman (Civil/Mechanical) or Intermediate Vocational Certificate with relevant subjects.

Printing Assistant: SSC and three months practical experience in Blue Printing Work.

Recommendations:

It is seen that the posts of Technical Officer (Special Grade) and Technical Officer have historical parities in pay scale with the Assistant Executive Engineer and Assistant Engineer respectively right since the 1993 RPS. In fact there is a promotion channel from the post of Technical Officer (Special Grade) to the post of Deputy Executive Engineer (pay grade 23). Considering the above, the Commission feels that the presently assigned pay grades to these categories of posts constitute a fair parity and should continue. Further, the posts in Ministerial Service are not comparable with any category in the Engineering sub-ordinate service as their job profiles are totally different. In the 10th PRC the pay grades of all the Technical Officers were increased along with those of their seniors in the State Service.

Keeping in view the qualifications and duties associated with the various post in the Engineering Sub-ordinate Service, the following pay scales are assigned to these categories in all the Engineering Departments:

Technical Officer (Special Grade)	₹. 57100-147760 (Grade 21)
Technical Officer	₹. 48440-137220 (Grade 19)
Assistant Technical Officer	₹. 37640-115500 (Grade 14)
Junior Technical Officer	₹. 34580-107210 (Grade 12)
Technical Assistant	₹. 28280-89720 (Grade 09) (improved by one grade)
Printing Technician	₹. 22460-72810 (Grade 04)

14. Non-Technical Personal Assistant (NTPA) to Engineer-in-Chief/ Chief Engineer ₹. 37100-91450 (Grade 21)

Request: It is represented that the post of Non-Technical Personal Assistant (NTPA) to Engineer-in-Chief/ Chief Engineer was created vide G.O. Ms No. 320 PWD dated 17.12.1956 in the pay scale of Rs350-30/2-410 i.e. the pay scale equal to that of Executive Engineer. They have further stated that the mode of appointment is by transfer from the category of Managers/Superintendents of AP Ministerial Service, Superintendents (now Section Officers) in the AP Secretariat Service, Deputy Collectors in AP Civil Services (Executive) Branch and Assistant Secretaries to Government in Andhra Pradesh General Service etc. It is also stated that the pay scale parity has been decreased gradually in successive pay revisions and in the 2015 Pay Scales this category carried the pay scale of the Assistant Executive Engineer. Hence the request is to assign a pay scale on par with the Deputy Executive Engineer or Assistant Secretary to Government and change the nomenclature of the post as Personnel Officer.

Duties in Brief: Assists the Chief Engineer/Engineer in Chief in administrative matters.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Non-Technical Personal Assistant

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17) Non-Technical PA to SE (in R&B) Department ₹.28940-78910 (17)	

Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)	Executive Engineer ₹.49870-100770 (25)
Assistant Secretary to Government						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Section Officer/ Private Secretary to Secretary to Govt. ₹.37100-91450 (21)	Deputy Secretary to Govt. ₹.56870-105810 (27)
<p>Mode of Appointment: Appointment by transfer of Superintendents of AP Ministerial Service of the concerned Engineering Department.</p> <p>In Roads and Buildings Department appointment is by promotion of Non-Technical Personal Assistant to Superintending Engineer (Grade-17) and, if not available/ not suitable, by appointment by transfer from among Superintendents in the AP Ministerial Service in the office of the Engineer in Chief/Chief Engineer (R&B).</p>						
<p>Qualification: B.A./B.Sc./B.Com or equivalent and pass in Accounts Test for Public Works Department Officers and Subordinates.</p>						

Recommendations:

The post of Non-Technical Personal Assistant constitutes the promotion post for the post of Superintendent and it is the highest position in the hierarchy of non-technical office administration in Engineering Departments. Comparison with Engineers, who form technical cadres in the Engineering Departments, is not apt. Also the post of Assistant Secretary to Government is not comparable. The post under discussion is actually comparable to the post of Administrative Officer available in many other Departments. In most of these departments the post of Administrative Officer has been assigned pay grade 20 and in a few major departments like Intermediate Education, Collegiate Education and Ground Water the pay grade allotted is 21. Considering this, the Commission recommends status quo in respect of pay scale for this post and assigns the corresponding scale of ₹.57100-147760 (Grade 21).

15. Superintendent, Senior Assistants, Junior Assistants and their equivalent categories in the APMS

16. Record Assistant, Roneo Operator

17. Office Sub-ordinates

The request is for enhancement of their pay scales. The Commission notes that the above three categories of posts are governed by the A.P. Ministerial Service Rule, A.P. General Sub-ordinate Service Rule and the A.P. Last Grade Service Rule and therefore form part of the 'Common Categories' of posts. Hence they will be covered when we discuss the 'Common Categories'.

11. ENVIRONMENT, FORESTS, SCIENCE AND TECHNOLOGY DEPARTMENT

11.(a). FOREST DEPARTMENT

The main function of the Forest Department is to protect forests and wild life. It also takes up afforestation of degraded forests, regulates diversion of forest land for non-forestry purposes and implements plans for production of timber, fuel wood, bamboo etc. The Department is headed by the Principal Chief Conservator of Forests, who is assisted by the Additional Principal Chief Conservator of Forests and other supporting employees at the Headquarters. The Forest area in the State is divided into twelve territorial Circles. Each Circle is headed by a Conservator of Forest. The jurisdiction of each Circle extends to one or more Districts depending upon the forest area and related activities of Forest Management. The territorial Circles are divided into territorial Divisions. The Divisions are headed by Deputy Conservators of Forests/Divisional Forest Officers. Each Division is normally divided into three to five Ranges. The Forest Range Officer is in-charge of the Range. Again each Range is divided into three to five Sections. The Section is under the charge of either a Deputy Range Officer or a Section Officer. The Sections are finally split into Beats and kept under the charge of Beat Officers (Forest Guards) who are normally assisted by the Assistant Beat Officers (Reserve Watchers). In addition to these Circles and Divisions there are separate functional Circles, Divisions and Ranges for implementing various developmental programmes in the Research, Training and Reforestation areas.

The representations received from the Department are discussed below:

- 1. Forest Range Officer ₹. 31460-84970 (Grade-19)**
- 2. Deputy Forest Range Officer ₹. 26600-77030 (Grade-16)**

Request: It is represented that the Forest Range Officer has to work always in interior areas, far away from civilized life, which lack basic amenities and he moves in remote places without any arms or equipment. He exercises police and revenue powers like detection of offences and arresting the accused, curbing illicit activities and encroachments, seizure and compounding of Forest Produce offences. He performs multifarious duties such as judicial and police duties and powers akin to that of the Circle Inspector of Police, both administrative and executive. The Range Officer has been empowered with power of arrest and prosecution of offenders. It is requested to assign the pay scale of ₹.35120-87130 (Grade-20) on par with first level Gazetted Officers in other Departments such as Tahsildar, Mandal Development Officer, Mandal Education Officer, Agriculture Officer, Horticulture Officer, Inspector of Police etc.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Forest Range Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2750-5960 (16)	5300-11300 (16)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Deputy Range Officer ₹26600-77030 (16)	Assistant Conservator of Forests ₹40270-93780 (22)
Compared post: Circle Inspector of Police						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub-Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹.40270-93780 (22)
Compared post: Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar/ Superintendent ₹. 28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Compared post: Mandal Parishad Development Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹. 29760-80930 (18)	Deputy Chief Executive Officer ₹.42490-96110 (23)
Compared post: Agriculture Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Agricultural Extension Officer Gr-I ₹.29760-80930 (18)	Assistant Director ₹.40270-93780 (22)
Mode of Appointment: (i) By direct recruitment (ii) by transfer of Deputy Forest Range Officer						
Qualification: Direct Recruitment- B.Sc. Degree with Botany/Zoology/Forestry/ Mathematics/Physics/Chemistry/Agriculture or Geology as subject. Preference is given to candidates having Botany or Forestry as a subject and candidates trained for one year in any college of Forestry in India; Promotion- Should have undergone training in Forester’s Course at A.P. School of Forestry and passed departmental tests.						

Deputy Forest Range Officer

Request: It is represented that the senior Forest Section Officers get promotion as Deputy Forest Range Officer on completion of 20-25 years of service. He protects forests and Government property in the area under his jurisdiction, supported by the Forest Section Officer, Beat Officer and Assistant Beat Officer. They send Preliminary Offence Report (POR) to the Forest Range Officers with full details of all forest offences such as cutting of trees, encroachments etc. He has to frequently patrol and perambulate beats and assist Forest Range Officers in execution of works, detection and investigation of forest offences. It is requested that parity in pay scales may be given with the Sub Inspector of Police.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	13660-38570 (16)	26600-77030 (16)	Forest Section Officer ₹.21230-63010 (11)	Forest Range Officer ₹.31460-84970 (19)

Compared post: Sub-Inspector of Police

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub-Inspector ₹.23100-67990 (13) Head Constable ₹.21230-63010 (11)	Inspector of Police ₹. 35120-87130 (20)

Mode of Appointment: By promotion of Forest Section Officer

Qualification:

- Minimum General educational qualification.
- Must have successfully undergone the full course of Training in Forestry in the A.P. School or Forestry or any other training Institution recognized by the Government of Andhra Pradesh or run by the Forest Department.
- Must have worked on special duty under R&D, WL, ST, Working Plan etc., or any other special duty post as may be prescribed by the Principal Chief Conservator of Forests from time to time for a period of one year to become eligible for the next promotion.

Recommendations:

It is observed that successive Pay Revision Commissions (PRCs) have considered the issue of parity demanded by the uniformed personnel of various enforcement Departments with the corresponding cadres of Police Department. The consistent view in at least the last five PRCs has been that, considering the enormous responsibilities of maintenance of public peace and general law and order cast upon the Police forces and the sensitive, risk prone and stressful nature of the duties handled by them, there is enough justification in assigning the Police personnel relatively higher pay scales when compared with their counterparts in other uniformed Departments. Accordingly, as tabulated in the above table, there has always been gap in pay grades between the corresponding rank officers of the Police and Forest Departments. As of now, in both the above mentioned categories, there is a gap of one pay grade between the compared categories. The comparison sought to be drawn with the Tahsiladar, Mandal Development Officer and Agriculture Officer, whose duties and responsibilities are entirely different, is not appropriate. **Keeping the above in view, the Commission is of the opinion that the present equation of pay grades with the corresponding ranks in Police Department may continue. Accordingly the Commission recommends the following pay scales/grades to the two categories:**

Forest Range Officer	₹. 48440-137220 (Grade-19)
Deputy Forest Range Officer	₹. 44570-127480 (Grade-17) (improved by one grade)

3. **Forest Section Officer** ₹. 21230-63010 (Grade-11)
4. **Beat Officer** ₹. 16400-49870 (Grade-7)
5. **Assistant Beat Officer** ₹. 15030-46060 (Grade-5)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Forest Section Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	10020-29200 (10)	21230-63010 (11)	Beat Officer ₹,16400-49870 (07)	Deputy Forest Range Officer ₹26600-77030 (16)
Compared post: Assistant Sub-Inspector of Police						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	23100-67990 (13)	Head Constable ₹.21230-63010 (11)	Sub-Inspector of Police ₹.28940-78910 (17)

Mode of appointment: (i) Direct Recruitment (ii) Promotion of Beat Officer (ii) Transfer of Junior Assistants and equivalent categories in APMS						
Qualification: Direct Recruitment- Bachelor Degree in Botany/Horticulture/ Zoology/ Physics/ Chemistry/ Mathematics/ Geology/ Statistics/ Agriculture of B.E. (Chemical/Civil/Mechanical) Promotion- S.S.C. and undergone training in course of Forest Guard from School of Forestry Transfer- Graduation, qualify in Physical Endurance Test						
Beat Officer						
1535-2840 (4)	2870-5470 (4)	4595-10285 (6)	7960-23650 (6)	16400-49870 (7)	Assistant Beat Officer ₹.15030-46060 (Grade-5)	Forest Section Officer ₹.21230-63010 (11)
Compared post: Police Head Constable						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	10900-31550 (11)	21230-31550 (11)	Police Constable ₹16400-49870 (7)	Assistant Sub-Inspector ₹.23100-67990 (13)
Mode of appointment: Direct Recruitment/ Promotion of Assistant Beat Officer						
Qualification: Direct Recruitment: Intermediate; possessing the required physical requirement and pass in walking test						
Assistant Beat Officer						
1475-2675 (03)	2750-5150 (03)	4260-9520 (04)	7520-22430 (04)	15030-46060 (05)	-	Beat Officer ₹.16400-49870 (07)
Compared post: Police Constable						
1595-3020 (05)	2990-5810 (05)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	-	Police Head Constable ₹.21230-31550 (11)
Mode of appointment: Direct Recruitment						
Qualification: S.S.C., must have prescribed physical requirement and must qualify in walking test.						

Recommendations:

The above three posts are in the Andhra Pradesh Forest Sub-ordinate Service. They are in the vertical line of promotion from Assistant Beat Officer to Beat Officer and then to the Forest Section Officer.

The 9th PRC had, after considerable deliberation, established the following parities as appropriate:

- (a) That the Forest Section Officer should be on par with the Head Warder (Prisons Department) and Leading Fireman. It also decided that the Police Head Constable be assigned one pay grade higher than the above three functionaries.

In the 10th PRC however the Transport Head Constable, Excise Head Constable and the above three categories were brought on par with the Police Head Constable. The Assistant Sub-Inspector of Police is the next higher level promotion post from the category of Police Head Constable and does not have any corresponding position in other uniformed departments. Hence seeking parity with it is not appropriate.

- (b) That the Beat Officer should be on par with the Fireman (Fire Services Dept.) and Warder (Prisons Dept) and one pay grade below that of the Police Constable.

However in the 10th PRC that equation was altered and the Police Constables and Transport Constables were also assigned equal pay grades as that of the above three categories.

- (c) The Assistant Beat Officer is a feeder category to the post of Beat Officer and therefore seeking parity with a comparatively higher position of Police Constable is not appropriate. Even from the point of view of prescribed academic qualification, the Assistant Beat Officer has to have S.S.C. whereas the qualification prescribed for the Police Constable is a pass in Intermediate.

Considering the above aspects and the rationale stated earlier in the report while discussing the pay grades of the categories of Forest Range Officer and Deputy Range Officer, this Commission is of the view that the Police personnel deserve marginally higher pay grades compared to their counterparts in other uniformed Departments and the discussed personnel of other uniformed departments should be at par. The Commission also feels that the existing pay grades of the categories under discussion are adequate and accordingly assigns the following corresponding pay scales/ grades to them:

Forest Section Officer	₹. 32670-101970 (Grade-11)
Beat Officer	₹. 25220-80910 (Grade-7)
Assistant Beat Officer	₹. 23120-74770 (Grade-5)

12. FINANCE DEPARTMENT

12. (a). TREASURIES AND ACCOUNTS DEPARTMENT

The Treasuries and Accounts Department, in addition to pre-audit of all claims of non-works pertaining to all Government Departments, performs the following functions:

- Regulates payment of pension of Government Pensioners
- Watches recovery and transmission of Contributory Pension Scheme subscriptions to the employees' accounts through NSDL.
- Books adjustments of devolutions to the local bodies.
- Maintains Public Accounts viz. Local Body Accounts, PD Accounts of Universities, Public Sector Undertakings and Societies etc.
- Compiles classified monthly accounts and submits the same to the Accountant General
- Maintains strong room at the District Treasury
- Manages Class IV employees' GPF Accounts and Andhra Pradesh Employee Welfare Fund accounts

The Department is headed by the Director, who is assisted by one Additional Director, three Joint Directors, seventeen Deputy Directors, twenty six Assistant Directors/Accounts Officers/District Treasury Officers, ninety three Assistant Accounts Officers/Assistant Treasury Officers and four hundred and fifty seven Sub Treasury Officers/Junior Accounts Officers.

The representations received from the department are discussed below:

- | | |
|--|-----------------------------------|
| 1. Director of Treasuries and Accounts | ₹. 80930-110850 (Grade 31) |
| 2. Additional Director | ₹. 66330-108330 (Grade 29) |
| 3. Joint Director | ₹. 52590-103290 (Grade 26) |
| 4. Deputy Director/
Chief Accounts Officer | ₹. 46060-98440 (Grade 24) |
| 5. District Treasury Officer/
Assistant Director/ Accounts Officer/
Pension Payment Officer | ₹. 40270-93780 (Grade-22) |

Director of Treasuries and Accounts
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<p>Request: It is represented that the Treasuries and Accounts Department is pivotal for maintenance of Ways and Means position of the State and is responsible for rendering Accounts to the Accountant General. According to the Service Rules, the Additional Director and Deputy Secretary to Government are eligible for consideration to be appointed as Director. Hence it is requested that the pay scale of Joint Secretary to Government be assigned to this post. However during the meeting, the Director of Treasuries and Accounts requested for the pay scale of ₹.87130-110850 on par with the Additional Secretary to Government.</p>

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	80930-110850 (31)	Additional Director ₹.66330- 108330 (29)	
Compared Post: Additional Secretary to Government						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Joint Secretary to Govt. ₹.73270-108330 (30)	
Mode of Appointment: By Promotion from the category of Additional Director, and if no suitable candidate is available for promotion, by transfer from the category of Deputy Secretary to Government, Finance Department or Financial Advisor to Government in any Department of Secretariat (Amendment to the Andhra Pradesh Treasuries and Accounts Service Rules, 1962 vide G.O. Ms. No.116, Finance (Administration I) Department dated 30.07.2018).						
Additional Director						
Request: It is represented that the post of Additional Director is next to that of Director in the hierarchy of the Department. He has been allotted the subjects like Pensions Contribution Scheme and computerization in the department, which he deals with independently. He also acts as a liaison between the department and the Government. It is requested to assign the scale of ₹.73270-108330 on par with Additional Inspector General of Registration and Stamps.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.52590-103290 (26)	Director ₹.80930-110850 (31)
Compared Post: Additional Inspector General of Registration and Stamps						
		19675-30765 (29)	34050-54360 (29)	73270-108330 (30)	Joint Inspector of Registration and Stamps ₹.56870-105810 (27)	

Mode of Appointment: By promotion from the category of Joint Director of Treasuries and Accounts

Joint Director

Request: It is represented that the post of Joint Director is the fifth level promotion post and is assigned the job of inspection of District Treasuries besides statutory functions in the Department. It is requested to assign the pay scale of 56870-105810 on par with the Deputy Secretary to Government.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director/ Assistant Secretary to Government (Finance Department) ₹. 46060-98440 (24)	Additional Director ₹.66330-108330 (29)

Compared Post: Deputy Secretary to Government

5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	56870-105810 (27)	Assistant Secretary to Government ₹. 46060-98440 (24)	Joint Secretary to Government ₹.73270-108330 (30)
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Mode of Appointment: By promotion from the category of Deputy Director/Chief Accounts Officer/by recruitment by transfer from the post of Assistant Secretary to Government in the Finance Department of the Secretariat.

Deputy Director/Chief Accounts Officer

Request: It Is represented that the Deputy Director is the promotion post to the post of District Treasury Officer / Accounts Officer/ Assistant Director. Till 1986, the Deputy Director used to carry a higher scale than that of the Assistant Secretary to Government. In the 1986 Pay Revision both these posts were equated. Similarly, the Deputy Director was on par with the Special Grade Deputy Collector in the 1978 Pay Revision. Thereafter the parity was disturbed with the Special Grade Deputy Collector getting a higher pay scale. Further, the functions of Deputy Director are similar to those of Joint Pay Accounts Officer. But the latter is assigned a higher pay scale. It is requested to assign the pay scale of ₹.52590-103290 on par with the Special Grade Deputy Collector/District Revenue Officer and Joint Pay and Accounts Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director/ Accounts Officer / District Treasury Officer ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Compared Post: Special Grade Deputy Collector/District Revenue Officer						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Collector Revenue Divisional Officer ₹.40270-93780 (22)	
Compared Post: Joint Pay and Accounts Officer						
		15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Pay and Accounts Officer ₹.46060-98440 (24)	Pay and Accounts Officer ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Assistant Director/Accounts Officer/ District Treasury Officer						
District Treasury Officer/ Accounts Officer / Assistant Director/						
<p>Request: It is represented that the post of District Treasury Officer/Accounts Officer/Assistant Director is to be filled in by promotion from the category of Assistant Treasury Officer/Assistant Accounts Officer and a pass in Part I and II of Treasuries and Accounts Service Examination is mandatory to get promotion from the category of Assistant Treasury Officer/Assistant Accounts Officer. Though it is the third level gazetted post in the Treasuries and Accounts Department, it is equated with a first level Gazetted post in many departments like Government Life Insurance Department, Pay and Accounts Office etc. The District Treasury Officer/Assistant Director is a district level post and it is the inspecting authority for Sub Treasuries. The Accounts Officer works in the Accounts Wing in the office of the Head of Department and reports directly to the Head of Departments. He acts as advisor to the Head of Departments in all matters involving financial implications, service matter and others as required by the Head of Department. The District Treasury Officer and Assistant Secretary to Government are equal in cadre. It is requested to assign the pay scale of ₹.46060-98440 on par with Assistant Secretary to Government.</p>						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Treasury Officer/ Assistant Accounts Officer ₹.35120-87130 (20) Section Officer/ Private Secretary to Secretary to Government ₹.37100-91450 (21)	Deputy Director of Treasuries &Accounts/ Chief Accounts Officer ₹.46060-98440 (24)
Compared Post: Assistant Secretary to Government						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Section Officer ₹.37100-91450 (21)	Deputy Secretary to Government ₹.56870-105810 (27)
Mode of appointment: By promotion of Assistant Treasury Officer/Assistant Accounts Officer and by transfer of Section Officer/ Private Secretary to Secretary to Government of Fin. & Plg. Dept.						

Recommendations:

The post of Director of Treasuries has been compared with that of Additional Secretary to Government, a post with which there is no functional similarity. Whereas the Director of Treasuries and Accounts deals with watching of budgeted expenditure, accounting for Government revenue receipts, auditing and passing of bills and disbursement of various types of Government payments, the Additional Secretary deals with various issues connected with formulation of policies and programmes at the highest echelons of the Government. The comparison is therefore not very apt. Similarly comparisons drawn between the other functionaries of Treasuries & Accounts Department and the Secretariat are not apt. It is observed that since the 1993 RPS, the posts compared with were never having the same pay scale as that of the matched category of Treasuries & Accounts department, as shown in the table above. The Commission observes the following equivalence among the various functionaries of the five different Heads of Departments working under the umbrella of the State Finance Department:

Treasuries and Accounts	State Audit	Works and Accounts	PAO	Life Insurance
Director (31)	Director (30)			
Addl. Director (29)	Addl. Director (28)	Director (29)	PAO (29)	Director (29)
Joint Director (26)	Joint Director (26)	Joint Director (26)	Joint PAO (26)	Joint Director (26)
Deputy Director/ CAO (24)	Deputy Director (24)	PAO/ CAO (24)	Deputy PAO (24)	Deputy Director (24)
DTO/Asst. Dir/ AO/ PPO (22)	Dist. Audit Officer (22)	APAO (22)	Asst. PAO (22)	Asst. Dir. (21)
ATO/ AAO/APPO (20)	Asst. Audit Officer (20)	Divl. A.O. (Gr-I) (20)		
		Divl. A.O. (Gr-II) (18)		

It is seen from the above that all the categories of posts in the Treasuries & Accounts Department are at present drawing the same pay scale as the other four, except that of the Director of Treasuries, which is at a slightly higher level considering the relative size, functional importance and span of control of that post.

Keeping in view the above, the Commission is of the view that the existing parities and relativities may continue. Accordingly, the following corresponding pay scales are assigned.

Director of Accounts and Treasuries	₹. 124380-179000 (Grade-31)
Additional Director	₹. 101970-174790 (Grade-29)
Joint Director	₹. 80910-166680 (Grade-26)
Deputy Director/ Chief Accounts Officer	₹. 70850-158880 (Grade-24)
District Treasury Officer/ Assistant Director/ Accounts Officer	₹. 61960-151370 (Grade-22)

6. **Assistant Treasury Officer/ Assistant Accounts Officer** ₹. 35120-87130 (Grade 20)
7. **Sub Treasury Officer/ Junior Accounts Officer** ₹. 28940-78910 (Grade 17)

Assistant Treasury Officer/Assistant Accounts Officer						
Request: It is represented that the post of Assistant Treasury Officer is a divisional level post filled up by Direct Recruitment through Group I service of APPSC and by promotion from the category of Sub Treasury Officer. All other Divisional officers like Deputy Collectors, Deputy Superintendents of Police and Commercial Tax Officers are in a higher scale of pay than the Assistant Treasury Officer. It is therefore requested to assign the pay scale corresponding to Grade-21 to this post.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Treasury Officer/ Junior Accounts Officer ₹.28940-78910 (17)	DTO/ Accounts Officer/ Assistant Director ₹.40270-93780 (22)
Compared Post: Deputy Collector/Deputy Superintendent of Police/ Asst. Commissioner of State Tax						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Respective feeder posts ₹.35120-87130 (20)	Respective promotion posts ₹.52590-103290 (26)
Mode of Appointment: By Direct Recruitment (Group-I of APPSC) or by transfer of Sub Treasury Officer/Junior Accounts Officer/ Superintendents etc						
Qualification: By Direct Recruitment – A Graduate degree in Commerce, Economics or Mathematics						
Sub Treasury Officer/Junior Accounts Officer						
Request: It is represented that the area of operation of a Sub Treasury Officer covers two or three Mandals. The other Mandal Officers like the Mandal Revenue Officer and Mandal Parishad Development Officer are in a higher scale. It is requested to assign a pay scale on par with the Mandal Revenue Officer/Mandal Parishad Development Officer (MPDO).						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Accountant ₹.22460-66330 (12)	Assistant Treasury Officer/ Assistant Accounts Officer ₹.35120-87130 (20)
Mandal Revenue Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar ₹.28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Mandal Parishad Development Officer (MPDO)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹. 29760-80930 (18) Superintendent ₹.28940-78910 (17)	Dy. Chief Executive Officer ₹.42490-96110 (23)
Mode of Appointment : By promotion from the category of Senior Accountant						

Recommendations:

Comparison drawn with the posts of Deputy Collector/ Deputy Superintendent of Police and Mandal Revenue Officer/ Mandal Development Officer respectively with the two posts of Treasury & Accounts Department mentioned above is misplaced since the first four cited posts have much wider and more complex scope of duties and responsibilities and much larger public interface. Their functions are entirely different. Historically, the compared posts were all through at higher pay scales. It is observed that in the past the posts of Assistant Treasury Officer and Sub-Treasury Officer have had similar pay scales as those of the Tahsildar and Deputy Tahsildar respectively although functionally they are quite different. The Commission accordingly feels it appropriate to maintain the existing parities mentioned earlier in this para. We also keep in mind the duties/ responsibilities assigned to these categories and their positions

in the administrative hierarchy. Accordingly the following pay scales are assigned to the two posts:

Assistant Treasury Officer/ Assistant Accounts Officer	₹. 54060-140540 (Grade 20) (status quo)
Sub Treasury Officer/ Junior Accounts Officer	₹. 45830-130580 (Grade 18) (enhanced by one grade)

The Commission correspondingly assigns the pay scale of ₹.45830-130580 (Grade-18) to the equivalent post of Superintendent.

8. Senior Accountant ₹. 22460-66330 (Grade 12)

9. Junior Accountant ₹. 16400-49870 (Grade 07)

Request: It is represented that for Direct Recruitment Senior Accountants have to pass Degree and proficiency test in office automation. For further promotions they have to compulsorily complete induction training, pass in accounts test for Subordinate Officers Part I and II and Treasuries and Accounts Service examination consisting of eight papers. For Junior Assistants the qualifications prescribed for appointment as Junior Accountants in Treasuries is Degree and a Certificate Course in MS Office and office automation whereas a pass in Intermediate is enough in other departments.

During the meeting it was stated that the Junior Accountants were in higher pay scales than that of the Junior Assistants prior to the 1986 Pay Revision. Thereafter the successive Pay Revision Commissions equated the pay scales of the Senior Accountants and Junior Accounts with the pay scales of the Senior Assistants and Junior Assistants under Common Category. The duties of Senior Accountants and Junior Accountants are different from those of Senior Assistants and Junior Assistants under Common Category. They pre audit the claims which requires technical knowledge. It is therefore represented that higher pay scales may be assigned by delinking them from the categories of Senior Assistant and Junior Assistant under 'Common Category'.

Senior Accountant

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Accountant ₹.16400-49870 (07)	Sub Treasury Officer/ Junior Accounts Officer ₹.28940-78910 (17)

Mode of Appointment: By Direct Recruitment/ by promotion from category of Junior Accountants/ by transfer from Typists and Lower Division Stenos.

Qualifications: Direct Recruitment – A degree in Commerce, or Economics or Mathematics. Provided that a person who possesses any degree is eligible for appointment by direct recruitment, on and from the 25th June, 1979 to the posts of Senior Accountant AND Pass in any one of the following Certificate Course Examination conducted by the Board of Technical Education & Training, A.P.

(a) Office Automation (b) PC Maintenance and Trouble Shooting (c) Web Designing OR
A degree in Bachelor of Computer Application (BCA) or B.Sc., (Comp.) or B.Com (Comp.) or B.A.(Comp.) or B.Tech/B.E. with Computer Science or Information Technology equivalent examination of above.

By promotion/Transfer: (i) Account Test for Subordinate Officers Part-I and II

Junior Accountant

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Shroff ₹. 15460-47330 (06) Attenders ₹. 13000-40270 (01)	Senior Accountant ₹. 22460-66330 (12)

Mode of Appointment: By direct recruitment (ii) by conversion from Typists and Junior Steno Typists in the Andhra Pradesh Ministerial Services. (iii) by transfer from Record Assistants, Shroffs and Class –IV Employee

Qualifications: Brach I

I. Direct Recruitment: a) A degree, preferably Graduate in Commerce or Mathematics or Economics, provided that a person who possesses any Degree is eligible for appointment by direct recruitment on and from the 25th June, 1979 AND

b) Pass in any one of the following Certificate Course Examination conducted by the State Board of Technical Education and Training, A.P., Hyderabad. (a) Office Automation (b) PC Maintenance and Trouble Shooting (c) Web Designing. OR Must hold a degree in Bachelor of Computer Application (BCA) or B.Sc., (Comp.) or B.Com (Comp.) or B.A.(Comp.) or B.Tech/B.E. with Computer Science or Information Technology equivalent examination of above

II. By transfer from the category of Typist and Steno Typist

i) A degree, preferably Graduate in Commerce or Mathematics or Economics. Provided that a person who possesses any Degree is eligible for appointment by direct recruitment on and from the 25th June, 1979 AND

ii) Pass in any one of the following Certificate Course Examination conducted by the State Board of Technical Education and Training, A.P., Hyderabad. (a) Office Automation (b) PC Maintenance and Trouble Shooting (c) Web Designing. OR Must hold a degree in Bachelor of Computer Application (BCA) or B.Sc., (Comp.) or B.Com (Comp.) or B.A.(Comp.) or

B.Tech/B.E. with Computer Science or Information Technology equivalent examination of above,.

iii) By transfer from the category of Record Assistants/Shroffs/ Office Subordinates

A degree, preferably Graduate in Commerce or Mathematics or Economics, provided that a person who possess any Degree is eligible for appointment by direct recruitment on and from the 25th June, 1979. Provided that those appointed prior to 30.10.1980 may be considered for appointment by transfer if they possess SSC or equivalent qualification, and they must pass the GET/(2) paper test conducted by APPSC also.

(ii) Those who have undergone the training prescribed for direct recruits to the post of Junior Accountants are eligible for regularization of service in the category of Junior Accountants on par with other direct recruits.

Branch II, III, IV and V:

I. Direct Recruitment:

i) Intermediate Examination AND

ii) Pass in any one of the following Certificate Course Examination conducted by the Board of Technical Education and Training, A.P

(a) Office Automation (b) PC Maintenance and Trouble Shooting (c) Web Designing. OR Bachelor of Computer Application (BCA) or B.Sc., (Comp.) or B.Com (Comp.) or B.A.(Comp.) or B.Tech/B.E. with Computer Science or Information Technology equivalent examination of above,

II. By transfer from the category of Typist and Steno Typist

(i) Intermediate Examination AND Pass in any one of the following Certificate Course Examination conducted by the Board of Technical Education and Training, A.P

(a) Office Automation (b) PC Maintenance and Trouble Shooting (c) Web Designing. OR A degree in Bachelor of Computer Application (BCA) or B.Sc., (Comp.) or B.Com (Comp.) or B.A.(Comp.) or B.Tech/B.E. with Computer Science or Information Technology

(ii) Must have undergone the training prescribed for direct recruits to the post of Junior Accountants under Rule 7 and who shall be eligible for regularization of services in the category of Junior Accountant on par with other direct recruits.

(III) By transfer from the category of Record Assistants/Shroff s/ Attenders

i) Intermediate Examination conducted by the Board of Intermediate Examination or any other equivalent examination. Provided that those appointed prior to 29.10.1987 may be considered for appointment by transfer if they possess SSC or equivalent qualification.

ii) Must have undergone the training prescribed for direct recruits to the post of Junior Accountants under Rule 7 and who shall be eligible for regularization of services in the category of Junior Accountant on par with other direct recruits.

(Service Rules issued vide G.O. Ms. No. 22 Finance (Admn III) Department dated 26.02.2011)

Recommendations:

In G.O. Ms. No. 133 General Administration Department (Ser. B) Department dated 12.06.2018 orders were issued amending the Andhra Pradesh Ministerial Service Rules, 1998 prescribing the qualification of proficiency in office Automation with usage of computer and associated software for the post of Junior Assistant, Assistant-cum-Typists, Senior Stenographers and Junior Stenographers, UD Typists, Typists, LD Typists etc. in the officers of Heads of Departments/Directorates and in the sub offices other than offices of Heads of Department/Directorate by direct recruitment through APPSC/DSC. In G.O. Ms. No. 135 General Administration Department (Ser. B) Department dated 12.06.2014 orders were issued amending the Andhra Pradesh Ministerial Service Rules, 1998 enhancing the qualification from Intermediate to Graduation for the posts of Junior Assistants, Assistant-cum-Typists, Senior Stenographers and Junior Stenographers. The Director of Treasuries and Accounts, in his Letter No FIN02-11035/2018-A SEC-DT dated 23.01.2019, has stated that the Andhra Pradesh Treasuries and Accounts Subordinate Service Rules have not yet been amended enhancing the qualifications for Direct Recruitment of Junior Accountants in Branches II, III, IV and V but higher qualifications were indicated in the Notifications for Direct Recruitment and instructions were issued to follow the orders issued in G.O. Ms. No.25, General Administration (Services A) Department dated 12.03.2015 for Compassionate Appointments.

It is seen that the mode of recruitment and the level of job of the categories of Senior Accountant and Junior Accountant do not differ much from those of Senior Assistant and Junior Assistant under the Andhra Pradesh Ministerial Service Rules. However as far as the academic qualification and computer skill are concerned, it is seen that the II,III,IV & V Branches of the post of Junior Accountant lag behind their counter parts in 'Common Categories' working in the offices other than the Directorate. The Department is therefore advised to amend the relevant Service Rules immediately incorporating, inter alia, Graduation Degree and Proficiency in Office Automation with usage of computer and associated software as the minimum qualifications in respect of the post of Junior Accountant in all the Branches in line with the APMS Rules so as to improve operational efficiency. The Commission does not agree with the plea for higher pay grades than the equivalent 'Common Categories' and feels it would be apt to maintain the existing parity with Senior and Junior Assistants respectively of 'Common Categories'.

The Commission correspondingly assigns the same pay scale as that of Superintendent in the 'Common Categories' to the next higher post of Superintendent in the Treasuries and Accounts Department.

12. (b). PAY AND ACCOUNTS OFFICE

The Pay and Accounts Office pre audits the civil claims (other than works) pertaining to the offices situated in the Capital Region. Besides, it maintains the leave accounts of the All India Service Officers. The Department is headed by the Pay and Accounts Officer, who is assisted by the Joint Pay and Accounts Officer, three Deputy Pay and Accounts Officers, nine Assistant Pay and Accounts Officers and other supporting staff. The pay scale issues raised by the Departmental are discussed below:

1. Pay and Accounts Officer ₹.66330-108330 (Grade-29)

Request: It is represented that the pay scale of the Pay and Accounts Officer is lesser than that of the other Heads of Departments under the control of Finance Department viz., Director of Treasuries and Accounts and Director of State Audit. It is requested to assign a pay scale on par with the Director of Treasuries and Accounts and Director of State Audit.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Director of Pay and Accounts						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53960 (28)	66330-108330 (29)	Joint Pay and Accounts officer ₹.52590-103290 (26)	
Compared Post: Director of Treasuries and Accounts						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	80930-110850 (31)	Additional Director ₹.66330-108330 (29)	
Compared Post: Director of State Audit						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	34050-54360 (29)	73270-108330 (30)	Additional Director ₹.61450-105810 (28)	
Mode of Appointment: By promotion from the category of Joint Pay and Accounts Officer						

Recommendations:

The hierarchy of State Service posts in the five sister Departments under the umbrella of the Finance Department are as follows:

Treasuries and Accounts	State Audit	Works and Accounts	PAO	Life Insurance
Director (31)	Director (30)			
Addl. Director (29)	Addl. Director (28)	Director (29)	PAO (29)	Director (29)
Joint Director (26)	Joint Director (26)	Joint Director (26)	Joint PAO (26)	Joint Director (26)
Deputy Director/ CAO (24)	Deputy Director (24)	PAO/ CAO (24)	Deputy PAO (24)	Deputy Director (24)
DTO/Asst. Dir./ AO/ PPO (22)	Dist Audit Officer (22)	APAO (22)	Asst. PAO (22)	Asst. Dir. (21)
ATO/ AAO/ APPO (20)	Asst Audit Officer (20)	Divl. A.O. (Gr-I) (20)		
		Divl. A.O. (Gr-II) (18)		

It is observed that, unlike the Treasuries and Accounts Department and State Audit Department, the category of Additional Director is not available for the other three Directorates including the Pay & Accounts Office. The Joint Director/ Joint PAO posts are the feeder categories for the post of Director in these three other Departments and in all of them the Directors have been assigned the same pay grade (29) on par with the Additional Director of Treasuries & Accounts Department. In fact the staff size and jurisdictional spread of these three Departments are relatively lesser compared to those of the Treasuries & Accounts and State Audit Departments. It is also seen that the Directors of Treasuries & Accounts and State Audit have all along been positioned at higher pay scales when compared to that of the Pay & Accounts Officer. **The present pay grade assigned to the post of Pay & Accounts Officer is therefore considered appropriate and accordingly the corresponding pay scale of ₹.101970-174790 (Grade-29) is fixed for this post.**

2. Auditor ₹. 22460-66330 (Grade-12)

Request: It is represented that the mode of recruitment and selection procedure is one and the same for the posts of Assistant Section Officer and Auditor. Hence it is requested to assign the pay scale applicable to the Assistant Section Officer, Secretariat to this post.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Auditor						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Assistant Audit Officer Rs.16400-49870 (07)	Superintendent 28940-78910 (17)
Compared Post: Assistant Section Officer of Secretariat						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Typist cum Assistant Rs.18400-55410 (09)	Section Officer Rs.37100-91450 (21)
Mode of Appointment By Direct Recruitment or by promotion from the category of Assistant Auditor or by transfer from Typists and Telephone Operators in the A.P. Ministerial Services.						
Qualification: By Direct Recruitment or by promotion or by transfer: A Bachelor's Degree, Accounts Test for Sub-ordinate Officers Part- I & II.						

Recommendations:

The post of Auditor does not compare with that of the Assistant Section Officer as the functions of the latter are more complex. In fact the Assistant Section Officer forms part an administrative hierarchy which handles the ultimate decision making process in the State Government. Moreover, in the previous PRCs also the category of Assistant Section Officer has been placed in higher pay scales compared to those of the Auditor in Pay & Accounts Office. It is observed that in the past this category has all along been equated with the post of Senior Assistant. Considering the work load and entry qualification etc. the Commission feels that the existing parity with corresponding 'Common Category' posts be maintained and accordingly assigns the same pay scale as those of Superintendent, Senior Assistant and Junior Assistant in the 'Common Category' to the categories of Superintendent, Auditor and Assistant Auditor of Pay and Accounts Office.

12. (c). STATE AUDIT DEPARTMENT

The functions of the State Audit Department can be broadly classified in to the following categories:

- 1) Audit functions
 - a) Post audit: the department is the statutory audit authority for all the institutions contained in the schedule appended to the A.P. State Audit Act 1989.
 - b) Pre audit: the department conducts pre audit of municipal corporations, major temples and Agricultural Market Committees
 - c) Internal audit: the department conducts the internal audit of T.T.D.
 - d) Special Audit: It also conducts special audits entrusted to it by the government.
- 2) Quasi-judicial functions: it issues surcharge certificates for the losses occasioned due to the negligence of officers and non-official functionaries of the local bodies and other authorities
- 3) The department is the authorizing agency for pensions of the employees of local bodies and class IV employees of Government, police constables, teachers working in societies
- 4) The department is the certifying authority of the claims of FBF, GIS pertaining to the employees of local bodies and pensioners of APHB and Khadi Board.

The Department is headed by a Director who is assisted by the Additional Director, Joint Directors, Deputy Directors, District Audit Officer, Assistant Audit Officer and Senior/ Junior Auditors.

The Departmental representations are discussed below:

1. Director	₹. 73270-108330 (Grade 30)
2. Additional Director	₹. 61450-105810 (Grade 28)
3. Joint Director	₹. 52590-103290 (Grade 26)
4. Deputy Director	₹. 46060-98440 (Grade 24)
5. District Audit Officer	₹. 40270-93780 (Grade 22)
6. Assistant Audit Officer	₹. 35120-87130 (Grade 20)

<p>Request: It is represented that the functionaries of the State Audit Department are supposed to be well versed with the Acts relating to various institutions for which they perform audit and also the provisions of AP Financial Code, AP Accounts Code and so on besides being conversant with the Financial Rules, AP Fundamental Rules, Pension Rules etc.</p>

They should also know the Service rules governing the employees of these institutions. Further, the department is empowered with quasi-judicial function of imposing surcharge. Thus the functions, right from the Director to the Junior Auditor, are not comparable and are quite distinct from those of other departments. It is averred that the functions of the department are synonymous with those of the Comptroller and Auditor General. Further, they conduct cent percentage audits whereas the Audit by the Accountant General is only test audit. It is lamented that although the department enjoys independence in its functioning, the pay scales attached to the employees are not commensurate with their status and the work turned out by them. Hence it is requested to assign higher pay scales as indicated below:

Director of State Audit	₹. 80930110850	(Grade 31)
Additional Director	₹. 73270-108330	(Grade 30)
Joint Director	₹. 61450-105810	(Grade 28)
Deputy Director	₹. 52590-103290	(Grade 26)
District Audit Officer	₹. 46060-98440	(Grade 24)
Assistant Audit Officer	₹. 40270-93780	(Grade 22)

Director

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	34050-54360 (29)	73270-108330 (30)	Additional Director ₹. 61450-105810 (28)	

Mode of Appointment: By promotion from the category of Additional Director State Audit.

Additional Director of State Audit

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
			31550-53060 (28)	61450-105810 (28)	Joint Director ₹.52590-103290 (26)	Director ₹.73270-108330 (30)

Mode of Appointment: By promotion from the category of Joint Director State Audit.

Joint Director of State Audit						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
			27000-51760 (26)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)
Mode of Appointment: By promotion from the category of Deputy Director and equivalent categories.						
Deputy Director/Regional Deputy Director/ Examiner of Accounts						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Audit Officer/ District Audit Officer ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Mode of Appointment: By promotion from the category of District Audit Officer/Audit Officer/Assistant Examiner						
District Audit Officer / Audit Officer / Assistant Examiner of Accounts						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Audit Officer ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Assistant Audit Officer						
Assistant Audit Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Senior Auditor ₹.22460-66330 (12)	District Audit Officer / Audit Officer / Assistant Examiner of Accounts ₹.40270-93780 (22)

Mode of Appointment: By Direct Recruitment/ transfer from the category of Senior Auditor
Qualifications: By Direct Recruitment : Graduation; Transfer- Pass in Sub-ordinate Accounts Service examination.

(Andhra Pradesh State Audit Service Rules 2014 were issued vide G.O. Ms. No.113, Finance (Admn. II) Department dated 20.05.2014 in suppression of Andhra Pradesh Local Fund Audit Service Rules issued in G.O.Ms. No. 212 Finance & Planning (F.W. Admn.II) Department, dated 18-07-2006,)

Recommendations:

One post of Additional Director and three posts of Joint Directors were created by abolishing four posts of Deputy Directors in the State Audit Department vide G.O. Ms. No. 224, Finance (SMPC) Department dated 08.08.2013. Prior to that there were no intermediate post between that of Director and Deputy Director. Thus earlier the post of Deputy Director used to be the feeder category to the post of Director. With the creation of the posts of Additional Director and Joint Directors, a parallel administrative structure with the other departments under the umbrella of State Finance Department has emerged. The comparative position in respect of all these departments are shown in the following table:

Treasuries and Accounts	State Audit	Works & A/C	PAO	Life Insurance
Director (31)	Director (30)			
Addl. Director (29)	Addl. Director (28)	Director (29)	PAO (29)	Director (29)
Joint Director (26)	Joint Director (26)	Joint Director (26)	Joint PAO (26)	Joint Director (26)
Deputy Director/ CAO (24)	Deputy Director (24)	PAO/ CAO (24)	Deputy PAO (24)	Deputy Director (24)
DTO/Asst Dir/ AO/ PPO (22)	Dist Audit Officer (22)	APAO (22)	Asst PAO (22)	Asst. Dir. (21)
ATO/ AAO/APPO (20)	Asst Audit Officer (20)	Divl. A.O. (Gr-I) (20)		
		Divl. A.O. (Gr-II) (18)		

It is further observed that the post of Director of Treasuries & Accounts has, right since the 1993 RPS, been assigned (by successive PRCs) one pay grade above that of the Director of State Audit. There is a similar gap in pay grades between the two Additional Directors also.

Keeping in view the relative complexities of functions and sizes/ spans of control etc. of the departments, it is considered that the existing relativities and parities are apt and accordingly the following corresponding scales are assigned to the various categories:

Director	₹. 112610-174790 (Grade-30)
Additional Director	₹. 94500-170580 (Grade-28)
Joint Director	₹. 80910-166680 (Grade-26)
Deputy Director	₹. 70850-158880 (Grade-24)
District Audit Officer	₹. 61960-151370 (Grade-22)
Assistant Audit Officer	₹. 54060-140540 (Grade-20)

7. Senior Auditor ₹. 22460-66330 (Grade 12)

8. Junior Auditor ₹. 16400-49870 (Grade 07)

Request: It is represented that the Senior and Junior auditors are supposed to take utmost care in pointing out misuse/ diversion of funds. They are supposed to be well versed with various statutes, rules, guidelines etc. The Senior Auditor and Junior Auditor have to pass Local Fund Audit examinations and Subordinate Accounts Service examinations with vast syllabus to get promotions. The Senior Auditor conducts audit of Gram Panchayats, temples and secondary schools independently and issues certificate in his name. He assists the Assistant Audit Officer in the audit of major institutions by attending to actual audit. The Junior Auditor also discharges similar duties. Thus the functions of Senior Auditor and Junior Auditor are different from the duties of Senior Assistants and Junior Assistants. It is stated that the gap in pay scale of the Senior Auditor and the promotion post of Audit Officer is large. Hence it is requested to assign the pay scale corresponding to ₹.31460-84970 (Grade 19) to the Senior Auditor and ₹.22460-63330(Grade 12) to the Junior Auditor.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
Senior Auditor						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Auditor ₹. 16400-49870 (07)	Assistant Audit Officer ₹. 35120-87130 (20)

Junior Auditor						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹. 15030-46060 (05) Office Subordinate ₹. 13000-40270 (01)	Senior Auditor ₹. 22460-66330 (12)
Mode of Appointment: <u>Senior Auditor</u> By Direct recruitment/ Promotion from the category of Junior Auditor /Transfer from the category of Typist/Junior Stenographer <u>Junior Auditor</u> By Director Recruitment/ Transfer from the category of Typists / Junior Stenographers / Record Assistants / Office Subordinates						
Qualifications: <u>Senior Auditor:</u> By Direct Recruitment/Promotion – Degree <u>Junior Auditor:</u> By Direct Recruitment- Intermediate (Andhra Pradesh State Audit Subordinate Service Rules issued G.O. Ms. No.213, Finance (Admn 18.07.2006))						

Recommendations:

The mode of recruitment and the level of job of the categories of Senior Auditor and Junior Auditor do not differ much from those of Senior Assistant and Junior Assistant under the Andhra Pradesh Ministerial Service Rules. These posts also have historical parities since the 1993 RPS. Moreover they have parity with the following posts:

Treasuries & Accounts	-	Senior Accountant, Junior Accountant
Works & Accounts	-	Senior Accountant, Junior Accountant
PAO	-	Auditor, Assistant Auditor
Life Insurance	-	Senior Accountant, Junior Accountant

However as far as the academic qualification and computer skill are concerned, it is seen that the Junior Auditor post in the State Audit Department lags behind its counter part in 'Common Categories'. The Department is therefore advised to amend the relevant Service Rules immediately incorporating, inter alia, Graduation Degree and Proficiency in Office Automation with usage of computer and associated software as qualifications for these posts existing in the subordinate offices, in line with the APMS Rules (as amended) so as to improve operational efficiency. Subject to the above observation, the Commission feels it would be apt to maintain the existing parity with Senior and Junior Assistants respectively of the 'Common Categories'.

12. (d). WORKS ACCOUNTS DEPARTMENT

The State Government took over the cadre of Divisional Accountants from the Accountant General with effect from 01.01.1980 vide G.O.Ms.No.304, F&P (FW.WA.I) Department, dated 20.11.1979 designating the Deputy Secretary/Joint Secretary/Additional Secretary to Government in Finance Department, looking after Works, as Ex-officio Director, to form a viable and comprehensive works accounts organization. A full pledged Directorate of Works Accounts was created vide G.O.Ms No.303, Finance (SMPC) Department dated 24.04.2003. The Department monitors the work expenditure of all the Government Departments and Corporations executing public works. The Department is headed by the Director, assisted by two Joint Directors at Headquarters and three Joint Directors at field level at Dowalaiswaram, Ongole, and Kadapa. Nineteen Pay & Accounts Officers/Assistant Pay and Accounts Officers in the Districts function under the control of Joint Directors of Works Accounts. The Divisional Accounts Officers Grade I and Grade II work in the Engineering Departments but are administered by the Director of Works Accounts.

The Andhra Pradesh Works Accounts Service Rules issued vide G.O. Ms. No.86, Finance and Planning (FW WA I) Department dated 22nd May 1998 and Andhra Pradesh Works Accounts Subordinate Service Rules issued vide G.O. Ms. No. 92, Finance (Admn-II) Department dated 20.06.2018 govern the services of various cadres of the Directorate. The representations received by the Commission are discussed below:

1. Director	₹. 66330-108330 (Grade 29)
2. Joint Director	₹. 52590-103290 (Grade 26)
3. Pay and Accounts Officer	₹. 46060-98440 (Grade 24)
4. Assistant Pay and Accounts Officer	₹. 40270-93780 (Grade 22)
5. Divisional Accounts Officer Grade I	₹. 35120-87130 (Grade 20)
6. Divisional Accounts Officer Grade II	₹. 29760-80930 (Grade 18)

Request: It is requested to equate the post of Director, Works & Accounts with the corresponding position in the Directorate of Treasuries and Accounts. In respect of Divisional Accounts Officers Grade-I it has been argued that they are responsible for

- (i) pre-auditing all financial matters in the office of the Executive Engineer and virtually act as the financial advisor to the Executive Engineer
- (ii) inspecting the accounts of the sub-divisional offices and submitting reports

It is also represented that the public works accounts system is technical in nature and quite distinct from all other accounting systems and as such the post of DAO Grade-I cannot be compared with the post of Assistant Treasury Officer but deserves a higher pay grade on par with the Assistant Executive Engineer. The Divisional Accounts Officers Grade-II contend that despite being a state cadre post it has been assigned a pay scale lower than

that of even the Assistant Engineers They have demanded a pay scale which is at least equal to that of the Assistant Treasury Officer or the Non-technical Personal Assistants of I & CAD Department.

Pay scales (Grades)assigned from time to time, feeder and promotion categories for this post and compared post(s)

Director of Works and Accounts

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.Rs.52590-103290 (26)	

Compared Post: Director of Treasuries and Accounts

6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	80930-110850 (31)	Additional Director ₹.66330-108330 (29)	
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Mode of Appointment : By promotion from the category of Joint Director

Joint Director

Pay scales (Grades)assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Pay and Accounts Officer ₹. 46060-98440 (24)	Director ₹.66330-108330 (29)

Compared Post: Additional Director of Treasuries and Accounts

		18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.52590-103290 (26)	Director ₹.80930-110850 (31)
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Mode of Appointment: By promotion from the category of Pay and Accounts Officer

Pay and Accounts Officer						
Pay scales (Grades)assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Pay and Accounts Officer ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Compared Post: Joint Director of Treasuries and Accounts						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director ₹. 46060-98440 (24)	Additional Director ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Assistant Pay and Accounts Officer						
Assistant Pay and Accounts Officer						
Pay scales (Grades)assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Divisional Accounts Officer Grade I ₹.35120-87130 (20)	Pay and Accounts Officer ₹.46060-98440 (24)
Compared Post: Deputy Director of Treasuries and Accounts						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹. 40270-93780 (22)	Joint Director ₹.52590-103290 (26)
Mode of Appointment: By promotion from the category of Divisional Accounts Officer Grade I						
By transfer from the category of Section Officer/Private Secretary to Secretary to Government of Finance Department						

Divisional Accounts Officer Grade I						
Duties in brief: Assists the Executive Engineer in Financial matters.						
Pay scales (Grades)assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Divisional Accounts Officer Grade II ₹.29670-80930 (18)	Assistant Pay and Accounts Officer ₹.40270-93780 (22)
Compared Post: District Treasury Officer						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Treasury Officer ₹.35120-87130 (19)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Divisional Accounts Officer Grade II						
Divisional Accounts Officer Grade II						
Pay scales (Grades)assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-37100 (18)	29760-80930 (18)	Superintendent ₹.28940-78910 (17)	Divisional Accounts Officer Grade I ₹.35120-87130 (20)
Compared Post: Assistant Treasury Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Treasury Officer ₹.28940-78910 (17)	Assistant Director ₹.40270-93780 (22)
Mode of Appointment- By Direct Recruitment and by transfers of Superintendents Working in the Circles and Divisions of Roads and Buildings, Irrigation, including Major Projects, Public Health and Municipal Engineering and Panchayat Raj Engineering Departments; Superintendents working in the Accounts Organization under the administrative control of Director of Works Accounts and if no suitable Superintendents are available, by transfer of senior Assistants in the Circles and Divisions of the						

Engineering Departments referred to above and the Senior Assistants working in the Accounts Organization under the administrative Control of Director of Works Accounts. In case, qualified and suitable Superintendents in any of these two groups are not available, the Senior Assistants in the respective groups, who are qualified, may be considered.

Qualification: For Direct Recruitment – Bachelor’s Degree or equivalent

Recommendations:

Unlike the Treasuries & Accounts Department in the hierarchy of State Service cadres of Works & Accounts Department the posts of Additional Director is non-existent between the posts of Joint Director and Director. Therefore the post of Director, Works & Accounts has been equated with the post of Additional Director in the Treasuries and Accounts Department. In fact historically speaking the category of Director Works & Accounts was never assigned the same pay grade as the Director of Treasuries & Accounts. This is considered appropriate considering the size and span of control of the two categories of posts.

It is further observed that the post of Divisional Accounts Officer Grade-II, at the bottom of the pyramid of Works & Accounts Department State Service, does not have an equivalent cadre in the State Service of Treasuries & Accounts Department. But for these two posts of Additional Director and Divisional Accounts Officer Grade-II, the other posts bear one-to-one correspondence as shown below:

Treasuries and Accounts (Pay grades in brackets)	Works and Accounts (Pay grades in brackets)
Director (31)	
Addl. Director (29)	Director (29)
Joint Director (26)	Joint Director (26)
Deputy Director/ CAO (24)	PAO/ CAO (24)
DTO/Asst Dir/ AO/ PPO (22)	APAO (22)
ATO/ AAO/APPO (20)	Divl. A.O. (Gr-I) (20)
	Divl. A.O. (Gr-II) (18)

In the representation a comparison is sought to be drawn with the next higher cadres in the Treasuries & Accounts Department which is untenable. Similar is the comparison drawn with the Engineering Department personnel whose nature of duties and qualifications are entirely different. Again, the Non-technical Personal Assistants in I & CAD Department are part of a different hierarchy i.e the administrative wing and are not comparable. It is however

observed that the category of Superintendent in APMS (now assigned Grade-18) is a feeder category to the post of Divisional accounts Officer Grade-II and the latter has always carried a higher pay grade compared to that of the former.

Considering the above, the following pay scales are assigned:

Director	₹. 101970-174790 (Grade 29)
Joint Director	₹. 80910-166680 (Grade 26)
Pay and Accounts Officer	₹. 70850-158880 (Grade 24)
Assistant Pay and Accounts Officer	₹. 61960-151370 (Grade 22)
Divisional A.O. Grade-I	₹. 54060-140540 (Grade 20)
Divisional A.O. Grade-II	₹. 48440-137220 (Grade 19) (improved by one pay grade for Divisional A.O. Gr-II)

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|---|---------------------------|
| 7. Superintendent | ₹. 28940-78910 (Grade 17) |
| 8. Senior Accountant
(Former Senior Assistant) | ₹. 22460-66330 (Grade 12) |
| 9. Junior Accountant
(Former Junior Assistant) | ₹. 16400-49870 (Grade 07) |

Request: It is stated that the proposal for re-designating the post of Superintendent as Junior Accounts Officer or Junior Pay and Accounts Officer and conferring on them Gazetted status is under consideration of the Finance Department. The designation of Senior Assistant and Junior Assistant was changed as Senior Accountant and Junior Accountant respectively. The Service rules governing these categories have been issued vide G.O. Ms. No. 92 Finance (Admn II) Department dated 20.06.2018 duly prescribing qualifications in consonance with the amendments to the Andhra Pradesh Ministerial Service Rules vide G.O. Ms. No. 133 G.A. (Ser B) Department dated 12.05.2014 and G.O. Ms. No. 134 G.A. (Ser B) Department dated 12.05.2014. Thus the nature of duties of Superintendent, Senior Assistant and Junior Assistant are comparable to the Section Officer, Assistant Section Officer and Typist cum Assistant respectively and it is requested to assign pay scales on par with the above categories.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Superintendent

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Accountant ₹.22460-66330 (12)	Divisional Accounts Officer Grade II ₹.29760-80930 (18)

Compared Post: Section Officer of Finance Department						
3110-6380 (18)	5980-12100 (18)	9285-12100 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary to Govt. ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Senior Accountant						
Senior Accountant						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-13945 (11)	10900-31550 (11)	22460-66330 (12)	Junior Accountant/ Typist ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)
Compared Post: Assistant Section Officer of Finance Department						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Typist cum Assistant ₹.18400-55410 (9)	Section Officer ₹.37100-91450 (21)
Mode of Appointment : By Direct Recruitment or by way of redeployment on fair share principle from the regional offices as per six point formula/ promotion from the category of Junior Accountant/ Typist or by conversion of Senior Stenographer						
Qualification: By Direct Recruitment – A Bachelor’s Degree and pass in the test of "Proficiency in Office Automation with usage of computer and associated software" conducted by the APPSC/DSC as per procedure prescribed in G.O.Ms No.133, GA (Ser.B) Department, dated 12-05-2014 and subsequent amendments from time to time. By way of redeployment - A Bachelor’s Degree						

Junior Accountant						
Pay scales (Grades)assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹.15030-46060 (05) Last Grade Service ₹.13000-40270 (01)	Senior Accountant ₹.22460-66330 (12)
Compared Post: Typist cum Assistant of Finance Department						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	9460-27700 (09)	18400-55410 (09)	DRT Assistant ₹. 16400-49870 (07)	Assistant Section Officer ₹.26600-77030 (16)
Mode of Appointment						
By Direct Recruitment in Directorate. By Direct Recruitment or by conversion of Typist or by transfer from Record Assistant of AP General Subordinate Service or members of A.P. Last Grade Service in Regional Offices						
Qualification: For Direct Recruitment : (i) Bachelor’s Degree and (ii) Pass in Proficiency Test in Office Automation with usage of computers and associate software conducted by APPSC/DSC as per the procedure prescribed in G.O. Ms. No. 133 GA (Ser B) Department dated 02.05.2014 and subsequent amendments from time to time.						

Recommendations:

Comparison with Section Officer, Assistant Section Officer and Typist cum Assistant of Secretariat is not apt as the functions are entirely different. The qualifications and duties and responsibilities are similar to those of the Superintendent, Senior Assistant and Junior Assistant of the 'Common Categories'. Hence they are equated with the above categories and the same pay scales are assigned to them.

12. (e). GOVERNMENT LIFE INSURANCE DEPARTMENT

After formation of the State of Andhra Pradesh, the Hyderabad State Life Insurance Fund was converted into Andhra Pradesh Government Life Insurance Fund making insurance compulsory for all Government employees. The Life Insurance Department was classified as a separate Head of Department in the year 1962. It was converted into a Directorate in the year 1974. The Department is governed by the Andhra Pradesh Life Insurance Fund Rules. The operations of the Department cover all the Government employees including provincialised Local Body employees of Urban and Panchayat Raj institutions. The Department is headed by a Director, assisted by a Joint Director, two Assistant Directors and supporting staff at the Directorate. The Offices located in the Zonal Head Quarters of Vijayawada, Guntur and Visakhapatnam are headed by Joint Directors. The District Insurance Offices, where the policy holders are more than 35,000, are headed by Deputy Directors and all the other District offices are headed by Assistant Director rank officers.

- | | |
|-----------------------|----------------------------|
| 1. Director | ₹. 66330-108330 (Grade 29) |
| 2. Assistant Director | ₹. 37100-91450 (Grade 21) |

Request: It is stated that the establishment expenditure including salaries of the department are being met from the Insurance Fund. The operations of the department are semi commercial on one side and welfare of the employees on the other side. Besides it is a fund source for the State Government. The duties involve issue of policies and sanction of loans based on the pay and allowances of the employee concerned, repaying the amount on maturity/date of retirement of the employee duly calculating the maturity amount by adding the bonus. With the pay revision every five years the premium changes and issue of new policy generates additional work forcing the employees to attend office on holidays and out of office hours. For these duties they are not getting any special pay. They have stated that the Director and Assistant Director are not enjoying pay scales on par with their counter parts in sister Departments like Treasuries and Accounts and State Audit Departments which are under the control of the same Finance Department. Hence they have requested for

- (i) Parity in pay scales of Director, Govt. Life Insurance Department with the Directors in the Departments of Treasuries and Accounts and State Audit considering his enormous responsibilities in managing nearly 4 lakh accounts of employees under the APGLI Scheme and 6 lakh accounts under the APSEGI Scheme
- (ii) To restore parity in pay scales of Assistant Director, Govt. Life Insurance Department with that of the Assistant Directors in the Departments of Treasuries and Accounts and Assistant Pay and Accounts Officer in PAO since their feeder and promotion categories are identical and as they were enjoying the same pay grades up to and inclusive of the 2005 revision

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Director						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Joint Director ₹.52590-103290 (26)	
Compared post: Director of Treasuries and Accounts						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	80930-110850 (31)	Additional Director ₹.66330-108330 (29)	
Compared post: Director of State Audit						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	34050-54360 (29)	73270-108330 (30)	Additional Director ₹.61450-105810 (28)	
Mode of Appointment: By promotion from the category of Joint Director						
Assistant Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent 28940-78910 (17)	Deputy Director 46060-98440 (24)
Compared Post: Assistant Director of Treasuries and Accounts/Accounts Officer						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Treasury Officer/ Assistant Accounts Officer 35120-87130 (20)	Deputy Director/ Chief Accounts Officer 46060-98440 (24)

Mode of Appointment: By Direct Recruitment and by transfer from the category of Superintendent

Qualification: By Direct Recruitment – A Degree in Economics/ Commerce/ Mathematics

(Andhra Pradesh Govt. Life Insurance Services Special Rules issued vide G.O. Ms. No. 267, Finance & Planning (FW. Admn-II) Department, dated : 06.07.1993 amended vide G.O. Ms. No.4 Finance & Planning (FW. Admn-II) Department, dated : 06.01.1999)

Recommendations:

The hierarchy of State Service posts in the five sister Departments under the umbrella of the Finance Department are as follows:

Treasuries and Accounts	State Audit	Works and Accounts	PAO	Life Insurance
Director (31)	Director (30)			
Addl. Director (29)	Addl. Director (28)	Director (29)	PAO (29)	Director (29)
Deputy Director / CAO (24)	Deputy Director (24)	PAO/ CAO (24)	Deputy PAO (24)	Deputy Director (24)
DTO/Asst. Dir./ AO/ PPO (22)	Dist. Audit Officer (22)	APAO (22)	Asst PAO (22)	Asst. Dir. (21)
ATO/ AAO/APPO (20)	Asst. Audit Officer (20)	Divl. A.O. (Gr-I) (20)		
		Divl. A.O. (Gr-II) (18)		

It is observed that, unlike the Treasuries and Accounts Department, the category of Additional Director is not available for the Works & A/Cs, Pay and Accounts Office and Life Insurance Departments. The Joint Director/ Joint PAO posts are the feeder categories for the post of Director in these Departments and in all the three Departments the Directors have been assigned the same pay grade (29) on par with the Additional Director of Treasuries & Accounts Department. In fact the staff size and jurisdictional spread of these three Departments are lesser compared to the Treasuries & Accounts and State Audit Departments. It is also seen that the Director of Treasuries & Accounts has all along been positioned at a higher pay scale when compared to the Director of Life Insurance Department. **The present pay grade assigned to the post of Director, Government Life Insurance Department is therefore considered appropriate.**

In respect of the Assistant Director, Life Insurance and corresponding categories in the sister departments, the progression of pay grades has been different, as follows:

Post, Department	1993	1999	2005	2010	2015	Remark
A.D., Treasuries	20	20	20	21	22	1 st level promotion post in State Service, Section Officer of Secretariat (Grade 21) also as feeder category
Dist. Audit Officer	20	20	20	21	22	1 st level promotion post in State Service,
APAO, W & A	20	20	20	21	22	2 nd level promotion post in State Service, Section Officer of Secretariat (Grade 21) also as feeder category
Asst, PAO	20	20	20	21	22	Initial level in State Service, Section Officer of Secretariat (Grade 21) also as feeder category
A.D., Life Insurance	20	20	20	20	21	Initial level in State Service. No lateral appointment from Section Officers

It is seen from above that the pay grades of all these posts were equal up to the 8th PRC. It is in the 9th PRCs that the category of Assistant Director of Life Insurance was assigned one pay grade less than the other four compared categories. The same gap was continued in the 10th PRC. On a comparative analysis it is observed that the corresponding positions of Assistant Director, Treasuries/ District Audit Officer/ Assistant PAO, W&A are the 1st/ 2nd level promotion posts from the categories of Assistant Treasury Officer/ Assistant Audit Officer/ Divisional Accounts Officer (Grade-II) in State Service but the same is not true in respect of the Life Insurance Department, where it is the initial entry level post. Moreover there is no provision for lateral entry of Section Officers (Grade-21) to the post of Assistant Director, as available in the other sister Departments. **Hence, considering all these aspects and the functional scope of the Department etc. the Commission is of the view that the present assigned pay grade to the post of Assistant Director, Life Insurance Department is adequate.**

Accordingly the following corresponding pay scales are assigned:

Director ₹. 101970-174790 (Grade 29)

Assistant Director ₹. 57100-147760 (Grade 21)

3. Senior Accountant ₹. 22460-66330 (Grade 12)

4. Junior Accountant ₹. 16400-49870 (Grade 07)

Request: It is represented that despite the fact that the duties and responsibilities of the Accountants require a lot of application, intelligence and technical expertise, they have been assigned pay scales on par with the Senior and Junior Assistants respectively. They have requested for higher pay scales.

Senior Accountant

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Accountant ₹. 16400-49870 (07) Bradma Operator 17890-53950 (08)	Superintendent ₹. 28940-78910 (17)

Junior Accountant

1745-3420 (7)	3290-6550 (7)	4825-10845 (7)	8440-24950 (7)	16400-49870 (7)	Record Assistant ₹. 15030-46060 (05) Office Subordinate ₹. 13000-40270 (01)	Senior Accountant ₹. 22460-66330 (12)
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Mode of Appointment:

Senior Accountant: By Director recruitment/ Promotion from the category of Junior Accountant and, if no suitable or qualified member is available for appointment, by transfer from the category of Senior Accountant of Treasuries & Accounts or Senior Auditors of Local Fund Audit or by transfer from the category of Typists and Steno-typists or by transfer from the category of Bradma Operators.

Junior Accountant: By Direct Recruitment/ transfer from the category of Typists / Lower Division Stenos and Bradma Operators of Insurance/by transfer from the category of Record Assistants / Shroffs / Cashiers and Attenders

Qualifications:**Senior Accountant**

Directorate: Direct Recruitment/Promotion - A Bachelor Degree and pass in Insurance Departmental Examination

Regional Offices: Direct Recruitment - A Bachelor Degree; By promotion- Minimum General Educational Qualifications

Junior Accountant

Directorate: By Direct Recruitment/Transfer - A Bachelor Degree

Regional Offices: By Direct Recruitment/Transfer- Minimum General Educational Qualification

(Andhra Pradesh Govt. Life Insurance (Subordinate) Services Special Rules issued vide G.O. Ms. No. 289 Finance (Admn II) Department dated 18.10.1983)

Recommendations:

The mode of recruitment and the level of job of the categories of Senior Accountant and Junior Accountant do not differ much from those of Senior Assistant and Junior Assistant under the Andhra Pradesh Ministerial Service Rules. However as far as the academic qualification and computer skill are concerned, it is seen that in respect of the Regional Offices, the above posts in the Life Insurance Department lag behind their counter parts in 'Common Categories' (in other Government Departments) working in the offices other than the Directorate. The Department is therefore advised to amend the relevant Service Rules immediately incorporating, inter alia, Graduation Degree and Proficiency in Office Automation with usage of computer and associated software as the minimum qualifications in respect of Regional Offices in line with the APMS Rules (as amended) so as to improve their operational efficiency. The Commission does not agree with the plea for higher pay grades than the equivalent 'Common Categories' and feels it would be apt to maintain the existing parity with Senior and Junior Assistants respectively. Accordingly, the Senior Accountant and Junior Accountant categories are assigned the same pay scales as those assigned to the Senior Assistant and Junior Assistant respectively of 'Common Categories'.

The Commission correspondingly assigns the same pay scale as that of the Superintendent of 'Common Categories' to the next promotion post of Superintendent in Government Life Insurance Department.

Superintendent	₹. 45830-130580 (Grade-18)
Senior Accountant	₹. 37640-115500 (Grade-14)
Junior Accountant	₹. 28280-89720 (Grade-9)

13. GERNERAL ADMINISTRATION DEPARTMENT

13.(a) ANTI CORRUPTION BUREAU

The Anti- Corruption Bureau is a specialized agency arresting corrupt practices in various Departments of the Government under the Prevention of Corruption Act, 1988. This Bureau was established in 1961 and it functions directly under the administrative control of the General Administration Department of Andhra Pradesh Government. The Director General, who is a senior I.P.S. Officer of the rank of DGP/Addl. DGP, heads the Bureau. A Director, who is also a senior IPS Officer of the rank of IGP, assists him. They are assisted by an Additional Director (IPS Officers of the rank of DIG) and Joint Directors (IPS Officers of the rank of SP). The Bureau is divided into ranges and each range is headed by a Deputy Superintendent of Police, who is assisted by 3 to 5 Inspectors. Each range has jurisdiction over one to three Districts. The Bureau takes the support of Technical Officers like Engineers, Chartered Accountants etc. It is also having Legal Officers to tender advice on legal matters and to conduct prosecution in Criminal Courts and the Tribunal for Disciplinary Proceedings.

1. Assistant Director (Admn.) ₹. 35120-87130 (Grade 20)

Request: It is stated that the post of Assistant Director (Admn) was on par with the Administrative Officer of the Police Department till the 2005 Pay Revision. In the 2010 Pay Revision, the pay scale of the Administrative Officer was fixed at ₹.18030- 43630 (Grade 20), improving by one stage, whereas the Assistant Director (Admn) was assigned the corresponding scale. In the 2015 Pay Revision, the pay scales of both the Assistant Director (Admn) and Administrative Officer of Police Department were improved by one stage. The difference still persists. Hence it is requested to assign the pay scale corresponding to ₹.37100-91450 on par with the Administrative Officer of Police Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹. 28940-78910 (17)	
Compared Post: Administrative Officer of Police Department						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹. 28940-78910 (17) Junior Administrative Officer ₹. 31460-84970 (19)	Chief Administrative Officer ₹.42490-96110 (23)

Mode of Appointment: By transfer of Superintendent of the A.P. Ministerial Service of Anti-Corruption Bureau.

Qualification: i) must have completed five years of service as Superintendent. ii) must have passed the departmental test for Assistants in Police Department. iii) must have passed Accounts Test for Subordinate Officer Part. I

Recommendations:

It is seen that the former post of Personal Assistant to D.G., ACB was re-designated as Assistant Director (Admn.). Similarly, the Personal Assistants to the D.G.P. and Superintendents of Police were re-designated as Administrative Officer and this post enjoys pay grade parity (Grade-21) with the categories of Personal Secretary to the Chief Secretary/ Secretaries to Government. Both Assistant Director (Admin), ACB and Administrative Officer of Police Department have Superintendent as the feeder category. The Assistant Director (Administration) has to look after the administration and establishment work of the State Bureau. Considering the above, the Commission restores the earlier parity existing prior to the 2010 RPS with the Administrative Officers of Police Department and assigns the pay scale of ₹.57100-147760 (Grade-21) to the Assistant Director (Admn), thus improving by one grade.

2. Manager (Special Branch) ₹. 31460-84970 (Grade 19)

Request: It is represented that the duties and responsibilities of both the Assistant Director (Admn) and Manager (SB) are similar. The pay scales of feeder categories of both the posts viz. Superintendent and SB Assistant respectively are the same. Both are first level Gazetted posts. Both these posts were carrying the same scales of pay till the 2010 PRC and in the 2015 Pay Revision the Assistant Director (Admn) was assigned a pay scale which was higher by one grade. It is requested to assign the pay scale on par with that of the Assistant Director (Admn).

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	S.B. Assistant ₹. 28940-78910 (17)	
Compared Post: Assistant Director (Admn)						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹. 28940-78910 (17)	

Mode of Appointment: By appointment by transfer of Special Branch Assistants in the Anti - Corruption Bureau. ii) If no suitable or qualified person in the category of S.B. Assistant is

available, by transfer on tenure of Managers in the Intelligence Branch of Andhra Pradesh State Police Department.

Qualification: 1) must have passed the following tests. i) Accounts test for Subordinate Officers, Part.I&II. ii) Departmental test for Assistants of Police Department. 2) must have put in four years of service as S.B. Assistant.

Recommendations:

The category of Manager, Special Branch (ACB) has been on par with the Assistant Director (Admin) up to the 2010 RPS and both have Superintendent as their feeder category. The parity was disturbed in the 2015 RPS. Hence, restoring the earlier parity this post is assigned a pay scale of ₹.57100-147760 (Grade-21), thus improving by two stages.

13. (b). INFORMATION AND PUBLIC RELATIONS DEPARTMENT

This Department acts as an important channel of communication between the Government and the people. It creates awareness among all sections of people about the policies, plans and programmes of the elected Government intended for the welfare of the citizens and the development of the State. The Department achieves its objectives through effective dissemination of information and fostering of relations with the public and the media.

The key functions of the department are:

- Publicizing the activities and services of the government through mass media, maintaining liaison with the Press, AIR, Doordarshan, Films Division, Directorate of Audio Visual Publicity, Press Information Bureau, news agencies, private T.V. channels, conducting media tours, issuing advertisements, organizing exhibitions and hosting folk programmes.
- Conducting photo exhibitions, showing documentary films besides bringing out publications, maintaining Media Information Monitoring & Analysis System, imparting training, maintaining community radio and television sets, installing public address systems, audio visual equipments etc.
- Giving publicity for eradication of social evils like untouchability, dowry system, child marriages, jogini system, bonded labour, child labour etc.

The department is headed by the Commissioner, who is assisted by Additional Director, Joint Director, Regional Information Engineers, Deputy Directors, Assistant Directors, Editors, Script Writers, Information Officer, Public Relations Officers (former District Public Relation Officer), Deputy Executive Information Engineer, Accounts Officer, Junior Accounts Officers and subordinate staff at the Commissionerate level.

The Department's four Regional Offices located at Visakhapatnam, Vijayawada, Ongole and Kadapa are functioning under the control of respective Regional Joint Directors with assisting staff. The Regional Joint Directors control and supervise the functions of 13 District Offices, 6 State Information Centers located at Visakhapatnam, Vijayawada, Rajahmundry, Tirupati, Tirumala and Kurnool and 4 Special Publicity Cells.

The Engineering wing of the Department is headed by the Chief Information Engineer. The field units of this wing consist of two Regional Offices, each headed by a Regional Information Engineer, located at Visakhapatnam and Ongole to control and supervise the functions of (14) Deputy Executive Information Engineers in their respective jurisdictions. In turn the Deputy Executive Information Engineers are assisted by the Assistant Executive Information Engineer and Assistant Information Engineer.

The representations received from the departmental employees are discussed below:

Information Wing:

1. **Additional Director** ₹. 61450-105810 (Grade 28)
2. **Joint Director** ₹. 52590-103290 (Grade 26)
3. **Deputy Director** ₹. 46060-98440 (Grade 24)
4. **Assistant Director** ₹. 37100-91450 (Grade 21)

Request: It is represented that the officers of the Public Relations Wing viz., from Assistant Director to Additional Director possess professional qualifications of Graduation/Post Graduation in Journalism/ Mass Communication/ Public Relations/writing for Media/ Social Work etc., which are treated as technical qualifications as they are professional courses. But they are drawing lesser pay scales than their counter parts in the Engineering Departments whose qualifications are ITI/Diploma. It is therefore requested to assign the pay scales equivalent to the present scales of ₹.66330-108330 (Grade-29) to the Additional Director, ₹.56870-105810 (Grade-27) to the Joint Director, ₹.52590-103290 (Grade-26) to the Deputy Director and ₹.49870-100770 (Grade-25) to the Assistant Director. In the representation it has also been requested that the time scales of officers of the category of Joint Director and Additional Director be revised on par with those of the officers in the Family Planning wing of Medical and Health Department.

Additional Director

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	61450-105810 (28)	Joint Director ₹.52590-103290 (26)	Director ₹.66330-108330 (29)
Compared Post: Superintending Engineer						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)

Mode of Appointment: By promotion from the category of Joint Director and Chief Information Engineer

Joint Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)
Compared Post: Chief Information Engineer						
5390-8980 (26)	10250-17050 (26)	15500-3000 (26)	29200-53060 (27)	56870-105810 (27)	Regional Information Engineer ₹.49870-100770 (25)	Additional Director ₹.61450-105810 (28)
Mode of Appointment: By promotion from the category of Deputy Director						
Deputy Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100-91450 (21)	Joint Director ₹.52590-103290 (26)
Compared Post: Regional Information Engineer						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Information Engineer ₹.42490-96110 (23)	Chief Information Engineer ₹.56870-105810 (27)
Mode of Appointment: By promotion from the category of Assistant Director						
Assistant Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	District Public Relations Officer ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)

Compared Post: Deputy Executive Information Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Information Engineer ₹.37100-91450 (21) Assistant Information Engineer ₹.31460-84970 (19)	Regional Information Engineer ₹. 49870-100770 (25)
Mode of Appointment: By promotion from the category of District Public Relations Officer						

5. **Public Relations Officer** ₹. 35120-87130 (Grade 20)
(former Dist. PRO)
6. **Additional Public Relations Officer** ₹. 29760-80930 (Grade 18)
(former Divl. PRO)
7. **Assistant Public Relations Officer** ₹. 25140-73270 (Grade 15)

Request: It is stated that the Senior Assistant post forms feeder category for the posts of Superintendent and Assistant Public Relations Officer as well. The next promotion post for the post of Assistant Public Relation Officer is the Additional Public Relation Officer. Now, both Superintendent and Additional Public Relation Officer form feeder category for promotion to the post of Public Relation Officer. The pay scale of the Superintendent is higher than that of the Assistant Public Relation Officer and as a result the Senior Assistant, who gets promoted as Assistant Public Relations Officer, is getting a lesser pay scale than the one promoted as Superintendent. Hence it is requested that the pay scale of the Assistant Public Relations Officer be enhanced to that of Superintendent, the Additional Public Relations Officer may be assigned the higher pay scale of ₹. 35120- 87130 (Grade 20) and the Public Relations Officer be assigned the pay scale of ₹.Rs.42490-96110 (Grade 23).

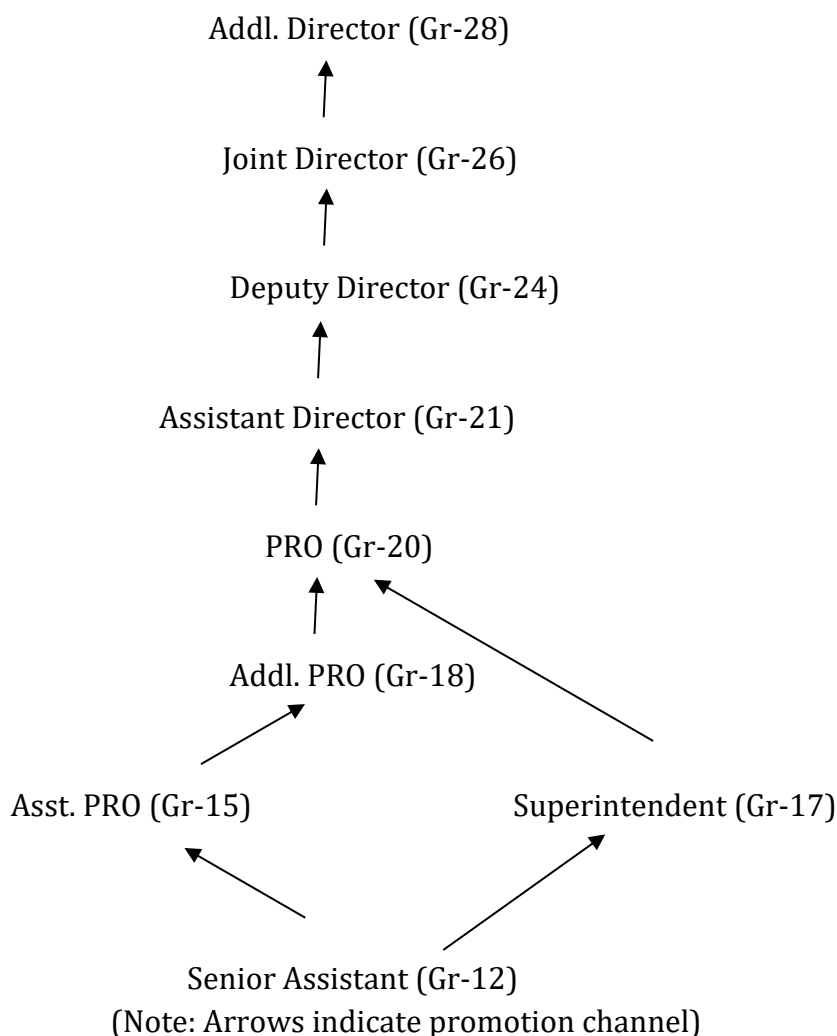
In another representation it is resented that the Public Relations Officer and the Additional Public Relations Officer are getting lower pay scale than their counterparts in the Engineering wing namely, the Assistant Executive Information Engineer and Assistant Information Engineer respectively. They have requested for pay grades of 23 and 21 respectively for these two categories of posts and pay grade 19 for the Assistant Public Relations Officer.

Public Relations Officer (former DPRO)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Divisional Public Relations Officer ₹.29760-80930 (18) Superintendent/ Special Category Stenographer Translator Grade I ₹.28940-78910 (17) Librarian Grade I 31460-84970 (19)	Assistant Director ₹.37100-91450 (21)
Mode of Appointment: By Direct Recruitment/ appointment by transfer of Superintendents, Special Category Stenographer, Translator Grade I, Divisional Public Relation Officer and Librarian Grade I						
Qualifications: By Direct Recruitment/By transfer – A Degree in Arts/Science/Commerce or any other equivalent qualification with a Post Graduate Diploma in Journalism/Public Relations or Master Degree in Journalism						
Additional Public Relations Officer (formerly Divisional PRO)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5300-11300 (16)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Public Relations Officer ₹. 25140-73270 (15) Sales Assistant ₹. 21230-63010 (11) Librarian Grade II ₹. 28940-78910 (17)	District Public Relations Officer ₹. 35120-87130

					Audio Visual Supervisor ₹. 23100-67990 (13)	
Mode of Appointment: By promotion from the category of Assistant Public Relations Officer, Sales Assistant, Librarian Grade II and Audio Visual Supervisor						
Assistant Public Relations Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	11860-34050 (13)	25140-73270 (15)	Senior Assistant/ Senior Stenographer ₹.22460-66330 (12) Assistant Translator ₹.24440-71510 (14) Reader ₹.21230-63010 (11) Receptionist ₹.24440-71510 (14)	Divisional Public Relations Officer ₹.29760-80930 (18)
Mode of Appointment: By Direct Recruitment or by transfer of Senior Assistant/Senior Steno or by promotion from the category of Assistant Translator (Telugu/Urdu/Hindi)/Reader (Telugu/Urdu) and Receptionists.						
Qualification: By Direct Recruitment – A Bachelor Degree with a Degree/Diploma in Journalism/ Public Relations or an equivalent.						

Recommendations:

The hierarchy of various posts under discussion in the Public Relations wing of the Department, as per the relevant Service Rules, are as follows:



It is seen that the pay grade (21) for the post of Assistant Director, I&PR is at par with the pay grade in respect of the posts of non-technical Assistant Directors in many other Departments viz. Social / Tribal / BC / WD&CW Welfare Departments, School / Intermediate / Collegiate/Adult Education Departments, Marketing Department etc. Same is the position in respect of the post of Deputy Director (Grade-24) and Joint Director (Grade-26). The Additional Directors in the above compared Departments are either at pay grade 28 or 29. The Commission is of the view that the parity requested with the posts of Additional/Joint Directors of Medical and Health Department is not apt since the duties, functions and professional qualifications are entirely different. Similarly, comparison with various categories of the Engineering Wing in the same Department is also not appropriate as the functions and responsibilities of both these wings and the nature of their qualifications and skills are entirely different.

It is further observed that in the Social/Tribal/BC Welfare Departments, in the Service Rules, the posts of Assistant Directors and the posts of DSWO/DTWO/DBCWO have been classified as a single category and therefore assigned the same pay grade whereas in the I&PR Department the post of Assistant Director is a promotional post to that of Public Relations Officer. Again, the post of Superintendent in the APMS Rules bears no comparison with a field level post like that of Assistant PRO.

Keeping in view all the above aspects and the qualifications, hierarchical set up and duties and responsibilities of various posts, the following scales are assigned:

Additional Director	₹. 101970-174790 (Grade 29) (improved by one grade)
Joint Director	₹. 80910-166680 (Grade 26)
Deputy Director	₹. 70850-158880 (Grade 24)
Assistant Director	₹. 57100-147760 (Grade 21)
Public Relations Officer	₹. 54060-140540 (Grade 20)
Additional Public Relations Officer	₹.45830-130580 (Grade 18)
Assistant Public Relations Officer	₹. 40970-124380 (Grade 16) (improved by one grade)

The pay grades assigned above to the Additional Public Relations Officer (Grade-18) and Assistant Public Relations Officer (Grade-16) shall also be applicable to the Publicity & Cultural Officer and Publicity Assistant respectively of the Social Welfare Department, which are equivalent positions from the point of view of their functional responsibilities and qualification.

Engineering Wing

8. Chief Information Engineer	₹. 56870-105810 (Grade 27)
9. Regional Information Engineer	₹. 49870-100770 (Grade 25)
10. Deputy Executive Information Engineer	₹. 42490-96110 (Grade 23)
11. Assistant Executive Information Engineer	₹. 37100-91450 (Grade 21)
12. Assistant Information Engineer	₹. 31460-84970 (Grade 19)

Chief Information Engineer

Request: it is stated that the Engineering wing of Information and Public Relations Department was originally borne and established in the Public Works Department as the State Broadcasting Department in the 1950s. Later it was separated from PWD in the 1960s and merged with the Information and Public Relations department. The activities of

the engineering wing have drastically changed and it adopts latest technologies in delivering various services. It handles one of the most important and highly sensitive aspect of ensuring the proper functioning of the public address system during the programmes of high dignitaries.

The Chief Information Engineer is the head of the engineering wing. He/ she proposes new technologies and methods of publicity in the department and implements them through the regional and district level offices. He assists the Commissioner in various matters of electronic media and also co-ordinates with the State level Officers/Heads of Departments of line departments. He arranges the live telecast of programmes of the Hon'ble Chief Minister and other VIPs, production of success stories on Government schemes and ensures their publicity through TV and Radio channels.

It is stated that the pay scale of the Chief Information Engineer was on par with that of the Additional Director in the Ninth Pay Revision but it was kept below that of the Additional Director in the Tenth Pay Revision. He was not given a pay scale on par with Chief Engineers of other Engineering Departments but was given a lesser pay than that of even the Superintending Engineers. It is therefore requested to assign a pay scale on par with the Chief Engineers.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-3000 (26)	29200-53060 (27)	56870-105810 (27)	Regional Info. Engineer ₹.49870-100770 (25)	Additional Director ₹.61450-105810 (28)
Compared post : Chief Engineer of Engineering Department						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Superintending Engineer ₹.66330-108330 (29)	Engineer in Chief ₹.87130-110850 (32)

Mode of Appointment: By promotion from the category of Regional Information Engineer.

Regional Information Engineer

Request: It is represented that the jurisdiction of the Regional Information Engineer is a multi-zone and he supervises the activities of the Deputy Executive Information Engineers, inspects their offices and provides technical guidance to them. He liaises between the Head office and the District Offices. His functions include skill development programmes for the staff, electronic media news digest on the positive/ adverse news items, review of implementation of Cable TV Regulation Act, monitoring cinema theatres,

execution of Outdoor Broadcast van operations for live telecast programmes, website maintenance, social media postings, research and planning. It is requested for assignment of the pay scale of ₹66330-108330 on par with the Superintending Engineer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Information Engineer ₹.42490-96110 (23)	Chief Information Engineer ₹.56870-105810 (27)
Compared post: Superintendent Engineers of Engineering Departments						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Executive Engineer ₹.49870-100770 (25)	Chief Engineer ₹.80930-110850 (31)

Mode of Appointment: By promotion from the category of Deputy Executive Information Engineer.

Deputy Executive Information Engineer

Request: It is represented that the Deputy Executive Information Engineer is the District Level Officer implementing the departmental activities of publicity and convergence with other departmental activities. He assists the District Collector in technical matters. The functions include arranging large public address systems for the VIP Programmes, conducting dial your officer programmes, sending positive/adverse news items published to Heads of Offices, implementing Cable TV regulation Act etc.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Assistant Executive Information Engineer ₹.37100-91450 (21)	Regional Information Engineer ₹. 49870-100770 (25)
					Assistant Information Engineer ₹.31460-84970 (19)	

Compared post: Executive Engineers of Engineering Departments						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Deputy Executive Engineer ₹.42490-96110 (23)	Superintendent Engineer ₹.66330-108330 (29)
Mode of Appointment: By direct recruitment / By appointment by transfer of Assistant Executive Information Engineer and Assistant Information Engineer in the Andhra Pradesh Information Subordinate Service.						
Qualification: A Degree in Electronics or Tele Communication Engineering or any other equivalent.						
Assistant Executive Information Engineer						
Request: The Assistant Executive Engineer assists the Deputy Executive Engineer at District level in all technical and administrative matters, prepares progress reports, analyses publicity campaigns and furnishes feedback reports to the superiors. It is requested to assign the pay scale of ₹. 42490-96110 on par with the Deputy Executive Engineers of Engineering Departments.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Information Engineer ₹.31460-84970 (19) Video Cameraman ₹.28940-78910 (17)	Deputy Executive Information Engineer ₹.42490-96110 (23)
Compared Post: Deputy Executive Engineer of Engineering Departments						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Asst. Executive Engineer ₹.37100-91450 (21) Assistant Engineer ₹31460-84970 (19)	Executive Engineer ₹. 49870-100770 (25)
Mode of Appointment: Recruitment by transfer from Asst. Information Engineer/ *by promotion from the category of Video Cameraman and if no qualified person is available, by direct recruitment.						
*inserted by G.O. Ms. No. 487, General Administration Department dated 26.08.2010						

Qualification:

By Direct Recruitment –

(a) A degree in Radio Engineering or Telecommunication or Electronics and Communications OR

(b) A degree in B.Sc. (Hons) or M.Sc. in Physics or Applied Physics with wireless as a special subject or any one of the subjects or a degree in M.Sc. with Electronics as a special subject OR

(c) Degree or Diploma in Tele-communication Engineering awarded by the Higher Technological Institutions in India which is recognized as equivalent to a University Degree.

Assistant Information Engineer

Request: It is represented that the Assistant Information Engineer directly carries out technical and publicity works at the base level. He records the implementation of various activities of the department viz., Public Address System, video coverage, online news clippings. It is requested to assign the pay scale of ₹.37100-91450 applicable to the Assistant Executive Engineers.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8815-2030 (18)	15280-40510 (18)	31460-84970 (19)	Draftsman ₹. 24440-71510 (14) Storekeeper Information Technician ₹.18400-55410 (09) Assistant Store Keeper ₹.17890-53950 (08) Mechanic ₹.17890-53950 (08) (Present incumbent) ₹.14600-44870 (04) (Future Entrant)	Assistant Executive Information Engineer ₹.37100-91450 (21)

Compared Post: Assistant Executive Engineer of Engineering Departments						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Initial Recruitment	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment or by promotion from Draftsman, Storekeeper, Mechanic, Information Technician and Assistant Store Keeper						
Qualification: By Direct Recruitment – A Diploma in Radio Engineering or Telecommunication Engineering awarded by AP State Board of Technical Education or any other equivalent qualification.						

Recommendations:

The existing pay scale parities among the Information Engineers and their counterparts in other Engineering Departments, which are there since the 1993 RPS, are as under:

Regional Information Engineer	Executive Engineer
Deputy Executive Information Engineer	Deputy Executive Engineer
Assistant Executive Information Engineer	Assistant Executive Engineer
Assistant Information Engineer	Assistant Engineer

In fact a comparison reveals that the qualifications prescribed for the posts of Assistant Information Engineer and Assistant Executive Information Engineer are the same as those for the Assistant Engineer and the Assistant Executive Engineer respectively. Notwithstanding this, in the representation a comparison has been sought to be drawn with Engineers (in other Departments) in higher categories, which is not appropriate. Hence the Commission is of the view that the existing parities should continue.

It is further observed that right since the 1993 RPS the post of Superintending Engineer (now at Grade-29) of Engineering Departments has been assigned a marginally higher pay grade compared to the Chief Information Engineer.

After considering the above position the Commission recommends status quo in respect of pay grades of all the cadres in the Engineering Wing except for that of the Chief Information Engineer as follows:

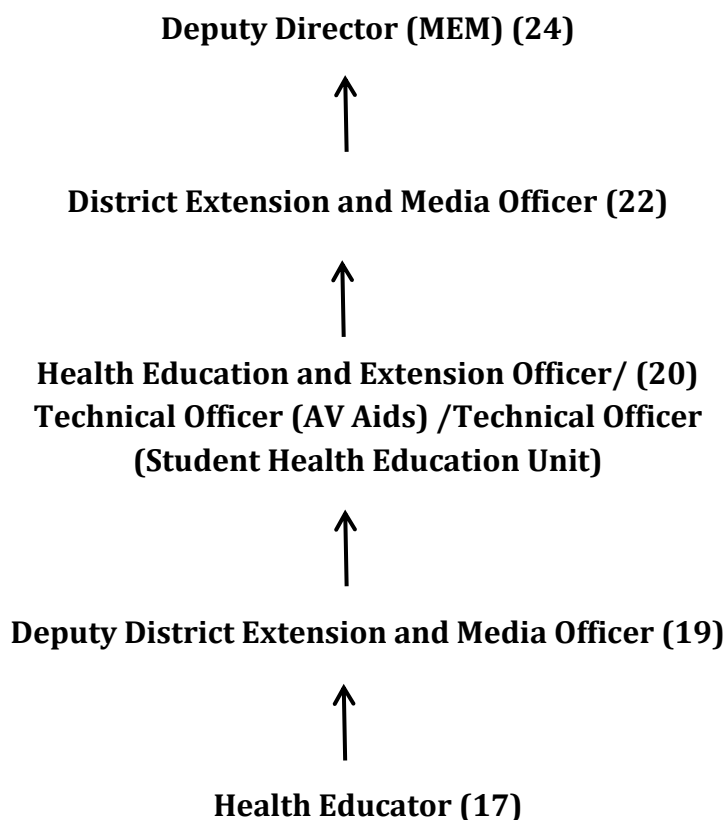
Chief Information Engineer	₹. 94500-170580 (Grade 28) (improved by one grade)
Regional Information Engineer	₹. 76730-162780 (Grade 25)
Deputy Executive Information Engineer	₹. 65360-154980 (Grade 23)
Assistant Executive Information Engineer	₹. 57100-147760 (Grade 21)
Assistant Information Engineer	₹. 48440-137220 (Grade 19)

14. Health, Medical and Family Welfare Department

14. (a). Family Welfare Department

(i) Health Education and Extension Wing:

Hierarchy of Health Education and Extension Staff (Pay Grades)



The requests received from various categories are discussed below:

- | | | |
|----|--|---------------------------|
| 1. | Deputy Director (MEM) | ₹. 46060-98440 (Grade 24) |
| 2. | District Extension and Media Officer | ₹. 40270-93780 (Grade 22) |
| 3. | Health Education and Extension Officer/
Technical Officer (AV Aids) /
Technical Officer
(Student Health Education Unit) | ₹. 35120-87130 (Grade 20) |
| 4. | Deputy District Extension and Media Officer | ₹. 31460-84970 (Grade 19) |

Deputy Director (Mass Education and Media)
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Request: It is represented that the Deputy Director (MEM) is stationed in the office of the Commissioner of Health and Family Welfare. His/ her job chart includes (a) planning, implementation and monitoring of dissemination of information on Health & Family Welfare Programmes, utilizing all Mass Media, traditional and folk media and extension

education for the promotion of family welfare and health programmes (b) establishing and strengthening linkages between mass education, extension education and health education and (c) to liaise with other developmental agencies in the State in order to incorporate H & FW education at all levels. It has been requested to assign Revised Pay Scale corresponding to the scale of ₹.49870-100770 (Grade 25) to the Deputy Director (MEM) on par with the Deputy Director of Agriculture and Animal Husbandry.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400 - 8700 (23)	8400 - 16525 (23)	12385 - 27750 (23)	21820- 48160 (23)	46060- 98440 (24)	District Extension and Media Officer ₹.40270-93780 (22)	
Compared Post: Deputy Director (Agriculture)						
4400 - 8700 (23)	8400 - 16525 (23)	13390- 28500 (24)	23650- 49360 (24)	49870- 100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56870-105810 (27)
Compared Post: Deputy Director (Animal Husbandry)						
4400 - 8700 (23)	8400 - 16525 (23)	13390- 28500 (24)	25600- 50560 (25)	49870- 100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56870-105810 (27)

Mode of Appointment: By promotion of District Extension and Media Officer

Qualification: (i) A Bachelor degree (ii) Seven years of service in the post of District Extension and Media Officer with experience in the field of Mass Communication/Field Publicity in a Government Organization.

District Extension and Media Officer including Health Education Officer (SFWB), Health Education Instructor, Communication Officer, Lecturer, Health Education and Family Welfare and Management Instructor

Request: It is represented that the District Extension and Media Officer is stationed in the offices of the District Medical and Health Officer. Allied categories of Communication Officer, Lecturer in Health Education/Family Welfare, Health Education Instructor and Management Instructor are stationed in the Regional Health and Family Welfare Training Centers at Visakhapatnam, Guntur and Kurnool and in Government Medical Colleges. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.42490-96110 (23) to all these equivalent categories.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Health Education and Extension Officer ₹.35120-87130 (20)	Deputy Director (MEM) ₹.46060-98440 (24)
Communication Officer / Health Education Instructor / Lecturer Health Education / Management Instructor						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	40270-93780 (22)		
Mode of Appointment: Promotion from the post of Health Education and Extension Officer/By Direct Recruitment.						
Qualification: By promotion - A Degree with Diploma in Health Education or DSSA in Social Science/Social Work or Education. By Direct Recruitment – Post Graduate Degree with Diploma in Health Education or DSSA.						
Health Education and Extension Officer						
Request: It is represented that the Health Education and Extension Officer assists the District Mass Education and Media Officer in planning, conducting, evaluating and reporting of the training and teaching programmes. He acts as a group guide and resource person to the various groups of trainees, develops suitable educational and teaching methods and aids for field work and undertakes any other responsibilities assigned by the Principal / Officer in charge of the center. It is requested to assign the Revised Pay scale corresponding to ₹.40270-93780 (22).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy District Extension and Media Officer ₹.31460-84970 (19)	District Extension and Media Officer ₹.40270-93780 (22)
Mode of Appointment: By transfer of Deputy District Extension and Media Officer						
Qualification: A Graduate Degree with Diploma in Health Education or DSSA in Social Science/Social Work or Education.						

Technical Officer (AV Aids) / Technical Officer (Student Health Education Unit)						
Request: It is represented that the Technical Officer is stationed at the State Health Education Bureau, Directorate of Public Health and Family Welfare Department. The duties of the Technical Officer (AV Aids) include general supervision over technical staff, submission of plan for cinema section for screening of films every month, assignment of work to the photographers, artists and other technical staff for preparation of AV Aids, lay-out work for preparation of A.V. Aids on various diseases for preparation of posters pamphlets and booklets, submit plans for development of District Museums, and impart training in A.V.Aids to in-service trainees at the Health Museum.						
The duties of Technical Officer (State Health Unit) include survey and study of the existing curriculum at all stages of education to find the content and method of teaching and practice of Health in schools, colleges and other institutions, develop suitable Health Education Syllabi, text books, Teaching Manuals and Aids, develop ways and means to integrate Health Teaching with other core subjects, to plan and conduct training for the personnel of Education Department and prepare the Health Department personnel to take up School Health responsibility, develop suitable extra and co-curricular activities which help to cultivate sound health habits among students and liaise between Education and Health departments. It is requested to assign the revised pay scale corresponding to the pay scale of ₹.40270-93780 (22)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Technical Officer (AV AIDS) / Technical Officer (Student Health Education Unit).						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Health Education Extension Officer ₹.35120-87130 (20)	
Mode of Appointment: By transfer from the post of Health Education Extension Officer.						
Qualification: i) Bachelor's Degree in Arts/Science ii) Diploma in Health Education awarded by the All India Institute of Hygiene and Public Health Calcutta/Delhi/Gandhigram (Tamilnadu) iii) 10 years service in P.H. Department and iv) Field experience in Health Education units either as Block Extension Educator or District Health Educator for a minimum period of three years. (Preference for teaching experience and research work)						
Deputy District Extension and Media Officer (DDEMO)						
Request: It is represented that the Deputy District Extension and Media Officer is stationed in the District Health Medical and Health Office and in each district office there are two DDEMOs. The job chart includes providing regular feedback on the programmes,						

particularly on the motivational activities, guiding the Multi-Purpose Health Education Officers (former Block Extension Educators), other field workers and Community Health Workers and co-ordinating with various Government agencies and voluntary organizations. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.37100-91450 (21).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Health Educator ₹.28940-78910 (17) Health Educator (Leprosy) ₹.29760-80930 (18)	Health Education Extension Officer ₹.35120-87130 (20)

Mode of Appointment: Promotion from the category of Health Educator

Recommendations:

The four categories shown above form the hierarchy of Health Extension and Education wing in the Family Welfare Directorate.

- (1) The post of Deputy Director (MEM) is not comparable with those of Deputy Director of Agriculture and Animal Husbandry as their duties and responsibilities differ greatly. Further, the latter are technical posts with technical qualifications viz. M.Sc(Ag.) and B.V.Sc. respectively while the former is non-technical in nature. The Commission finds that this category is carrying a Pay Grade which is equal to that being enjoyed by many other non-technical Deputy Director rank officers. Hence we find no convincing reason to modify the present pay grade.
- (2) In respect of the posts of District Extension and Media Officer and allied categories, Health Education Extension Officer/ Technical Officer and Deputy District Extension and Media Officer, no comparison has been drawn with other categories but common request has been made for assigning higher pay scales. Considering the duties and responsibilities, qualifications prescribed and vertical spacing available in the promotion ladder, it is felt that the existing pay scales/ grades are appropriate.

Accordingly, the following corresponding pay scales are assigned to the four categories listed above:

- **Deputy Director (MEM)** ₹. 70850-158880 (Grade-24)
- **District Extension and Media Officer/ Communication Officer/ Health Education Instructor/ Lecturer Health Education/ Management Instructor** ₹. 61960-151370 (Grade-22)
- **Health Education and Extension Officer/ Technical Officer (AV Aids) / Technical Officer (Student Health Education Unit)** ₹. 54060-140540 (Grade-20)
- **Deputy District Extension and Media Officer** ₹. 48440-137220 (Grade-19)

5. Health Educator (General) ₹. 28940- 78910 (Grade 17)

Request: It is represented that the Health Educators are stationed at different offices and institutions such as the District Medical and Health Office, MPHWS (M) Training Schools, Rural Health Centers, Regional Eye Hospitals and selected Primary Health Centers. The job chart includes carrying out information, education and communication (IEC) to bring designed behavioral changes in the community about the communicable and non-communicable diseases, maternal and child health care, immunization etc. They also educate people about the steps to be taken for bringing down the maternal/infant mortality rates. They plan – implement – monitor IEC/BCC activities on various Health and Family Welfare programmes and provide feedback on utilization of health services. They also take action for improving the communication skills of health personnel including ASHAs and Anganwadi workers. They co-ordinate with various departments like Information and Public Relations, Revenue, Education, Women Development and Child Welfare etc. It has been requested to assign the Revised Pay Scale corresponding to the existing scale of ₹.29760-80930 on par with the Deputy Health Education Officer (Leprosy). There are also alternative requests to assign the Revised pay scale corresponding to the pay scale of ₹.31460- 84970 (19).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Health Educator (General)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4550-9600 (13)	8385-19125 (17)	14860-39540 (EIP) (17)	28940-78910 (17)	Multi- Purpose Health Supervisor ₹.23100 – 67990	Deputy District Extension and Media Officer ₹.31460-84970

			12550-35800 (FE) (14)		(13)	(19)
Compared Post: Deputy Health Education Officer (formerly known as Health Educator (Leprosy))						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Para Medical Officer ₹.25140-73270 (15)	Health Education Officer (Aids & Leprosy) ₹.35120-87130 (20)
Mode of Appointment: Promotion from the category of Multi-Purpose Health Supervisor (M&F)						
Qualification: Graduate Degree and Post Graduate Diploma in Health Education (1 year)						

Recommendations:

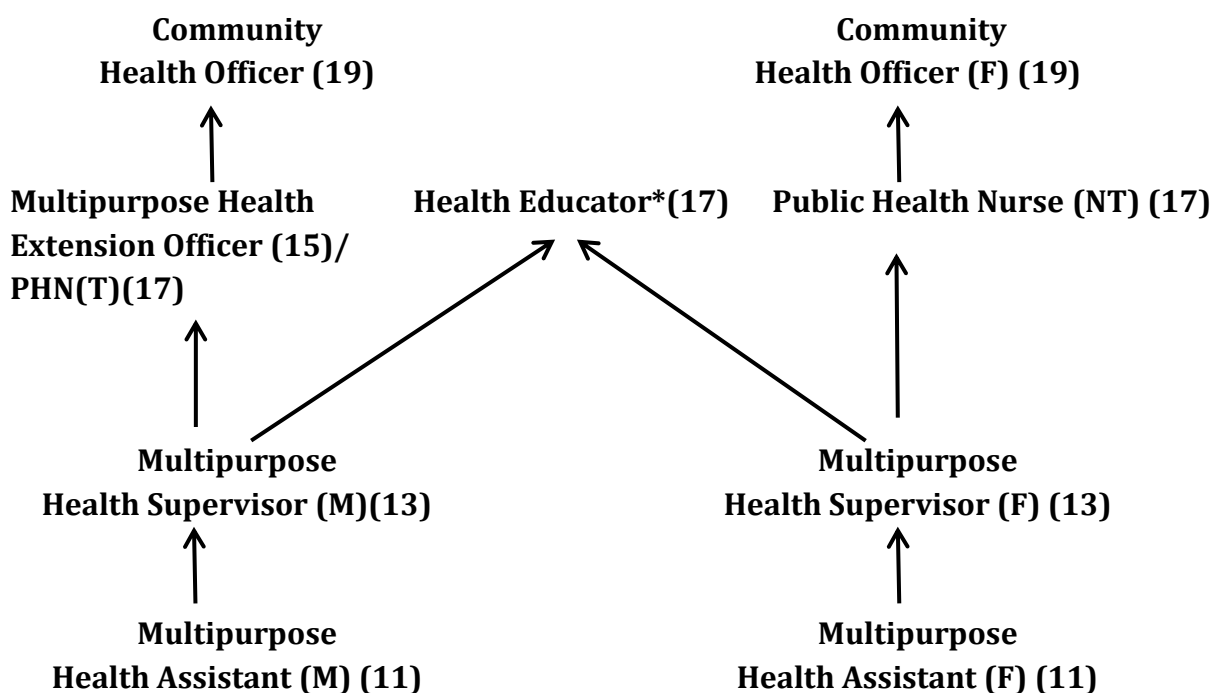
As can be seen from the above table, the post of Deputy Health Education Officer (NLEP) carried a higher pay scale compared to the Health Educator General in the 1993 and 1999 RPSs. The Eighth Pay Revision Commission (2005 RPS) equated the post of Health Educator (General) with that of Deputy Health Education Officer (NLEP) and improved the pay scales of both the categories. In the process the pay scale of Health Educator (General) was improved by four grades. The Ninth Pay Revision Commission (2010 RPS) felt that the category of Health Educator (General) got large unintended benefit and reduced the scale by three grades for the future entrants while protecting the higher pay scale in respect of the existing incumbents. The Tenth Pay Revision Commission (2015 RPS) removed the distinction between the existing incumbents and future entrants to the category of Health Educator (General) and assigned a common pay scale corresponding to the higher pay scale applicable to the existing incumbents. It also improved the pay scale of Deputy Health Education Officer (NLEP) by one grade.

Now the request is to restore the earlier parity between the two categories. It is pertinent to note that in G.O.Ms. No. 20 HM&FW Department dated 20-01-2004 Government have ordered integration of the staff under NLEP with the General Health Care system. It was however decided that the cadre identity of the NLEP staff in transfers and promotions would be maintained and that there would be no further new recruitment. Further all the categories of staff were to be entrusted with functions relating to NLEP and HIV/AIDS programmes. As a part of this process of integration the category of Deputy Health Education Officer was attached to the Mass Media cells existing in the DM & HOs offices. The functionaries were assigned duties of managing IEC activities on Leprosy and AIDS in the districts. They also guide the subordinate staff in implementation of IEC activities and counsel the patients of these diseases.

The Commission is conscious of the fact that the qualifications prescribed for both the compared posts are the same (Graduate Degree and Post Graduate Diploma in Health Education). The Deputy Health Educator is however associated with persons suffering from/ vulnerable to Leprosy and HIV AIDS, both of which are attached with lot of social stigma and discrimination. Obviously these personnel are exposed to extra risk and some degree of social stigma. Hence the Commission feels that the one pay grade difference existing at present between the above two compared posts is justifiable. Accordingly the Commission retains the existing pay grade assigned to the category of Health Educator (General) and assigns it the corresponding scale of ₹.44570-127480 (Grade-17).

(ii) **Multi-Purpose Health Staff:**

Hierarchy of Multi Purpose Health Stream



The representations received from various functionaries in the hierarchy are discussed below:

6. Community Health Officer ₹. 31460-84970 (Grade 19)

Request: It is represented that in the Para Medical side, the Community Health Officer is the top post and is entrusted with the responsibility of implementing the Public Health Act and preventing all kinds of communicable and non-communicable diseases. The functional manual of Family Welfare Department brought out by the Dr. MCHRD Institution, Hyderabad defined the post of Community Health Officer as Senior Sanitary

Inspector. A person, who is appointed as Health Assistant with Sanitary Training Inspector Certificate, gets promotions as Multipurpose Health Supervisor, thereafter as Multipurpose Health Educational Officer and finally as Community Health Officer. On the other hand, a person who is appointed as Sanitary Inspector is getting promotion as Sanitary Supervisor and thereafter as Municipal Commissioner with higher pay scales.

It is requested to assign the Revised Pay Scale corresponding to the scale of ₹.35120-87130 (Grade 20) on par with the Assistant Accounts Officer of Treasuries and Accounts Department/Administrative Officer Health Department and to create a new cadre of Senior Community Health Officer in the Revised Pay Scale corresponding to the pay scale of ₹.40270 – 93780 (Grade 22) on par with Health Education Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Community Health Officer/ Community Health Officer (Female)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	CHO- Multipurpose Health Extension Officer ₹.25140-73720 (15) Public Health Nurse (Teaching) ₹. 31460-84970 (19) CHO (F)- Public Health Nurse (Non-teaching) ₹.28940-78910 (17)	
Compared Post: Assistant Accounts Officer (Treasuries and Accounts Department)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Junior Accounts Officer ₹. 28940-78910 (17)	Accounts Officer ₹.40270-93780 (22)
Compared Post: Administrative Officer in Directorate of Health						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹. 28940-78910 (17)	Assistant Director ₹.40270-93780 (22)

Mode of Appointment: By appointment by transfer from the category Multipurpose Health Extension Officer/Public Health Nurse

Qualification: CHO-from MPHEO -(a) SSC (b) A Sanitary Inspector Training Course (1 year) Certificate awarded by the Chairman, Board of Examiners constituted by the State Government (c) 3 years service in the feeder category; **CHO-from PHN(Teaching)** (a) Bachelor of Science (Nursing) (b) 3 years service in the feeder category

CHO(F)- from PHN (Non-teaching) -(a) SSC (b) Multi Purpose Assistant(F) Training Course (c) Certificate in Lady Health Visitor Training Course and (d) Two years service in the feeder category.

Recommendations:

In G.O.Ms. No.206 Health Medical & Family Welfare Dept dated 29-10-2018 Government have split the category of Community Health Officer into two, namely (i) Community Health Officer and (ii) Community Health Officer (Female), each with distinct feeder categories. The job profiles and qualification levels of the Community Health Officer/ Community Health Officer(F) and the compared posts of Assistant Accounts Officer/Administrative Officer are entirely different. As such the comparison with the latter two categories is not logical. Moreover these posts have not enjoyed parity in any of the last five RPSs. The Commission is of the view that the existing pay scale is commensurate with the qualifications and duties and responsibilities attached to the posts and accordingly assigns the corresponding pay scale of ₹.48440-137220 (Grade-19) to these two categories.

7. Public Health Nurse (Teaching) ₹. 28940- 78910 (Grade 17)

It is represented that the Public Health Nurse (Teaching) is a promotion post for the category of Staff Nurse who possess B.Sc. (Nursing) qualification. She works as Tutor in the Multipurpose Health Workers Training School. The request is to assign a pay scale on par with that of the Para Medical Officer

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Staff Nurse ₹.25140-73270 (15)	Community Health Officer ₹.31460-84970 (19)

Compared Post: Para Medical Officer						
3110 - 6380 (18)	6350 - 13000 (19)	9285 - 21550 (19)	16150 - 42590 (19)	35120- 87130 (20)	Physiotherapists ₹.31460-84970 (19) Deputy Para Medical Officer (former Non- Medical Supervisor) ₹.29760-80930 (18)	
Mode of Appointment: By promotion from the category of Staff Nurse or by Direct Recruitment						
<p>Qualification: By Promotion - B.Sc. Nursing (4) Years Degree Course (after Intermediate) or the Two years regular Post Basic B.Sc.(Nursing) Degree / Condensed B.Sc (Nursing) Degree after GNM course from the Nursing Institute recognized by the Indian Nursing Council and according to the seniority of Staff Nurses with B.Sc. (Nursing) (OR)</p> <p>By Direct Recruitment - 50% of the posts shall be filled by the candidates possessing (4) years B.Sc.(Nursing) Degree and the another 50% of posts shall be filled by the candidates possessing (2) years regular Post Basic B.Sc (Nursing) Degree / Condensed B.Sc.(Nursing) Degree after completion of GNM course from the Nursing Institute recognised by the Indian Nursing Council.</p> <p>(G.O. Ms. No.226 HM&FW Department dated 18.11.2009 and G.O. Ms. No. 56 HM&FW Department dated 21.05.2016)</p>						

Recommendations:

The functions of the Public Health Nurse (Teaching) and Para Medical Officer are different. So the comparison is not apt. Orders were issued in G.O. Ms. No. 206 HM&FW Department dated 29.10.2018 making the category of Public Health Nurse (Teaching) a feeder category to the post of Community Health Officer (Grade-19). It is observed that the qualification prescribed for the post of Public Health Nurse (Non-teaching) are Intermediate with a Certificate of 18 months MPHWF training and a pass Certificate in Lady Health Visitor Training Course. Considering the relatively higher qualification levels (as stated in the table above) prescribed for the category of Public Health Nurse (Teaching) as compared to that for the post of Public Health Nurse (Non-teaching) (Grade-17) and the fact that the feeder category of Staff Nurse for this post has been assigned the pay grade 16, the Commission is inclined to enhance the pay grade of this category by one grade and accordingly assigns it a revised pay scale of ₹.45830-130580 (Grade-18).

8. Public Health Nurse (Non-teaching) ₹. 28940-78910(Grade 17)

Request: It is represented that Public Health Nurse is a promotion post for the Multipurpose Health Supervisors (Female). She supervises the Multipurpose Health Assistants (Male and Female) in the entire Primary Health Centre area. She reports directly to the Medical Officer. She supervises the Maternal Child Healthcare Programmes, vital statistics, control of communicable diseases, school health, universal immunization, family planning, nutrition, treatment of minor ailments, promoting community participation, conducting community training and training of Health Officers. It is requested to assign the Revised Pay Scale corresponding to ₹.35120- 87130 (Grade-20) to this category on par with the Para Medical Officer (Leprosy).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Public Health Nurse (NT)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Multipurpose Health Supervisor (F) ₹.23100 -67990 (13)	Community Health Officer ₹.31460-84970 (19)
Compared Post: Para Medical Officer (Leprosy)						
3110 - 6380 (18)	6350 - 13000 (19)	9285 - 21550 (19)	16150 - 42590 (19)	35120- 87130 (20)	Physiotherapist ₹.31460-84970 (19) Deputy Para Medical Officer ₹.29760-80930 (18)	
Mode of Appointment: By promotion of Multipurpose Health Supervisor (Female)						
Qualification: (i) Certificate of 18 moths MPHWF training and (ii) Pass Certificate in Lady Health Visitor Training Course.						

Recommendations:

Comparison of the categories of Public Health Nurse and Para Medical Officer is not apt as the functions of these posts are not similar. Keeping the qualifications and duties and responsibilities in view, it is considered that the existing pay scale is adequate and a corresponding scale of ₹.44570-127480 (Grade-17) is assigned.

9. Multipurpose Health Extension Officer (MPHEO) ₹. 25140-73270 (Grade 15)

Request: It is stated that the Multipurpose Health Extension Officer is a promotion post to the post of Multipurpose Health Extension Supervisor. The job involves maintenance of data, imparting trainings, doing inter-sectoral coordination, IEC work, maintenance of vital statistics, supervision and guidance of Multipurpose Health Assistants (Male) and (Female). He liaises between the Medical Officer and other Staff. Thus the duties are more than those of the Public Health Nurse who takes care of maternal and child health care aspects only. It is further stated that the Multipurpose Programme under the Commissioner of Family Welfare is being implemented in a 3-tier system – basic level (MPPHA), sub-center level (MPPHS) and PHC level (MPHEO and PHN). Hence, it is argued, both the Public Health Nurse and Multipurpose Health Extension Officer should be assigned the same Revised Pay Scale corresponding to the scale of ₹.31460-84970 (Grade 19) on par with the Para Medical Officer. Another request is for the Revised Pay Scale of ₹.28940-78910 (Grade-17) on par with Public Health Nurse (PHN), Health Educator and Paramedical Ophthalmic Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	12550-35800 (14)	25140-73270 (15)	Multipurpose Health Supervisor (M) ₹.23100 – 67990 (13)	Community Health Officer ₹.31460 – 84970 (19)
Compared Post: Public Health Nurse						
2525-5390 (14)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Multipurpose Health Supervisor (F) ₹.23100 -67990 (13)	Community Health Officer ₹.31460-84970 (19)
Compared Post: Paramedical Ophthalmic Officer						
2375-5040 (P) (13) 2195-4560 (FE) (11)	4550-9600 (13)	7770-18575 (16)	13660-38570 (P) (16) 12550-35800 (FE) (14)	28940-78910 (17)	Direct Recruitment	

Compared Post: Health Educator						
2315-4880 (12)	4550-9600 (13)	8385-19125 (17) 6505-15025 (12)	14860-39540 (17) 12550-35800 (14)	28940-78910 (17)	Multipurpose Health Supervisor ₹.23100 - 67990 (13)	Community Health Officer ₹.31460 – 84970 (19)
Para Medical Officer						
3110 - 6380 (18)	6350 - 13000 (19)	9285 - 21550 (19)	16150 - 42590 (19)	35120-87130 (20)	Physiotherapists ₹.31460-84970 (19) Deputy Para Medical Officer (former Non-Medical Supervisor) ₹.29760-80930 (18)	
Mode of Appointment: Promotion from the category of Multipurpose Health Supervisor (M) having three years service						

Recommendations:

The compared posts of Paramedical Ophthalmic Officer, Para Medical Officer and Health Educator have higher qualification levels of Intermediate with 2-years Diploma, Graduation/ Post Graduation with Certificate Course and Graduation with PG Diploma respectively and their job profiles are different from that of the MPHEO. In respect of Public Health Nurse, they have to undergo an additional training in Lady Health Visitor Course. Moreover, over different RPSs, there has been persistent difference in the pay scales of all the compared categories and the MPHEO. However considering the fact that the feeder and promotion categories of the posts of MPHEO and Public Health Nurse are equivalent, the Commission is inclined to improve the pay scale of the MPHEO category by one grade and accordingly assigns it the revised scale of ₹.40970-124380 (Grade-16).

10. **Multipurpose Health Supervisor** ₹. 23100-67990 (Grade 13)
11. **Multipurpose Health Assistant (Male)** ₹. 21230-63010 (Grade 11)
12. **Multipurpose Health Assistant (Female)** ₹. 21230 -63010 (Grade 11)

Multipurpose Health Supervisor						
Request: It is represented that the Multipurpose Health Supervisor operates in an area with a population of thirty thousand. He supervises and guides the Multipurpose Health Assistants. organizes team work, supplies medicines, equipments, maintains records and reports, attends to patients suffering from epidemics like Malaria, Japanese Encephalitis, other communicable diseases like leprosy, tuberculosis to prevent their spread and also takes care of sanitation. He also supervises universal immunization, family planning, nutrition programmes, control of blindness, collection of vital statistics, primary medical care and health education programmes etc. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.29760-78910 (Grade-18) on par with the Deputy Para Medical Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2075 - 4270 (10)	3950 - 8150 (10)	5750 - 13030 (10)	11530 - 33200 (12)	23100 - 67990 (13)	Multipurpose Health Assistant ₹.21230 - 63010 (11)	Multipurpose Extension Officer ₹.25140- 73270 (15)
Deputy Para Medical Officer						
2525- 5390 (14)	5000 - 10600 (15)	8385 - 19125 (17)	14860- 39540 (17)	29760- 80930 (18)	Assistant Para Medical Officer (former Non-Medical Assistant) ₹.25140 - 73270 (15)	Para Medical Officer ₹.35120-87130 (20)
Mode of Appointment: By promotion from the category of Multipurpose Health Assistant						
Multipurpose Health Assistant (Male/Female)						
Request: It is represented that the Multipurpose Health Assistant is the basic level para medical employee. The Multipurpose Health Assistant covers an area with a population of five thousand. The job of Multipurpose Health Assistant (Male) is to prevent spread of epidemics like Malaria, Dengue etc. by visiting each house once every fortnight to check that none of the family members suffers from these or other diseases like rash, jaundice, diarrhea, dysentery, cough etc. The Multipurpose Health Assistant (F) takes care of maternal and child health, family planning, nutrition, universal immunization, recording						

of vital health related events, school health programmes etc. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.25140-73270 (Grade-15) on par with the Assistant Para Medical Officer, who is getting a higher pay scale with six months training.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875 - 3750 (08)	3550 - 7150 (08)	5200 - 11755 (08)	10020 - 29200 (10)	21230 - 63010 (11)	Direct Recruitment	Multipurpose Health Supervisor ₹.23100 - 67990 (13)
Assistant Para Medical Officer						
2195-4560 (11)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	25140 - 73270 (15)	No specific category	Deputy Para Medical Officer ₹.29760-80930 (18)
Mode of Appointment: Direct Recruitment						
Qualification: (i) Intermediate (ii) Sanitary Inspector Training Course Certificate or MPHWS Training Corse (iii) Physical Fitness for camp-life						

Recommendations:

The functions of the Multipurpose Health Supervisor and Multipurpose Health Assistant are not comparable to those of the Deputy Para Medical Officer and Assistant Para Medical Officer. The latter identify, register and take control measures in respect of cases of Leprosy and HIV AIDS. The qualification level for direct recruitment to the categories of DPMO and APMO are also higher i.e. a Graduation Degree and Certificate Course of 6-months in Leprosy. As such, the comparison between these posts is not apt. Keeping the educational qualifications and duties and responsibilities in view, the Commission assigns the following pay scales:

Multipurpose Health Supervisor	₹. 37640-115500 (Grade 14)
Multipurpose Health Assistant (Male)/ Multipurpose Health Assistant (Female)	₹. 34580-107210 (Grade 12) (enhanced by one grade each)

14. (b). PUBLIC HEALTH AND FAMILY WELFARE

(i) Medical Officers:

- | | |
|----------------------------|-----------------------------|
| 1. Director, Health | ₹. 87130 -110850 (Grade 32) |
| 2. Additional Director | ₹. 87130 -110850 (Grade 32) |
| 3. Civil Surgeon | ₹. 61450-105810 (Grade 28) |
| 4. Deputy Civil Surgeon | ₹. 49870-100770 (Grade 25) |
| 5. Civil Assistant Surgeon | ₹. 40270-93780 (Grade 22) |

Request: It is represented that the Director has varied responsibilities. He coordinates with other department officials and local public representatives for successful implementation of various national programmes and state programmes like Janmabhoomi, Chandranna Bima etc. He handles medico-legal cases, and implements more than 30 National and State level programmes in building Healthy Andhra Pradesh and thereby Healthy India. It is requested to assign the following Revised Pay Scales evolved by the Association:

Director and Additional Director: ₹.193960-255580 (Grade 32)

Civil Surgeon: ₹.158560-249020 (Grade 30)

Deputy Civil Surgeon ₹.118690-242460 (Grade 27)

Civil Assistant Surgeon ₹.93850-223300 (Grade 24)

Director of Public Health

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
7580-10100 (31)	15475 - 19675 (32)	25600-30765 (32)	44740-55660 (32)	87130 – 110850 (32)	Additional Director / Regional Director of Medical and Health Services/ Director, AIDS Control Project ₹.87130 – 110850 (32)	-----

Mode of Appointment:- By promotion from the category of Additional Director / Regional Director of Medical and Health Services/ Director, AIDS Control Project

Qualification: MBBS degree and a Post Graduate degree or diploma in any specialty.

Additional Director

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	13450-19150 (30)	23500-30765 (31)	44740-55660 (32)	87130 – 110850 (32)	Civil Surgeon/District Leprosy Officer/ District T.B. Control Officer 61450- 105810 (28)	Director ₹.87130–110850 (32)

Mode of Appointment: By promotion from the category of

(a)(i) Civil Surgeon [(Joint Director (other than TB and BCG), District Medical and Health Officer, (ii) Additional District Medical and Health Officer, Resident Medical Officers in teaching and non-teaching Hospitals, Principals of Regional Family Planning Training Centers and Regional Training Centers (Female), Zonal Officer (Malaria)

(b): Civil Surgeon (Epidemiologist) in Regional Health and Family Welfare Training Center.

(c): Civil Surgeon Specialist in various specialties in non-teaching hospitals, Superintendents of District Headquarters hospitals under Andhra Pradesh Vaidya Vidhana Parishad, Civil Surgeon, Hospital Administrators.

(d) District Leprosy Officers including Special Officer (Leprosy) in the Director of Health, Senior Medical Officers in the Government Leprosy Training Centers and Sample Survey-cum-Assessment Units.

(e) District T.B. Control Officers including Director of State T.B. Centre, Joint Director (TB and BCG) in Directorate of Health, Superintendents of T.B. Hospitals (non-teaching), Civil Surgeon (Epidemics) and Civil Surgeon Bacteriologists in State T.B. Center.

Qualifications:

(i) MBBS Degree or equivalent. PG Degree or Diploma in any speciality.

(ii) Three years of service of which two years in the feeder category.

Civil Surgeon

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870 – 100770 (25)	Additional Director ₹.87130–110850 (32)

Mode of Appointment: By promotion from the category of Deputy Civil Surgeon in the District Head-quarters and Taluk Headquarters, Regional Medical Officers and Senior Medical Officers (DTT. IPP.VI) now redesigned as Project Officers, Deputy District Medical and Health Officers. District Immunization Officers and if not available, by promotion of Civil

Assistant Surgeons/ Health Officers of Municipalities, Municipal Corporations and Community Health Centres, Assistant Epidemiologists, Regional Officers (ORT)						
Qualifications: (i) M.B.B.S. or its equivalent (ii) Post Graduate Degree or Diploma in relevant field						
Deputy Civil Surgeon						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870 – 100770 (25)	Civil Assistant Surgeon ₹.40270-93780 (22)	Civil Surgeon ₹.61450–105810 (28)
Mode of Appointment: By promotion from the category of Civil Assistant Surgeon including Women Assistant Surgeons, Regional Officers (ORT), Health Officers in Community Health Centers. (c) Health Officers in Municipalities / Municipal Corporations, Assistant Epidemiologists.						
Qualifications: MBBS degree and four years service as a Civil Assistant Surgeon						
Civil Assistant Surgeon						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	40270 – 93780 (22)	Direct Recruitment	Deputy Civil Surgeon ₹.49870–100770 (25)
Mode of Appointment : Direct Recruitment						
Qualification: Civil Assistant Surgeon: MBBS Degree or equivalent. Medical Officers in Municipalities and Municipal Corporations: MBBS and M.D. SPM/DPH						

Recommendations

The Medical Officers/ Doctors have compared their emoluments with the counterparts in Central Health Services. While in the Medical Colleges the teaching doctors have been drawing UGC pay scales, in respect of the Doctors practicing in the Public Health and Family Welfare Departments they are covered by the State Pay Scales. The two are not comparable as the Service Rules, promotion prospects, allowance packages etc differ. Also applying the Central Government pay scales to the State

Government staff on a selective basis is beyond the purview of the PRC. The Commission observes that the entry level post of Civil Assistant Surgeon in the Public Health and Family Welfare Service is one among the only four similar category of posts carrying the pay grade of 22. The subsequent promotion posts right up to the Director level, have also been assigned appropriate commensurate higher scales of pay.

Additional Director, Health

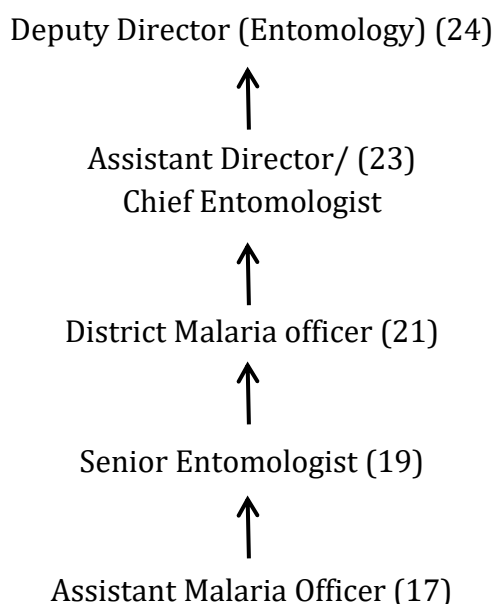
The Commission specially notes that the 9th PRC discussed the request of the Doctors community, working in the Health and Family Welfare Department, for grant of certain benefits in their pay and allowances at page 347-349 of Volume-II/1 of its report. While concluding its discussion, the 9th PRC committed an error by recommending the same (not corresponding) pay scales, as in 2005 RPS, against the six categories which it discussed in that section. It is however obvious from a reading of the relevant discussion that the intention of the 9th PRC was to assign the corresponding pay scales/grades in the Revised Pay Scales of 2010. This error in Volume II/1 of the report was further compounded in Volume III of the report of the 9th PRC (at page 152) where, perhaps inadvertently, against both the categories of Director and Additional Director, it repeated the same pay scale and grade (Grade-32) at columns 4 and 5 under the Headings 'Existing Scale' and 'Revised Scale' respectively. It is further observed that the same category of Additional Director in the Family Welfare Department and Institute of Preventive Medicine has been assigned pay grade of 31 in both the 9th and 10th PRCs, i.e. one grade less than that assigned to the Director (Grade-32). In fact, in no other Government Department the post of Additional Director has been assigned the Pay Grade 32. Hence this is obviously an unintended mistake apparent on the face of the record and has resulted in an anomaly, as both the feeder and the promotion posts are carrying the same pay scale/ grade (Grade-32). The said anomaly was not rectified in the 10th PRC and has been cited by certain equivalent categories in other Departments requesting for similar treatment in their cases also. Acceptance of such requests would result in perpetuation of the existing anomaly and distortion of the pay structures. Hence the Commission intends to resolve this anomaly for the future incumbents in the post of Additional Director, Health.

Keeping the above discussions in view the following pay scales are assigned:

Director	₹. 133900-179000 (Grade-32)
Additional Director, Health	<u>₹. 133900-179000 (Grade-32) (P.I.)*</u> ₹. 124380-179000 (Grade-31) (F.I.)* (*P.I. – Present Incumbents; F.I. – Future Incumbents)
Civil Surgeon	₹. 94500-170580 (Grade-28)
Deputy Civil Surgeon	₹. 76730-162780 (Grade-25)
Civil Assistant Surgeon	₹. 61960-151370 (Grade-22)

(ii) Entomologist

Hierarchy of Entomology Wing (Pay Grade)



The Entomology staff are engaged in the implementation of National Vector Borne Disease Control Programme which involves prevention, monitoring, and control of vector borne diseases like Malaria, Filariasis, Kala Azaar, Japanese Encephalitis and Dengue. They are also engaged in the surveillance and monitoring of dreaded diseases like Plague and Arboviral Encephalitis.

The representations received from the staff are discussed below:

6. **Deputy Director (Entomology)** ₹. 46060-98440 (Grade 24)
7. **Assistant Director** ₹. 42490-96110 (Grade 23)
8. **District Malaria Officer** ₹. 37100-91450 (Grade 21)
9. **Senior Entomologist** ₹. 31460-84970 (Grade 19)
10. **Assistant Malaria Officer** ₹. 28940-78910 (Grade 17)

Deputy Director (Entomology)						
Request: It is averred that the Deputy Director exercises administrative and technical control over all the Assistant Directors and other subordinate officers. It is a state level post. He reviews the entomological activities and liaises between the State and Central Government health authorities for implementation of the National Vector Borne Disease Control Programme. He is responsible for the planning and implementation of the said Programme. It is requested that the Revised Pay Scale corresponding to the present scale of ₹.52590- 103290 (Grade-26) be assigned to this category.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.42490- 96110 (23)	
Mode of Appointment: By promotion of Assistant Director, Entomology						
Qualification: M.Sc./B.Sc. with Zoology as a subject or Diploma in Public Health and five years of service in the category of Assistant Director (Entomology)						
Assistant Director/Chief Entomologist						
Request: It is stated that the Assistant Director (Entomology) assesses the situation relating to the incidence of Malaria, Japanese Encephalitis, Dengue, Chikungunya, etc. in the entire Zone and guides the district officers on the basis of epidemiological and entomological investigations carried out. It is requested that the Revised Pay Scale corresponding to the scale of ₹.49870- 100770 (Grade-25) may be assigned.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4140-8140 (22)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	42490-96110 (23)	District Malaria Officer ₹.37100- 91450 (21)	Deputy Director ₹.46060-98440 (24)

Mode of Appointment: By promotion from District Malaria Officer						
Qualification: M.Sc./B.Sc. with Zoology as a subject or Diploma in Public Health						
District Malaria Officer						
Request: It is stated that the District Malaria Officer works independently under the control of the District Medical and Health Officer. He administers the staff of NVBDCP and is responsible for the proper implementation of the Programme. It is requested that the Revised Pay Scale corresponding to the present scale of ₹.42490- 96110 (Grade-23) be assigned.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	7400-15475 (21)	10845-25600 (21)	19050-45850 (21)	37100-91450 (21)	Senior Entomologist ₹.31460- 84970 (19)	Assistant Director (Entomology) ₹.42490- 96110 (23)
Mode of Appointment : By promotion from Senior Entomologist						
Qualification: M.Sc/ B.Sc. with Zoology as a subject or Diploma in Public Health						
Senior Entomologist						
Request: It is averred that the Senior Entomologist has to thoroughly familiarise himself and others with the vector borne diseases and measures required to control them. He liaises closely with the local bodies and takes care to ensure proper storage of chemicals supplied to him. It is requested that the Revised Pay Scale corresponding to the present pay of ₹.37100- 91450 (Grade-21) be assigned to this category.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Assistant Malaria Officer ₹.28940-78910 (17)	District Malaria Officer ₹.37100-91450 (21)
Mode of Appointment : By Direct recruitment / by transfer from Assistant Malaria Officer						
Qualification: M.Sc/ B.Sc. with Zoology as a subject or Diploma in Public Health						

Assistant Malaria Officer (Former Entomological Assistant)						
Request: It is stated that the Assistant Malaria Officer carries out vector borne disease surveillance in the district and plans to control these diseases. He visits Primary Health Centre Labs and provides technical guidance, supervises spray operations concurrently and monitors the compliance of technical specifications. The request is for assignment of the Revised Pay Scale corresponding to the present scale of ₹.31460- 84970 (Grade-19).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4850-10250 (14)	7200-16925 (14)	12910-36700 (15)	28940-78910 (17)	Multipurpose Health Extension Officer ₹.25140-73270 (15)	Senior Entomologist ₹.31460- 84970 (19)
Mode of Appointment: By Direct recruitment / by promotion from Health Supervisor						
Qualification: B.Sc. degree of a University with Zoology or Agriculture as one of the subjects or B.Sc., or Diploma in Public Health of the University of Calcutta; or B.Sc. (Public Health)						

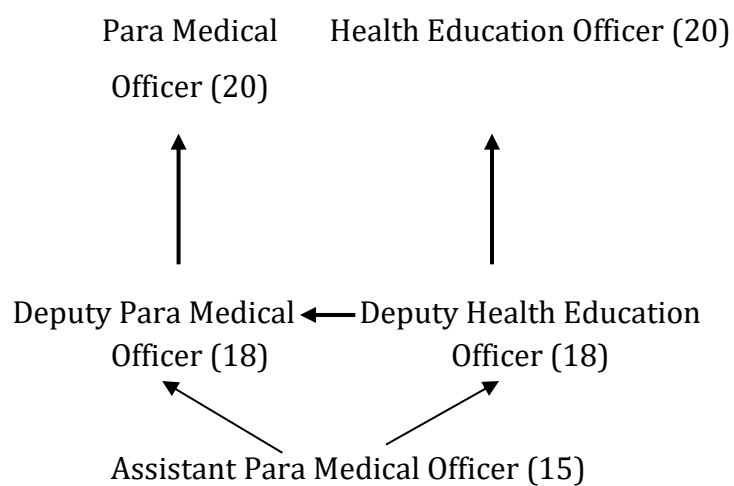
Recommendations:

The Commission finds that the Deputy Directors of most of the Government Departments are in pay grade 24 and so is the Deputy Director (Entomology). Considering the duties and responsibilities assigned to various categories of posts shown above, the qualifications prescribed and the vertical spacing in pay grades in the hierarchy, the Commission is of the view that the present pay grades are appropriate in respect of all the five categories. Accordingly, the following corresponding pay scales are assigned:

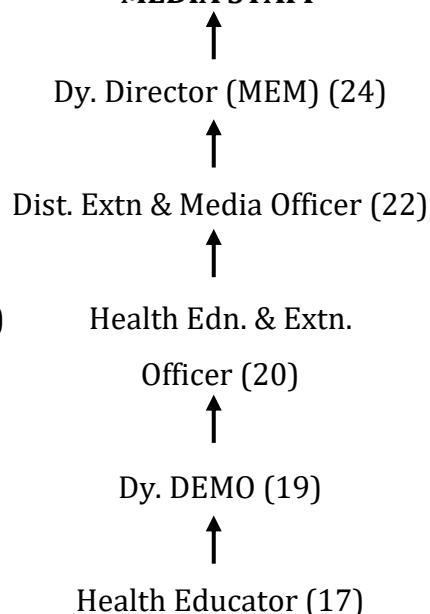
Deputy Director (Entomology)	₹. 70850-158880 (Grade 24)
Assistant Director (Entomology)	₹. 65360-154980 (Grade 23)
District Malaria Officer	₹. 57100-147760 (Grade 21)
Senior Entomologist	₹. 48440-137220 (Grade 19)
Assistant Malaria Officer	₹. 44570-127480 (Grade 17)

(iii) Para Medical (Leprosy/ AIDS Control and Extension and Media Staff)

**HIERARCHY OF LEPROSY/
AIDS CONTROL STAFF**



**HIERARCHY OF EXTENSION &
MEDIA STAFF**



- | | |
|---|----------------------------------|
| 11. Para Medical Officer | ₹. 35120-87130 (Grade 20) |
| 12. Deputy Para Medical Officer | ₹. 29760-80930 (Grade 18) |
| 13. Assistant Para Medical Officer | ₹. 25140-73270 (Grade 15) |

Para Medical Officer						
Request: It is represented that the Para Medical Officers are stationed in the office of the Additional District Medical and Health Officer and monitor all NLEP, HIV / AIDS and other National Health Programmes throughout the district and assist the Additional District Medical & Health Officer (Leprosy & AIDS) and District Medical & Health Officer. It is requested to assign the pay scale corresponding to the existing pay scale of ₹.40270-93780 (Grade 22) in the Revised Pay Scales.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110 - 6380 (18)	6350 - 13000 (19)	9285 - 21550 (19)	16150 - 42590 (19)	35120- 87130 (20)	Physiotherapist s (Leprosy) ₹.31460-84970 (19)	

					Deputy Para Medical Officer (former Non-Medical Supervisor) ₹.29760-80930 (18)	
Mode of Appointment: By promotion from the category of Physiotherapists and Deputy Para Medical Officer (former Non-medical Supervisor) and, if no candidate is available, by direct recruitment						
Qualification: By promotion- (i) A Bachelor's Degree (ii) a Certificate of Assistant Para Medical Officer or Para Medical Worker training course from any Training Center and (iii) Minimum service of not less than ten years as Deputy Para Medical Officer (DPMO) and Physiotherapist put together in Leprosy Control Programme of which not less than five years as DPMO. By Direct Recruitment – (i) Post Graduate Degree in Science or Arts (ii) Certificate of Assistant Para Medical Officer or Para Medical Worker Training course in leprosy.						
Deputy Para Medical Officer						
Request: It is represented that the Deputy Para Medical Officer is a promotion category to the post of Assistant Para Medical Officer stationed at the Block Primary Health Centers, UHCs, ULHs, Offices of Deputy Medical and Health Officer/Additional District Medical and Health Officer and Assistant Director (Leprosy). The area of operation of a Deputy Para Medical Officer is about three Mandals. He administers the activities of all the Para Medial Staff under his jurisdiction and the duties include Multi Drug Treatment (MDT), preparation of Division/District Micro Action Plan, implementation of Health Education Programmes, Disability Prevention and Medical Rehabilitation (DPMR), follow up of Life Time Care, Leprosy/HIV sensitization, submission and maintenance of weekly reports etc. Besides, he takes part in all the National Health Programmes such as Pulse Polio, MDA, NCD, NMHC, RNTCP, World Population Day, ANC HIV testing and tracking, 104 and 102 services etc. As there is no recruitment to the category of Assistant Para Medical Officer since 1995, the work load has increased enormously. It is requested to assign the pay scale corresponding to the existing scale of ₹.35120- 87130 (Grade-20) in the Revised Pay Scales.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000 - 10600 (15)	8385 - 19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Para Medical Officer (former Non-Medical Asst.) ₹.25140 - 73270 (15)	Para Medical Officer ₹.35120-87130 (20)

Mode of Appointment: By promotion from the category of Assistant Para Medical Officer (former Non-Medical Assistant) / by transfer of Deputy Health Education Officer (NLEP) (former Health Educator, NELP) of the Andhra Pradesh Medical Subordinate Service having 3 years service, and if not available, by Direct Recruitment						
Qualification: By promotion- APMO with 5 years experience in Leprosy control; By Direct Recruitment – Graduate and a Certificate of six months training in Leprosy from any recognized Leprosy Centre or Institution of India.						
Assistant Para Medical Officer						
Request: The Para Medical Officers, in addition to implementing Leprosy Eradication Programmes, take part in all health activities as assigned by the authorities concerned in Public Health Centers/Urban Leprosy Centers/Sample Survey cum Assessment Unit. The job chart includes detection and identification of new cases of leprosy, arrangement of Multi Drug Treatment (MDT), preparation of Micro Action Plans, Health Education programmes, Disability Prevention and Medical Rehabilitation (DPMR), preparation of reports etc. It is stated that this category is included in the Branch III Services along with Community Health Officers and Occupational Therapists [now in the pay scale of ₹.31460-84970 (Grade 19)] who are getting higher scales from 1987 onwards whereas the Assistant Para Medical Officers are getting lower pay scales. It is requested to assign the pay scale corresponding to the existing scale of ₹. 31460- 84970 (Grade 19) in the Revised Pay Scales.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	25140 - 73270 (15)	Multi-purpose Health Supervisor ₹.23100-67990 (13) Pharmacist/Lab Technician ₹.21230-63010 (11)	Deputy Para Medical Officer ₹.29760-80930 (18)
Compared Post: Community Health Officer						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Multi-Purpose Health Education Officer ₹.25140-73720 (15)	

					Public Health Nurse ₹.28940-78910 (17)	
Compared Post: Occupational Therapist						
2750-5960 (16)	5300-11300 (16)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)		
Mode of Appointment: By Direct Recruitment or by promotion of qualified in-service candidates belonging to Andhra Pradesh Medical and Public and Health Subordinate Services or Andhra Pradesh Ministerial Services						
Qualification: By Direct Recruitment – (i) Graduation and (ii) six months training in Leprosy from any recognized Leprosy Training Institution. By promotion – (i) SSLC or equivalent examination. Preference to Graduates (ii) a Certificate of six months training in Leprosy from any recognized Leprosy Training Centre or institution						

Recommendations:

As indicated above, these three categories constitute the basic and promotional levels in the hierarchy of Para Medical (NELP) staff. These are vanishing categories since no fresh recruitment has been taking place after drastic reduction in the incidence of Leprosy and the Government's decision to integrate them with the general health care services..

Para Medical Officer & Deputy Para Medical Officer-

Improved pay scales have been sought for the categories of Para Medical Officer and Deputy Para Medical Officer. No comparison has been drawn with any other post. Considering the qualification level prescribed for the posts and the nature of job being performed by them, the Commission is of the view that the present pay scales are adequate and accordingly the corresponding pay scales are assigned to these two posts as follows:

Para Medical Officer	₹. 54060-140540 (Grade-20)
Deputy Para Medical Officer	₹. 45830-130580 (Grade-18)

Assistant Para Medical Officer

In the case of Assistant Para Medical Officer (APMO), comparison has been drawn with the categories of Community Health Officer and Occupational

Therapist, both of which have always enjoyed relatively higher pay scales. The category of Community Health Officer is the next level promotion post to the post of Multi-purpose Health Extension Officer (which has scale parity with the post of APMO, both being at Pay Grade-15) in the hierarchy of Multi-purpose Health staff. The second compared category of Occupational Therapist, which is a standalone post, has a higher qualification level of Graduate Degree plus a Diploma in Occupational Therapy (3 years course). This category thus possesses professional skill for discharging its duties. Hence these categories are not comparable with the category of APMO. The Commission observes that at present the category of APMO has pay scale parity with the categories of Staff Nurse, Multi-Purpose Health Extension Officer and Laboratory Technician Grade-I.

Keeping the above in view, the pay scale of the category of APMO is improved by one grade to ₹40970-124380 (Grade-16) on par with similar enhancement suggested elsewhere for the other three categories mentioned in the preceding para.

14. Health Education Officer ₹. 35120-87130 (Grade 20)

15. Deputy Health Education Officer ₹. 29760-80930 (Grade 18)

Request: It is stated that Leprosy is an age old disease carrying superstitions and social stigma. Disability Prevention and Medical Rehabilitation is the major component of National Leprosy Eradication Programme). The Health Education Officer and Deputy Health Education Officer are entrusted with the herculean task of educating and treating such Leprosy patients so as to prevent majority of them from becoming deformed, consequently turning into beggars and destitutes. It is requested to assign the Revised Pay Scale corresponding to the scale of ₹.40270-93780 (Grade-22) and ₹.31460-84970 (Grade-19) to the Health Education Officer and Deputy Health Education Officer on par with the District Education and Media Officer and Deputy District Education and Media Officer respectively.

Health Education Officer (Aids and Leprosy)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Health Education Officer (formerly known as Health Educator, Leprosy) ₹.29760-80930 (18)	

Compared Post: District Education and Media Officer						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Health Education and Extension Officer ₹.35120-87130 (20)	Deputy Director (MEM) ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Deputy Health Education Officer (former Health Educator (Leprosy)) or by Direct Recruitment if no qualified and suitable person is available for promotion						
Qualification: By promotion – (i) Diploma in Health Education with Post Graduation in Sociology or any branch of Social Science (ii) Minimum ten years of service in Leprosy Control of which five years as Deputy Health Education Officer in the National Leprosy Control Programme By Direct Recruitment –(i) Post Graduation in Social Sciences (ii)Diploma in Health Education and (iii) Certificate in Leprosy Training of Assistant Para Medical Officer or Para Medical Worker						
Deputy Health Education Officer (formerly known as Health Educator (Leprosy))						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Para Medical Officer ₹.25140-73270 (15)	Health Education Officer (Aids & Leprosy) ₹.35120-87130 (20)
Compared Post: Deputy District Education and Media Officer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Health Educator ₹.28940-78910 (17)	Health Education Extension Officer ₹.35120-87130 (20)
Mode of Appointment: By promotion of Assistant Para Medical Officer or by transfer of Deputy Para Medical Officer (former Non-Medical Supervisor (Leprosy))						
Qualification: By promotion : (a) Three years of service of which two years in the category of Assistant Para Medical Officer in the Andhra Pradesh Medical Subordinate Service (Leprosy), (b) SSC or its equivalent, provided that preference shall be given to the Graduates By transfer:(a) Three years of service of which two years in the category of Deputy Para Medical Officer in the Andhra Pradesh Medical Subordinate Service (Leprosy), (b) SSC or its equivalent, provided that preference shall be given to the Graduates						

Recommendations:

It is evident from the hierarchical diagram given above that the category of Assistant Para Medical Officer is the common feeder category for the both the posts of Deputy Para Medical Officer and Deputy Health Education Officer. Now, both these posts are at present carrying the same pay grade of 18. The next promotion posts for these two streams are Para Medical Officer and Health Education Officer respectively and they are also at the same pay grade of 20. If the hierarchy of Extension and Media staff is taken into account, the corresponding levels are occupied by the Health Education Officer (Grade-17) and Deputy Extension and Media Officer (Grade-19). Keeping the above position in view and duties and responsibilities attached, the Commission considers that the existing pay grades are adequate. Hence the corresponding scales of ₹.54060-140540 (Grade-20) and ₹.45830-130580 (Grade-18) are assigned to the Health Education Officer and Deputy Health Education Officer respectively.

(iv) Paramedical Ophthalmic Officer

16. Paramedical Ophthalmic Officer ₹. 28940- 78910 (Grade 17)

Request: It is represented that the post of Paramedical Ophthalmic Officer constitutes a separate and distinct category. Though the post was created in 1978, it could not be filled up till 1986 for want of qualified candidates. The Ophthalmic Officer tests patients suffering from eye problems like Cataract, Diabetic Retinopathy, Hypertensive Retinopathy, Glaucoma and refers the patients to the appropriate service centers. Advanced equipment like Auto Refractometer Fundus camera is used to identify eye problems. His duties include preliminary diagnosis and initiation of treatment / appropriate management of all common eye problems including refractive errors, screening of all eye-cases and Cataract cases and referring to the appropriate surgical centers and for pre-operative investigations like syringing, iop investigation, blood pressure and diabetes test etc. He is an important skilled human resource in the eye care sector and is the back bone of National programme for control of Blindness and Visual Impairment activities. The significance of the post is evident from the performance of Mukhyamantri e-Eye Kendra Services from February to August, 2018. It is stated that three to four lakh patients were tested at Community Health Centers and referred to the appropriate service centers. There are no promotional avenues for this category and those who were recruited in 1986 are still continuing in the same post without any promotion. It has been lamented that though the Government of India recommended to establish a three tier promotion system, no steps were taken in that direction. It is requested to improve the pay by assigning a scale corresponding to the present ₹.31460- 84970 (Grade 19) on par with the Assistant Engineer, Community Health Officer and Pharmacy Supervisor.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Paramedical Ophthalmic Officer.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (P) (13) 2195-4560 (FE) (11)	4550-9600 (13)	7770-18575 (16)	13660-38570 (P) (16) 12550-35800 (FE) (14)	28940-78910 (17)		
Community Health Officer						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Multipurpose Health Extension Officer ₹.25140-73720 (15) Public Health Nurse ₹. 28940-78910 (17)	
Assistant Engineer						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40150 (18)	31460-84970 (19)	Technical Officer/ Draughtsman Grade I ₹.31460-84970 (19) Assistant Technical Officer / Draughtsman Grade II ₹.24440-71510 (14) Junior Technical Officer/ Draughtsman Grade III ₹.22460-66330 (12)	Assistant Executive Engineer ₹.37100-91450 (21) Deputy Executive Engineer ₹.42490-96110 (23)

Compared Post: Pharmacy Supervisor						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	15280-40150 (18)	31460-84970 (19)	Pharmacist Grade I ₹. 24440-71510 (14)	
Mode of Appointment: By Direct recruitment						
Qualification: (i) Intermediate with Physics and Biological Sciences or Physical Sciences and Mathematics (ii) Two years full time Diploma course offered by the Regional Institute of Ophthalmology and Regional Eye Hospital.						

Recommendations:

This category is a standalone post with no feeder/promotion channel. Comparison with the posts of Community Health Officer and Pharmacy Supervisor is not apt as these are supervisory posts and are the 3rd level and 2nd level promotion posts in their respective hierarchies. Similarly the post is not comparable with that of Assistant Engineer as their functions are totally different. Keeping the qualifications attached to the post and duties and responsibilities attached in view, it is considered that the existing pay scale is adequate and accordingly a corresponding scale of ₹.44570-127480 (Grade-17) is assigned to this category.

(v). Physiotherapist

17. Physiotherapist (Leprosy) ₹. 31460-84970 (Grade 19)

Request: It is represented that Leprosy is an age old disease carrying superstitions and social stigma. Disability Prevention and Medical Rehabilitation are the major components of National Leprosy Eradication Programme. The duties of Physiotherapist are to implement all Prevention of Impairment Disability (PIOD) activities in the District. Much injustice is said to have been done when lower posts of Non-Medical Supervisor (now designated as Deputy Para Medical Officer) and Health Educator were upgraded vide G.O. Ms. No. 559 HM&FW Department dated 01.10.1985 which was not based on the qualifications nor the change in nature of duties existing at that point of time. Further, the Physiotherapist has been made feeder category to the post of Para Medical Officer whose duration of training is less. It is requested not to consider Para Medical Officer as a promotion category for the post of Physiotherapist and assign this category a pay scale two stages above that of the Para Medical Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Lecturer in Social Science (Former Medico Social Worker Grade I) ₹.31460- 84970 (19) Deputy Para Medical Officer ₹.29760-80930 (18) Assistant Para Medical Officer ₹.25140 – 73270 (15)	Para Medical Officer ₹.35120-87130 (20)
Para Medical Officer						
3110 - 6380 (18)	6350 - 13000 (19)	9285 - 21550 (19)	16150 - 42590 (19)	35120-87130 (20)	Physiotherapists ₹.31460-84970 (19) Deputy Para Medical Officer ₹.29760-80930 (18)	
Mode of Appointment: By Direct Recruitment /promotion from the category of qualified Deputy Para Medical Officer/Lecturer in Social Science and, if not available, by promotion of Assistant Para Medical Officers who have undergone training in Physiotherapy						
Qualification: By Direct Recruitment: B.A or B.Sc Degree and Training in Physiotherapy in Leprosy for one year in a specified institution By promotion: In addition to the above qualifications, three years of service as Deputy Para Medical Officer or five years of service as Assistant Para Medical Officer						

Recommendations:

According to the Service Rules, Physiotherapist (Leprosy) is a feeder post to the post of Para Medical Officer (Grade-20). As such the request to assign higher scale by two stages than the pay scale of the Para Medical Officer is not tenable. Keeping the qualifications and duties and responsibilities attached to the post in

view, it is considered that the existing pay scale is adequate and accordingly a corresponding scale of ₹.48440-137220 (Grade-19) is assigned to this category.

At present the Service Rules provide for the appointment of the category of Lecturers in Social Science (former Medico Social Worker Grade-I) (now assigned Grade-20), who is having a higher academic qualification but without any training in Physiotherapy and is a teaching post, as Physiotherapist (Leprosy). This seems incongruous. The Commission advises the Department to review this provision.

18. Physiotherapist (General)

₹. 23100- 67990 (Grade 13)

Request: It is represented that all the existing Physiotherapists (General) are Graduates in Physiotherapy and undergo six months internship whereas the Physiotherapists (Leprosy) undergo only 10 months training. Further the Physiotherapist (General) attends to different cases pertaining to general medicine, surgery, cardiopulmonary, sports injuries, gynecology and pediatrics etc., whereas the functions of Physiotherapist (Leprosy) are limited to Leprosy and health rehabilitation. But the Physiotherapissts (Leprosy) are enjoying Gazetted status and are in a higher pay scale. It is brought out that the Physiotherapists in Insurance Medical Services are also in a higher pay scale The Seventh Central Pay Commission observed that the duties of Occupational Therapists and Physiotherapists are similar. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.35120-87130 (Grade-20) on par with the Occupational Therapist or ₹.31460- 84970 (Grade-19) on par with Physiotherapist (Leprosy).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Physiotherapist (General)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)		
Physiotherapist in Insurance Medical Service.						
2600 - 5580 (15)	5000 - 10600 (15)	7770-18575 (16)	13660-38570 (16)	29760-80930 (18)	Assistant Physiotherapist ₹.17890-53950 (8)	
Compared Post : Occupational Therapist						
2750-5960 (16)	5300-11300 (16)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)		

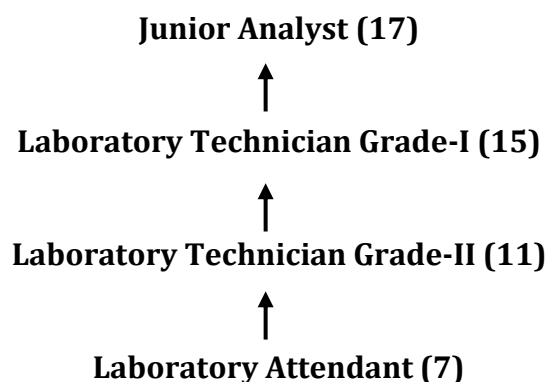
Compared Post : Physiotherapist (Leprosy)						
2930-5960 (17)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Lecturer in Social Science (Former Medico Social Worker Grade I) ₹.31460- 84970 (19) Deputy Para Medical Officer ₹.29760-80930 (18) Assistant Para Medical Officer ₹.25140 – 73270 (15)	Para Medical Officer ₹.35120-87130 (20)
Mode of Appointment: By transfer from any other service, and if not available, by Direct Recruitment						
Qualification: General Education up to Senior Cambridge or Matriculation or equivalent and training in Electrotherapy or Physiotherapy or Physical training with special reference to massaging for at least two years from a recognized institution.						

Recommendations:

It is observed that the qualifications prescribed for this post are much less than the qualifications specified for appointment to the posts compared. The Occupational Therapist has a qualification of B.A./ B.Sc. and Diploma in Occupational Therapy, the Physiotherapist (Leprosy) has the qualification of B.A./ B.Sc. and training in Physiotherapy in Leprosy for one year and the same for the Physiotherapist (IMS) is Intermediate with a Diploma in Physiotherapy (2 years). Keeping the above in view, the Pay Revision Commission assigns the corresponding scale of ₹.35570-109910 (Grade-13) to this category.

(vi) Laboratory Staff

**Laboratory Staff
Hierarchy with Pay Grade**



The representations submitted are discussed below:

- | | |
|------------------------------------|-----------------------------------|
| 19. Lab Technician Grade-I | ₹. 25140- 73270 (Grade 15) |
| 20. Lab Technician Grade-II | ₹. 21230-63010 (Grade 11) |
| 21. Laboratory Attendant | ₹. 16400-49870 (Grade 07) |

Laboratory Technician Grade-I.						
Request: It is represented that the Laboratory Technician plays an important role in diagnosis and prognosis of diseases. The report forms the basis for initiating treatment, prescription of medicines, fixation of dosage etc. He plays an important role in ante-natal check-ups, family planning and other surgeries, research work in Micro Biology for drug susceptibility and resistance, blood banks and takes active part in various National Programmes like the Pradhan Mantri Surakshana Matruthva Yojana (PMSMY), National Vector Borne Disease Programme etc. The qualification prescribed is two year Diploma after Intermediate. Lab Technician Grade I is a supervisory post and is in charge of the Laboratory. He maintains the laboratory, takes care of the stock, attends to Bio Chemical tests, water analysis etc. It is requested to assign the Revised Pay Scale corresponding to the scale of ₹.28940 – 78910 (Grade-17) on par with the Public Health Nurse.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6505-15025 (12)	12550-35800 (14)	25140-73270 (15)	Lab Technician Grade-II ₹.21230-63010 (11)	

Compared Post: Public Health Nurse						
2525-5390 (14)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Multipurpose Health Supervisor (F) ₹.23100 -67990 (13)	Community Health Officer ₹.31460-84970 (19)
Mode of Appointment : By promotion from the category of Lab Technician Grade II						
Lab Technician Grade II						
Request: It is stated that the duration of training is two year Diploma after Intermediate like the Radiographer Grade II, Para Medical Ophthalmic Officer and Multipurpose Health Assistant (M). But the pay scale of the Lab Technician is lesser than the categories indicated above. It is therefore requested to assign the Revised Pay Scale corresponding to the scale of ₹.25140-73270 (Grade-15) on par with Assistant Para Medical Officer. Another request is to assign the Revised Pay scale of ₹.23100- 67990 (Grade-13) on par with the Radiographer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Lab Technician Grade-II.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (08)	3750 - 7650 (09)	5470 - 12385 (09)	10900-31550 (11)	21230 - 63010 (11)	Laboratory Attendant ₹.16400-49870 (07)	Lab Technician Grade-I ₹.25140- 73270 (15)
Compared Post: Assistant Para Medical Officer						
2195-4560 (11)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	25140 - 73270 (15)	No specific category	Deputy Para Medical Officer ₹.29760-80930 (18)
Compared post: Radiographer						
2075 - 4270 (10)	3950-8150 (10)	5750-13030 (10)	11530-33200 (12)	23100-67990 (13)	Dark Room Assistant ₹.18400-55410 (09)	Chief Radiographer ₹.28940-78910 (17)
Mode of Appointment: By Promotion from the category of Laboratory Attendant/by Direct Recruitment						
Qualification: Intermediate plus Certificate of Certified Laboratory Technician training course (6 months - 1 year)						

Laboratory Attendant						
Request: It is represented that the Laboratory Attendant assists the Laboratory Technician in diagnosing the diseases. The training for the Laboratory Attendant is a one year course after SSC whereas it is six months after SSC for the Dark Room Assistant but the Dark Room Assistant is in a higher pay scale. It is requested for the Revised Pay scale corresponding to the scale of ₹.18400 – 55410 (Grade-9) on par with that of the Dark Room Assistant.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1535-2840 (04)	2990-5810 (05)	4370-9775 (05)	8440-24950 (07)	16400-49870 (07)	Lab Attender ₹.13390-41380 (02)	Lab Technician Grade II ₹.21230-63010 (11)
Compared post: Dark Room Assistant						
1665 - 3200 (06)	3130 - 6150 (06)	4595 - 10285 (06)	9200-27000 (08)	18400-55410 (09)	Darkroom Attendant ₹.14600-44870 (P) (04) ₹.13780-42490 (FE) (03)	Radiographer X Ray Technician ₹.23100-67990 (13)
Mode of Appointment: By direct recruitment and by transfer of Lab Attender						
Qualification: Direct Recruitment: SSC and Certificate of Certified Laboratory Attendant Course; By transfer: 8th class and Laboratory Attenders Certificate						

Recommendations:

- (i) **Laboratory Technician Grade-I:** Comparison with the category of Public Health Nurse is not logical as the job profiles are different. The Public Health Nurse is a field functionary whereas the Lab Technician works in the Laboratory. The pay scale attached to the former has been higher by 3-4 pay grades in the 1993, 1999, 2005 and 2010 RPSs and by 2 pay grades in the 2015 RPS. Hence the request for parity is not reasonable.
- (ii) **Laboratory Technician Grade-II:** In this case the compared posts have higher qualifications for direct recruitment and also handle entirely different types of responsibilities. Moreover there has been no prior history of pay parity with these posts. Hence the comparisons made are inappropriate.

(iii) Laboratory Attendant: Here again the qualification of the compared post of Dark Room Assistant is higher (Intermediate Science with Certificate of completion of DRA training course -1 year). Also the two categories were not carrying the same pay scale in any of the past five RPSs. Hence these categories are not comparable.

Considering the above position and after analyzing the pay scales assigned to the various similar technical categories in the Medical & Health Department Sub-ordinate Services with basic academic qualification of Intermediate, duration of various Diploma/ Certification Courses and their respective duties and responsibilities, the Commission is inclined to improve the pay grade of the Laboratory Technician Grade-II by one.

The Commission feels that the present pay grades assigned to the categories of Lab Technician Grade-I and Lab Attendant are appropriate and accordingly maintains status quo for these two categories.

In summary, the following pay scales/ grades are assigned to the three categories:

Lab Technician Grade-I	₹. 38720-118390 (Grade 15)(status quo)
Lab Technician Grade-II	₹. 34580-107210 (Grade 12) (improved by one grade)
Laboratory Attendant	₹. 25220-80910 (Grade 07) (status quo)

These recommendations shall be equally applicable to the same categories in the Insurance Medical Service and Ayush also.

(vii) Statistical wing

**22. Statistical Officer /
Lecturer in Demography ₹. 31460-84970 (Grade 19)**

Request: It is represented that the Statistical Officers/Lecturers in Statistics are stationed in the Directorate of Public Health and Family Welfare, Commissionerate of Family Welfare, District Medical and Health Offices, Regional Training Centers, Urban Local Bodies and in the Medical Colleges. This category is a promotion post to the category of Deputy Statistical Officer with minimum five years of service in that category. The qualification to be posted in Medical Colleges as Lecturers is Post Graduation in Mathematics/ Economics/ Statistics/Population Studies (Demography) and the qualification to be posted in other offices is a Graduation in Mathematics/ Economics/ Statistics/ Population Studies

(Demography) as one of the subjects. The Statistical Officer heads the section which compiles data for various interventions and acts as a liaison officer. He prepares periodical returns for various health care activities and provides analytical and planning mechanism for effective implementation of various National Health Programmes. He is also the nodal officer for various Medical Web Portals. The Statistical Officer used to be on par with the District Extension and Media Officer and District Public Health Nursing Officer till the 1995 Pay Revision. But thereafter the successive Pay Revisions have improved the pay scales of the District Extension and Media Officer and District Public Health Nursing Officer but assigned corresponding scales to this category. It is therefore requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.40270-93780 (Grade 22) on par with the District Extension and Media Officer / District Public Health Nursing Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Statistical Officer / Lecturer in Demography

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
Rs.						
3310-6480 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Deputy Statistical Officer ₹. 28940-78910 (17)	Deputy Director (Statistics) ₹. 46060-98440 (24)

District Extension and Mass Media Officer

3310-6480 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Health Education and Extension Officer ₹.35120-87130 (20)	Deputy Director (MEM) ₹.46060-98440 (24)
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District Public Health Nursing Officer.

3310-6480 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	40270-93780 (22)	Nursing Tutor Grade I ₹.35120-87130 (20) Community Health Officer (F) Public Health Nurse Instructor ₹.31460-84970 (19) Principal, MPHWSchool ₹.29760-80930 (18)	
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Mode of Appointment: Promotion of Deputy Statistical Officer
Qualification: Statistical Officer- Graduate Degree in Statistics/Mathematics/Economics/ Population Studies/ Demography/ Computers with 5 years experience in the feeder category. Lecturer in Demography- Post Graduation in Statistics and Demography

23. **Deputy Statistical Officer** ₹. 28940-78910 (Grade 17)
24. **Assistant Statistical Officer** ₹. 24440-71510 (Grade 14)
25. **L.D. Computers** ₹. 16400-49870 (Grade 07)

Request: It is represented that though the responsibilities attached to the posts of Deputy Statistical Officer and Deputy Para Medical Officer are the same, the pay scale of the former is lesser. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.29760-78910 (18) to this category.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Deputy Statistical Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Assistant Statistical Officer ₹.24440 -71510 (14)	Statistical Officer ₹.31460-84970 (19)
Deputy Para Medical Officer						
2525-5390 (14)	5000 - 10600 (15)	8385 - 19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Para Medical Officer (former Non-Medical Assistant) ₹.25140-73270 (15)	Para Medical Officer ₹.35120-87130 (20)
Mode of Appointment: Direct Recruitment / by transfer from Assistant Statistical Officer						
Qualification: Direct Recruitment: M.A. or B.A. (Hons) (Maths)/Economics with Statistics as one of the subject or M.A. or B.A. (Hons) (Statistics) or M.Sc., or B.Sc. (Hons) Mathematics with Statistics as one of the subject or M.Sc. or B.Sc. (Hons) with Statistics or M.Com. or B. Com (Hons) with Statistics as one of the subject. Promotion: B.A. (Maths)/Economics or B.Sc. (Maths) with Statistics as one of the subject/B.Com with Statistics as one of the subject. B.A./B.Sc. (Statistics)						

Assistant Statistical Officer						
Request: It is represented that the Assistant Statistical Officers are stationed in the Directorate of Public Health and Family Welfare, Commissionerate of Family Welfare, District Medical and Health Offices, Regional Training Centers and Urban Local Bodies. It is a promotional post to the post LD Computer and the qualifications for direct recruitment are B.Sc., (Maths), B.A. (Maths), Economics/B.Com. The duties include liaisoning with the gross root level functionaries, supervision of data collection and preparation of periodical returns for various health activities and participation in special studies. He maintains Mortality and Morbidity statistics. He also prepares various online / offline reports. It is stated that the posts of Statistical Assistant in the Marketing Department/Horticulture Department/Industries Department/Employment and Training Department/Town and Country Planning Department and Backward Classes Welfare Department are in the pay scale of ₹.28940-78910. It is therefore requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.28940-78910 (Grade 17) or at least the Revised Pay Scale corresponding to the scale of ₹.25140-73270 (Grade 15) on par with the Assistant Para Medical Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Statistical Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195 - 4560 (11)	4190 - 8700 (11)	6505-15025 (12)	11530 - 33200 (12)	24440 - 71510 (14)	L.D. Computer ₹. 16400 - 49870 (07)	Deputy Statistical Officer ₹. 28940-78910 (17)
Posts compared: Statistical Assistant in Marketing Department/ Horticulture/ Industries/ Employment and Training/ Town and Country Planning/ Backward Classes Welfare						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Computer /Senior Assistant ₹.22460-66330 (12)	
Assistant Para Medical Officer						
2195-4560 (11)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	25140 - 73270 (15)	Multi-purpose Health Supervisor ₹.23100-67990 (13) Pharmacist/Lab Technician ₹.21230-63010 (11)	Deputy Para Medical Officer ₹.29760-78910 (18)

Mode of Appointment: By Direct Recruitment/promotion of LD Computer						
Qualification: Degree with B.Sc.(Maths), B.A (Math), Economics, B.Com.						
L.D. Computer						
Request: It is stated that the LD Computer has to maintain all the statistical reports in the cluster area and is trained in handling Health and Medical Statistics for a period of one year for effective functioning. It is requested to assign the Revised Pay Scale corresponding to the scale of ₹.18400–55410(Grade 09) on par with the Dark Room Assistant						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745 - 3420 (07)	3290 - 6550 (07)	4825 - 10845 (07)	8440 - 24950 (07)	16400 - 49870 (07)	Field Assistant ₹.13000-40270 (01)	Assistant Statistical Officer ₹. 24440 - 71510 (14)
Dark Room Assistant						
1665-3200 (6)	3130 - 6150 (6)	4595 - 10285 (6)	9200 - 27000 (8)	18400 - 55410 (9)	Dark Room Attendant ₹. 14600–44870 (4) ₹.13780-42490 (3)	Radiographer ₹.23100-67990 (13)
Mode of Appointment : By promotion of Field Assistant/direct recruitment						
Qualification: SSC						

Recommendations: The hierarchy of various posts in the Statistical wings in Medical & Health and Economics & Statistics Departments are given below:

Medical & Health Department

Dy. Director (Stat/Demo) (24) (PG/ Grad)



(PG) Lecturer in Demography/
Statistical Officer (19) (Grad)



Deputy Statistical Officer (17) (Grad)



Asst. Statistical Officer (14) (Grad)



Computer (7) (SSC)

Economic & Statistics Department

Dy. Director (Eco & Stat) (24) (PG)



Asst. Dir. (Eco & Stat) (21)



Statistical Officer (19) (Grad)



Dy. Statistical Officer (17) (Grad)



Asst. Statistical Officer (14) (Grad)

Statistical Officer/ Lecturer in Demography:

These posts have no functional resemblance with those of District Extension and Mass media Officer or District Public Health Nursing Officer. As such these comparisons are not appropriate. On a comparison with the category of Statistical Officer (Grade-19) in the Economics and Statistics Department, it is found that the qualification prescribed for the Statistical Officer in the Health and Family Welfare Service Rules is the same as that of the Statistical Officer in the Economics and Statistics Department i.e. a Graduation Degree in specified subjects. The Commission however observes that the Lecturers in Demography, who have to teach in the Medical Colleges, must have Post Graduation qualification in Statistics and Demography as per the stipulations of Note 1 under Rule 2 of the A.P. Health and Family Welfare Service Rules. This is also being observed in practice so as to satisfy the norms of the Medical Council of India. The Commission also finds that in the hierarchy of Statistical Officers in the Medical & Health Department there is no post of Assistant Director (as in the case of Economics & Statistics Dept.) and there is a promotion channel provided for the Statistical Officer/Lecturer in Demography directly to the category of Deputy Director (Statistics/ Demography).

Considering all the above, the Commission feels that it would be appropriate to assign two disparate pay scales to the categories of Lecturer in Demography and Statistical Officer commensurate with their respective qualifications and job profiles even though in the Service Rules they have been clubbed as a single category. Accordingly the following pay scales are assigned:

Lecturer in Demography	₹. 54060-140540 (Grade-20)
Statistical Officer	₹. 48440-137220 (Grade-19)
	(on par with Statistical Officer of Department of Economics & Statistics)

The Commission also advises the Department to amend the Service Rules segregating the two posts of Lecturer in Demography and Statistical Officer into two distinct categories since the qualification requirements and functions are different.

Deputy Statistical Officer

Assistant Statistical Officer:

The functions of the Deputy Statistical Officer and Assistant Statistical Officer are different from those of the Deputy Para Medical Officer and Assistant Para Medical Officer. Hence comparison with these categories is not appropriate. In the Agricultural Marketing Department, Horticulture Department, Industries Department, Employment and Training Department, Town and Country Planning Department and Backward Classes Welfare

Department, the post of Statistical Assistant is filled up by promotion of employees in the category of Computer and also by transfer of Superintendents/ Senior Assistants in APMS who possess Graduation Degree qualification and are in higher pay grades. Thus these posts are comparable to the Deputy Statistical Officer but not to the Assistant Statistical Officer. Further, the Commission finds that the pay scales of the posts of Deputy Statistical Officer and Assistant Statistical Officer in the Medical & Health Department have all along been at par with those of the Deputy Statistical Officer and Assistant Statistical Officer respectively in the Department of Economics and Statistics. Their qualifications are also the same. The Commission does not find ample reasons to deviate from the existing parity.

LD Computers:

This category has compared itself with the Dark Room Assistants. However the Commission finds that the Dark Room Assistant post is a semi-skilled technical category having a comparatively higher prescribed qualification of Intermediate (Science) and pass certificate in the one year training course for Dark Room Assistants. Preference is given to those who have passed CRA examination. The post of L.D. Computer on the other hand is a non-technical category. Hence the two posts are not comparable. Hence status quo may be maintained in respect of pay grade.

Keeping the above in mind, the following pay scales are assigned:

Deputy Statistical Officer	₹. 45830-130580 (Grade 18)
Assistant Statistical Officer	₹. 38720-118390 (Grade 15) (improved by one grade each on par with the same designation in Eco. & Stat. Department)
L.D. Computers	₹. 25220-80910 (Grade 7) (status quo)

(viii) State Health Transport Organization

HIERARCHY OF STAFF OF STATE HEALTH TRANSPORT ORGANIZATION (PAY GRADE)

State Health Transport Officer (29)



Deputy Transport Officer (25)



Assistant Transport Officer (23)



Service Engineer (19)



Foreman (16)



Chargeman (11)

The representation received by the Commission is discussed below:

26. Service Engineer

₹. 31460-84970 (Grade 19)

Request: It is represented that the State Health Transport Organization maintains a large fleet of vehicles for the Medical and Health Department including those meant for the 104 (FDHS) and 108 (Ambulance) services and vehicles under various schemes. It is fully equipped with qualified Engineers on par with those in the PWD and R&B Workshops and other technical departments. The Central Workshop takes up major repairs. Regional Workshops are meant for medium repairs and mobile workshop for minor ones. The Service Engineer post forms feeder category for the post of Assistant Transport Officer who is in charge of Regional Workshops. The Service Engineer was on par with the Assistant Executive Engineer till the 2010 Pay Revisions. The parity was however disturbed in the 2015 Pay Revision. Still parity exists between all the other cadres, i.e. right from the level of the State Health Transport Officer to the Assistant Transport Officer with the corresponding positions of Superintending Engineer to the Deputy Executive Engineer of Engineering Departments. It is requested to restore parity between the Service Engineer and the Assistant Executive Engineer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Foreman ₹.26600-77030 (16)	Assistant Transport Officer ₹.42490-96110 (23)
Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Mode of Appointment: By transfer from the category of Foreman/By Direct Recruitment						
Qualification: By transfer- Diploma in Automobile Engineering/ Mechanical Engineering/ Electrical Engineering/Electronics with three years service in the feeder category. Direct Recruitment – Degree in Electrical Engineering with Automobile Engineering as one of the subjects with a planned apprenticeship for one year in the A.P. Road Transport Corporation or Automobile Workshops or Stores. OR a Diploma in Automobile Engineering/ Mechanical Engineering with not less than 5 years experience in the A.P. State Road Transport Corporation or in a recognized Automobile Workshop or Stores if Degree holders are not available.						

Recommendations:

In the representation a comparison has been made between the hierarchies of various categories in the Engineering Departments and the categories included in the Medical & Health Transport Service. The Commission observes that the method of appointment prescribed for the top two categories in the Medical & Health Transport Service are as follows:

State Transport Officer- By promotion form the category of Deputy Transport Officer or by recruitment by transfer from the category of Superintending Engineer in the P.W.D. workshop in-charge of Transport or by direct recruitment

Deputy Transport Officer:- By promotion form the category of Assistant Transport Officer or by recruitment by transfer from the category of Executive Engineer in the P.W.D. workshop in-charge of Transport or by direct recruitment

Keeping the aforesaid specifications in view, these two categories have been assigned the same pay scale/ grade as those of the Superintending Engineer and Executive Engineer respectively. The next lower category of Assistant Transport

Officer has also been assigned a pay scale equivalent to the Deputy Executive Engineer based on the equivalence of their qualifications.

Now the representation is to equate the next lower category of 'Service Engineer' with that of Assistant Executive Engineer in the Engineering Departments. The Commission notices the following qualifications prescribed for the post of Assistant Executive Engineer and its feeder post of Assistant Engineer (Engineering Departments):

Assistant Executive Engineer- By Direct Recruitment / by transfer - Degree in Engineering

Assistant Engineer - By Direct Recruitment or by promotion- Diploma or Degree in Engineering

It is apparent from the above that the qualifications prescribed for the category of Service Engineer is the same as that specified for the post of Assistant Engineer and not that of the Assistant Executive Engineer. It is also the highest category in the relevant Sub-ordinate Service like that of the category of Assistant Engineer in the Engineering Sub-ordinate Services.

Considering the above, the Commission is of the view that the parity already existing with the post of Assistant Engineer is appropriate and accordingly the scale of ₹.48440-137220 (Grade-19) is assigned to this category.

14. (c). MEDICAL EDUCATION DEPARTMENT

(i) Dieticians

1. Chief Dietician ₹. 49870-100770 (Grade 25)
2. Dietician ₹. 35120-87130 (Grade 20)

Request: It is represented that the post of Dietician was created in early 1960s and the post of Chief Dietician was created in the year 1992 by upgrading the post of Dietician in some of the hospitals. The duties and responsibilities include food service management such as planning the menu, food purchasing, observing safe food storage practices, supervision of food preparation and distribution, taking nutritional care of patients such as nutritional assessment, planning of diets, conduct of diet clinics, effectiveness of life style management in patient care and nutrition education such as imparting nutrition education to nurses and para medical workers etc. The Dieticians used to carry higher scale than the Civil Assistant Surgeons up to 1969 and the Chief Dietician and Dietician were on par with the Civil Surgeon and Civil Assistant Surgeon respectively till 1986. It is asserted that the Dietician used to draw a higher pay scale than the Physical Director (Gazetted) and Librarian in the Revised Pay Scales 2008 and 2010 but the latter were assigned higher pay scales in RPS 2010. It is stated that there are no promotion channels for the post of Chief Dietician. Hence it is requested that the Revised pay scale corresponding to the pay scale of ₹.52590-103290 (Grade-26) and ₹.40270-93780 (Grade-22) be assigned to the Chief Dietician and Dietician respectively.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Chief Dietician.

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Dietician ₹.35120-87130 (20)	

Mode of Appointment: By promotion from the post of Dietician.

Qualification: (i) B.Sc. or B.Sc.(Nursing) Degree (ii) Diploma in Applied Nutrition and Deitetics or must have passed Dietician examination of a recognized institution (iii) not less than five years of service as Dietician.

Dietician						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Head Nurse ₹.29760-80930 (18)	Chief Dietitian ₹.49870-100770 (25)
Civil Assistant Surgeon.						
3640-7580 (20)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	40270-93780 (22)		Deputy Civil Surgeon ₹.49870-100770 (25)
Physical Director/ Librarian (Degree Colleges)						
3640-7580 (16)	6950-14425 (16)	10285-24200 (16)	20680-46960 (22)	40270-93780 (22)	Asst. Physical Director ₹.24440-71510 (14) Librarian of Junior Colleges ₹.37100-91450 (21)	
Mode of Appointment: By transfer of qualified Head Nurses from A.P. Nursing Subordinate Service or from any other category in the Medical/ Public Health sub-ordinate services, and if not available, by Direct Recruitment						
Qualification: B.Sc. with one year Diploma course in Applied Nutrition and Dietetics from a recognized Institution.						

Recommendations:

The comparisons made with the cited categories are not appropriate as the job profiles and qualification levels vastly differ. Keeping the qualifications and duties and responsibilities in view, it is considered that the existing pay scales are adequate. Accordingly, the corresponding scales of ₹.76730-162780 (Grade-25) and ₹.54060-140540 (Grade-20) are assigned to the posts of Chief Dietician and Dietician respectively.

(ii) Bio-Chemist

3. Chief Bio-Chemist ₹. 49870- 100770 (Grade 25)

4. Bio-Chemist ₹. 35120- 87130 (Grade 20)

Request: It is stated that the Biochemist and Chief Biochemist play a vital role in the Medical Institutions with new and infective diseases spreading all over. The work load of these posts have increased enormously. Advanced and modern equipments are being put to use. Therefore, the biochemists have to update their knowledge and skill levels. The job involves handling of samples of blood/serum/body fluid/semen, which is risky and dangerous. The qualifications prescribed for these posts in the Medical Education Department are similar to those of equivalent categories in the Institute of Preventive Medicine. Similarly, the duties and responsibilities are also the same. It is represented that the pay scales of the posts of Chief Bio Chemist and Bio Chemist in the Institute of Preventive Medicine are at higher levels. Hence it is requested to assign the pay scale corresponding to ₹.52590-103290 (Grade-26) to the Chief Biochemist and equate the category of Biochemist with the Biochemist in the IPM.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Chief Bio-chemist.

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Bio Chemist ₹.35120- 87130 (20)	

Mode of appointment: By promotion of Bio Chemist

Qualifications: By promotion: M.Sc. in Bio Chemistry with five years of service as Bio Chemist

Bio-chemist

3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Non- Medical Assistant (Non-Gazetted) ₹.25140-73270 (15) Junior Analyst ₹. 28940-78910 (17) Non -Medical Demonstrator ₹. 22460-66330 (12)	Chief Bio Chemist ₹.49870- 100770 (25)
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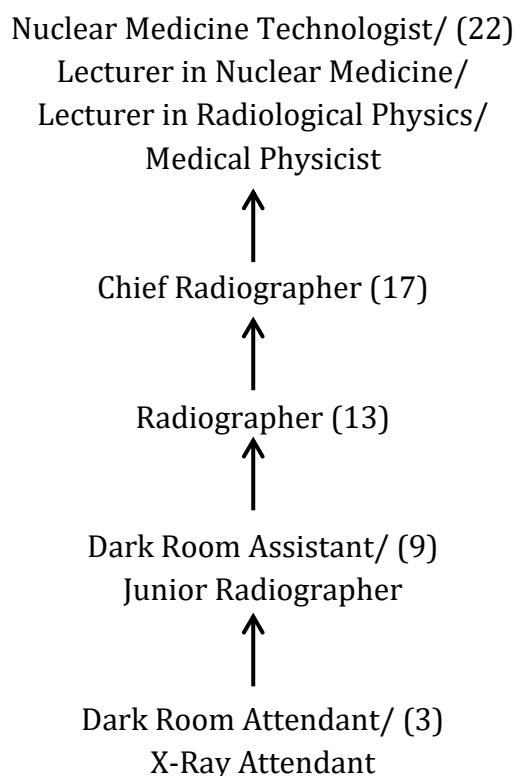
					Lab Technician ₹. 21230-63010 (11)	
Compared Post: Deputy Director (Biochemist) in Institute of Preventive Medicine						
4400- 8700 (23)	8400- 16525 (23)	12385- 27750 (23)	21820- 48160 (23)	46060- 98440 (24)	Senior Analyst ₹.35120-87130 (20)	
Mode of Appointment: By appointment by transfer of a qualified a) Non-Medical Assistant (Non Gazetted) b) Junior Analyst c) Lab Technician and Non-Medical Demonstrators in the category of Demonstrator from a common seniority and, if not available, by Direct Recruitment.						
Qualification: M.Sc. in Bio Chemistry or equivalent						

Recommendations:

It is observed that in the Institute of Preventive Medicine (IPM) there is no post of Chief Biochemist. The highest post in the biochemistry hierarchy is that of a Deputy Director (Biochemistry) which was assigned the Pay Grade-24 in the 2015 RPS. This post in the IPM is filled up by promotion of Senior Analysts (Biochemistry) which is in turn filled up by transfer of Junior Analysts. The post of Deputy Director (Biochemistry) is thus the 2nd level promotion post from the category of Junior Analyst (Grade-17). In contrast, the post of Biochemist in the Medical & Health Department is the 1st level promotion post from the same feeder rank of Junior Analyst (Grade-17). At present the category of Biochemist has parity in pay scale with the Senior Analyst in the IPM (both being 1st level promotion posts for Junior Analysts). In view of the above, the Commission feels that there is no sufficient ground to disturb the existing equations. Accordingly the corresponding pay scales of ₹.76730-162780 (Grade-25) and ₹.54060-140540 (Grade-20) are assigned to the Chief Bio Chemist and Biochemist respectively.

(iii) Radiology

Hierarchy of Radiological Imaging Technologist Cadre (Pay Grade)



5. **Nuclear Medicine Technologist /
Lecturer in Nuclear Medicine Techniques /
Lecturer in Radiological physics /
Medical Physicist**

₹. 40270-93780 (Grade 22)

Request: It is represented that this category is the first level Gazetted post in the Radiology Department and there is no promotional channel. Besides attending to the normal duties, the Nuclear Medicine Technologist teaches Nuclear Medicine techniques to the Post Graduate and under Graduate students. He acts as the Radiation Safety Officer. The Chief Radiographer has to acquire additional qualifications of Post Graduate Diploma in Medical Radio Isotope Techniques at Bombay to be promoted as Nuclear Medicine Technologist. It is requested to assign a pay scale on par with the Assistant Professor or Lecturer in Degree Colleges or UGC Scale.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310 - 6840 (19)	6950 - 14425 (20)	10285- 24200 (20)	19050- 45850 (21)	40270 - 93780 (22)	Chief Radiographer ₹.28940-78910 (17)	
Assistant Professor (College of Nursing)						
3310- 6840 (19)	6950- 14425 (20)	10285- 24200 (20)	18030- 43630 (20)	37100- 91450 (21)	Lecturer College of Nursing ₹.31460-84970 (19)	Principal/Professor of Nursing ₹.42490-96110 (23)
Lecturers in Degree Colleges						
3640- 7580 (20)	6950- 14425 (20)	10285- 24200 (20)	20680- 46960 (22)	40270- 93780 (22)	Junior Lecturer ₹.37100-91450 (21)	Principal (UGC Scale)
Mode of Appointment: By transfer of Chief Radiographer/ if not available, by Direct Recruitment						
Qualification: Transfer - (i) B.Sc. with Physics, (ii) one year Post Graduate training course in Hospital Physics and Radiological Physics from Bhabha Atomic Research Centre (BARC) and (iii) Five years service in Radiology Department Direct Recruitment – (i) M.Sc.(Physics or Nuclear Physics) in First Class and (ii) one year Post Graduate training course in Hospital Physics and Radiological Physics from Bhabha Atomic Research Centre (BARC)						

Recommendations:

This category is already drawing a pay scale which is equal to that of the Degree College Lecturers and one pay grade higher than that of the Assistant Professor (Nursing), which are the posts compared with. Grant of UDC pay scale is not within the purview of this Commission. Keeping the qualifications and duties and responsibilities attached to the post in view it is considered that the existing pay scale is adequate. Accordingly, the corresponding pay scale of ₹.61960-151370 (Grade-22) is assigned to this category of posts.

6. **Chief Radiographer** ₹. 28940-78910 (Grade 17)
7. **Radiographer** ₹. 23100-67990 (Grade 13)
8. **Dark Room Assistant** ₹. 18400-55410 (Grade 09)
9. **X-Ray Attendant /** ₹. 14600-44870 (Grade-4) (P)
Dark Room Attendant ₹. 13780-42490 (Grade-3) (F.E.)

Request: It is represented that the Chief Radiographer is a supervisory post. Unless one improves one's qualification, one cannot get promotion as Nuclear Medicine Technologist. He is in-charge of the entire Radiology Department. He is the Radiation Safety Officer level - 1, teaches for CRA and DRA courses duly taking demonstration classes. Besides normal duties, he repairs the X-Ray and other machines. He also takes up servicing and installation of machines throughout the State. It is requested that a pay scale on par with that of the Head Nurse, Deputy Para Medical Officer and Office Superintendent be assigned to this category.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Chief Radiographer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	13660-38570 (16)	28940-78910 (17)	Radiographer ₹.23100-67990 (13)	Nuclear Medicine Technologist ₹.40270 - 93780 (22)

Head Nurse

2525-5390 (14)	4850-10250 (14)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Staff Nurse ₹.25140-73270 (15)	Nursing Superintendent Grade II ₹.35120-87130 (20)
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Superintendent

2600 - 5580 (15)	5000 - 10600 (15)	7770 - 18575 (16)	14860 - 39540 (17)	28940 - 78910 (17)	Senior Assistant ₹.22460-66330 (12)	Assistant Director ₹.37100-91450 (21)
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Deputy Para Medical Officer

2525-5390 (14)	5000 - 10600 (15)	8385 - 19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Para Medical Officer (former Non-Medical Assistant) ₹.25140 - 73270 (15)	Para Medical Officer ₹.35120-87130 (20)
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Mode of Appointment: Promotion of Radiographer or X-Ray Technician, and if not available, by Direct Recruitment						
Qualification: Pass in CRA examination. Preference is given to the candidates who in addition possess B.Sc., M.Sc., B.Sc.,(Hons) with Physics as main subject.						
Radiographer						
Request: It is stated that this category is a Zonal Post. The promotional channels are very meagre. The functions are arduous in nature demanding much skill. He handles highly sophisticated machines, acts as Radiation Safety Officer Level I in the absence of the Chief Radiographer. He keeps the machine and other apparatus in good working condition. It is requested to draw parity with the ECG Technician/Cardiology Technician and Staff Nurse. It is also requested for assigning a pay scale two stages above that of the Senior Assistants and Refractionists.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2075 - 4270 (10)	3950- 8150 (10)	5750 - 13030 (10)	11530- 33200 (12)	23100 - 67990 (13)	Dark Room Assistant 18400-55410 (09)	Chief Radiographer 28940 – 78910 (17)
E.C.G. Technician						
2075 - 4270 (10)	3950- 8150 (10)	6195 - 14175 (11)	11530 - 33200 (12)	22460 - 66330 (12)		
Cardiology Technician						
2315 - 4880 (12)	4550- 9600 (13)	6675 - 15500 (13)	12550 - 35800 (14)	24440- 71510 (14)		
Staff Nurse						
2315 - 4880 (12)	4430- 9300 (12)	6675- 15500 (13)	12910- 36700 (15)	25140- 73270 (15)	Auxiliary Nurse Midwife ₹.19500-58330 (10)	Head Nurse ₹.29760-80930 (18)
Mode of Appointment: Direct Recruitment/ Promotion from Dark Room Assistant subject to possession of requisite qualifications.						
Qualification: Pass in CRA course examination. Preference is given to the candidates who in addition possess B.Sc., M.Sc., B.Sc.,(Hons) with physics as main subject.						

Dark Room Assistant

Request: It is represented that the Dark Room Assistant was one stage above the pay scale of Junior Assistant in the 1974 and 1978 Pay Revisions. The next Pay Revision Commission assigned higher pay scales to the cadres like Junior Assistant, Telephone Operator etc., whose qualification was SSC/Matriculation. This anomaly was perpetuated in the subsequent pay revisions and finally it was set right by the Tenth Pay Revision Commission by assigning a pay scale to the Dark Room Assistants two stages above the pay scale of the Junior Assistant. Several orders were issued from time to time enhancing the qualifications of the Radiographers and in G.O. Ms. No. 298, HM&FW (K) Department dated 07.09.2004 orders were issued prescribing Intermediate with Science Subject for CRA and DRA training course even for in service candidates. The duties include preparation, developing and fixing solutions required for Dark Rooms under the supervision of the Radiographer, proper development, fixing and washing of the films, maintenance of record of various sizes of empty tins, cardboard boxes, etc.. The Dark Room Assistant also assists the Radiographer in discharging his duties. It is requested that parity in pay scale may be established with the Lab Technician Grade II and Pharmacist Grade II.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1665 - 3220 (06)	3130 - 6150 (06)	4595 - 10285 (06)	9200- 27000 (08)	18400 - 55410 (09)	Lab Assistant / X-Ray Attendant / Dark Room Attendant ₹.14600-4870(P) (4) ₹.13780-42490 (FE) (3)	Radiographer ₹.23100-67990 (13)

Compared Post: Lab Technician Grade II

1875 - 3750 (08)	3750 - 7650 (09)	5470 - 12385 (09)	10900- 31550 (11)	21230 - 63010 (11)		
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Compared Post: Pharmacist Grade II

1975- 4010 (09)	3750- 7650 (09)	5470- 12325 (09)	10900- 31550 (11)	21230- 63010 (11)	Direct Recruitment	Pharmacist Grade I ₹.24440-71510 (14)
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Qualification: Intermediate and completion of training course for Dark Room Assistants. Preference is given to those who passed CRA examination.

X-Ray Attendant/Dark Room Attendant						
Request: It has been represented that the X-Ray Attendant/Dark Room Attendant is a trained official to assist the Radiographer and Dark Room Assistant. He ensures that the floors, walls, ceilings and quadrangle of the premises are kept in perfect clean condition all times. It is requested to assign a pay scale above the last grade by three stages or at least parity with the Lab Attendant, Record Assistant, Tailor etc.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1425-2525 (P) (02)	2650-4850 (P) (02)	3950-8815 (P) (02)	7520-22430 (P) (04)	14600-44870 (P) (04)	---	Dark Room Assistant ₹.18400 – 55410 (09)
1375-2375 (FE) (01)	2550-4550 (FE) (01)	3850-8600 (FE) (01)	7100-21250 (FE) (03)	13780-42490 (FE) (03)		
Compared Post: Lab Attendant						
1535 - 2840 (04)	2990- 5810 (05)	4370- 9775 (05)	8440- 24950 (07)	16400 - 49870 (07)		
Compared Post: Record Assistant						
1535 - 2840 (04)	2870 – 5470 (04)	4260 - 9520 (04)	7740 - 23040 (05)	15030 - 46060 (05)		
Compared Post: Tailor						
1595 - 3020 (05)	2990 – 5810 (05)	4370 - 9775 (05)	7740 - 23040 (05)	15030 - 46060 (05)		
Mode of Appointment: By Direct Recruitment or transfer from any other service						
Qualification: Pass in Middle School or other equivalent examination, experience in photography and Darkroom work (Development of Film). Preference is given to those who worked under photographers of repute.						

Recommendations:

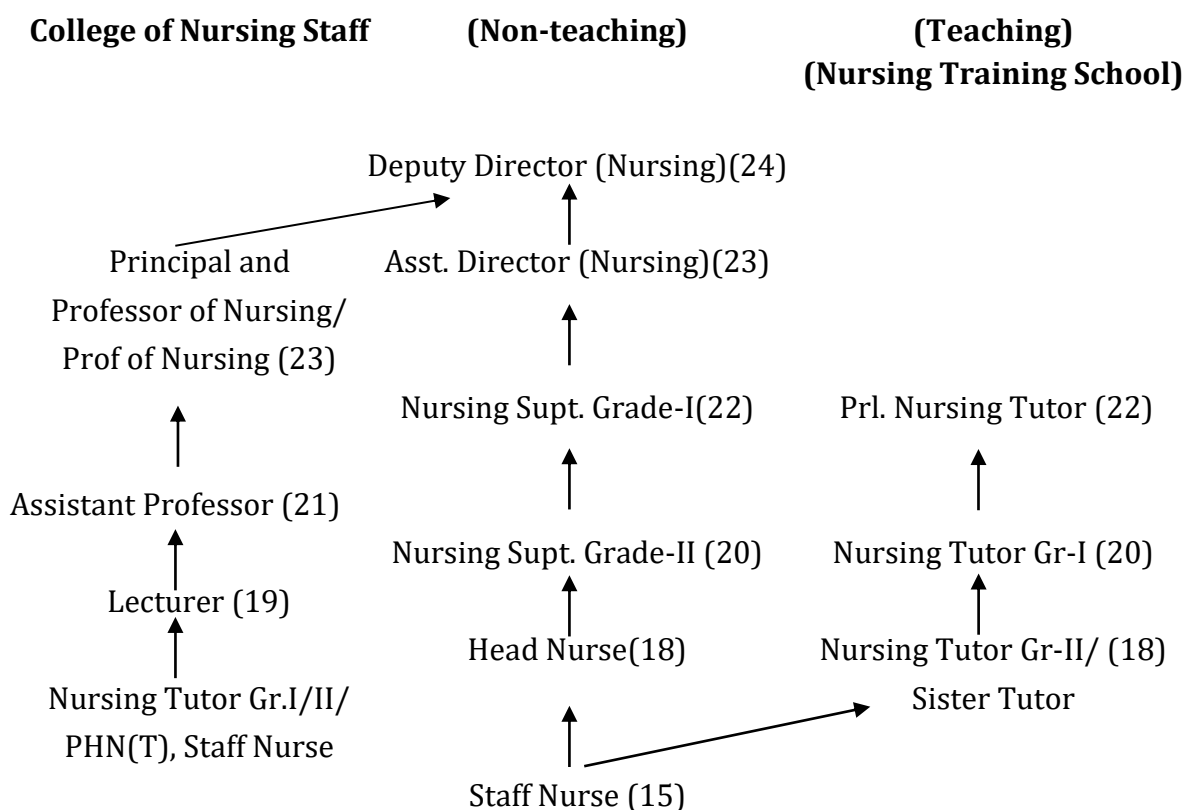
In respect of each of the four categories listed here the posts cited for comparison have different sets of functions and are therefore not easily comparable. Keeping in view the qualifications prescribed for these posts, the nature of duties attached to them and the existing equations with the compared posts, the following pay scales are assigned:

Chief Radiographer	₹. 45830-130580 (Grade-18) (improved by one grade)
Radiographer	₹. 35570-109910 (Grade-13)
Dark Room Assistant	₹. 28280-89720 (Grade-9)
X-Ray Attendant / Dark Room Attendant	₹. 22460-72810 (Grade-4)

The above pay scales shall also be applicable to the same categories of employees working in the Insurance Medical Service

(iv) Nursing

Hierarchy (Pay Grade) of HM&FW Nursing Staff



The representations received from the various categories are discussed below:

10. Deputy Director (Nursing) ₹. 46060 -98440 (Grade 24)

Request: It is represented that there is only one post to supervise the State level Nursing Colleges and it is requested to upgrade the post to that of Joint Director.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400 - 8700 (23)	8400 - 16525 (23)	12385 - 27750 (23)	21820- 48160 (23)	46060 - 98440 (24)	Principal / Professor of Nursing ₹.42490-96110 (23)	
Mode of Appointment: By promotion from the category of Principal / Professor of Nursing, College of Nursing. If no suitable candidate is available for appointment by above method, by promotion of Assistant Director (Nursing).						

Recommendations:

The category of Deputy Director (Nursing) is on par with the Deputy Directors of Medical Education, Health and Ayush on the administrative side. Keeping in view the existing relativities and hierarchical positions it is considered that the existing pay scale is adequate and accordingly the corresponding scale of ₹.70850-158880 (Grade-24) is assigned.

11. Principal and Professor of Nursing ₹. 42490-96110 (Grade 23)

Request: It is represented that there are ten posts of Principals in ten colleges of Nursing in the State. The Principals of Government Medical Colleges are given the status of Additional Director of Medical Education. The Principal, in addition to academic work, looks after administration. It is requested to upgrade the post of Principal to that of Deputy Director by improving the pay scale. Coming to the Professors of Nursing, it is represented that they reach the position after minimum of 30 years of service. They are responsible for imparting Nursing Skills to the students of B.Sc (N) and M.Sc. (N). Most of the teachers are on the verge of retirement as the promotional channels are meagre. Hence it is requested to improve the pay scale by one grade.
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Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400 - 8700 (23)	8400 - 16525 (23)	12385 - 27750 (23)	21820- 48160 (23)	42490- 96110 (23)	Assistant Professor of Nursing ₹.37100-91450 (21)	Deputy Director (Nursing) ₹.46060 - 98440 (24)
Mode of Appointment: By transfer of Professor of Nursing, and if not available, by promotion from the category of Assistant Professor.						

Recommendations:

According to the Colleges of Nursing Service Rules, the post of Principal and Professor of Nursing are inter transferable. They form feeder category for the post of Deputy Director (Nursing). Considering the pay scale/grade assigned to the Deputy Director (Nursing) (i.e. Grade-24) it is felt that the existing pay scale attached to the Principal and Professor of Nursing is adequate. This category is also on par with the Principal of Government Junior Colleges. Accordingly, the corresponding pay scale of ₹.65360-154980 (Grade-23) is assigned to this category.

12. Assistant Professor College of Nursing ₹. 37100-91450 (Grade 21)
13. Lecturer, College of Nursing ₹. 31460-84970 (Grade 19)

Assistant Professor College of Nursing						
Request: It is represented that the Assistant Professor is a promotional post to the post of Lecturer of Nursing. It is also stated that there is an anomaly between the pay scales of the Assistant Professors and Principal Nursing Tutor (Grade-22). It is requested to rectify the anomaly by assigning a higher pay scale.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Lecturer College of Nursing ₹.31460-84970 (19)	Principal/Professor of Nursing ₹.42490-96110 (23)

Comparable post: Principal Nursing Tutor						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	20680-46960 (22)	40270-93780 (22)	Nursing Tutor Grade I ₹.35120-87130 (20)	
Nursing Superintendent Grade I						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	40270-93780 (22)	Nursing Superintendent Grade II ₹.35120-87130 (20)	Assistant Director (Nursing) ₹.42490-96110 (23)
Mode of Appointment: By promotion from the category of Lecturer College of Nursing.						
Lecturer College of Nursing						
Request: It is represented that this is a promotion post and the academic qualification prescribed for this post is M.Sc.(N). They teach various subjects for B.Sc. (N) and M.Sc. (N) in addition to conducting field and clinical trials. It is stated that there is anomaly in the pay structure of Lecturers and Nursing Superintendent Grade II/Nursing Tutor Grade I. It is requested to rectify anomaly by improving the pay scale.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Nursing Tutor Grade I ₹.35120-87130 (20) / Nursing Tutor Grade II ₹.29760-80930 (18)	Assistant Professor ₹.37100-91450 (21)
Compared Post: Nursing Superintendent Grade II						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	35120-87130 (20)	Head Nurse ₹.29760-80930 (18)	Nursing Superintendent Grade I ₹. 40270-93780 (22)

Compared Post: Nursing Tutor Grade I						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	18030-43630 (20)	35120-87130 (20)	Nursing Tutor Grade II ₹.29760-80930 (18)	Principal Nursing Tutor ₹. 40270-93780 (22)
Mode of Appointment: By transfer from the category of Nursing Tutor Grade I/ Nursing Tutor Grade II/ Public Health Nurse/Staff Nurse, in that order of preference.						
Qualification: M.Sc. in Nursing. Must be a registered Nurse and a registered Midwife. Must be a Registered Public Health Nurse.						

Recommendations:

The grievance of the teaching staff of the Nursing Training College is that in respect of certain equivalent categories they are receiving lesser pay grades than their counterparts in the Nursing Training School even though they have a higher qualification of M.Sc.(Nursing) and Registration as Nurse-cum-Midwife as compared to B.Sc. (Nursing) with Registration as Nurse-cum-Midwife of the latter. This is evident in the first and second level promotion posts from the category of Nursing Tutor Grade-II (Pay Grade 18), which is the common feeder category for both the ladders of promotion i.e. the Nursing College and the Nursing School. In respect of these posts, it is seen that the category of Assistant Professor (Nursing) was assigned a higher pay scale compared to that of the Principal Nursing Tutor in the 1999 and 2005 RPSs but the situation got reversed thereafter. Similarly the post of Lecturer (Nursing) was carrying a higher pay scale than that of Nursing Tutor Grade-I in the 1999, 2005 RPSs and then in the 2010 and 2015 RPSs the former lagged behind.

In order to remedy the above position, the pay scales of the categories of Assistant Professor (Nursing) and Lecturer, College of Nursing are improved by one stage each, thus equating them on par with the Principal Nursing Tutor and Nursing Tutor Grade-I respectively. The revised scales are given below:

Assistant Professor	₹. 61960-151370 (Grade 22)
Lecturer	₹. 54060-140540 (Grade 20)

14. Nursing Superintendent Grade-I ₹. 40270- 93780 (Grade 22)

15. Nursing Superintendent Grade-II ₹. 35120- 87130 (Grade 20)

Nursing Superintendent Grade I						
Request: It is represented that the Nursing Superintendent Grade-I is the highest administrative post at the Zonal and State level teaching hospitals. The job chart includes dealing with the service matters, and managing in-service trainings. It is stated that the employees get promoted to this position on the verge of retirement. It is requested that a revised pay scale of ₹.81090- 211220 be assigned to them.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	40270-93780 (22)	Nursing Superintendent Grade II ₹.35120-87130 (20)	Assistant Director (Nursing) ₹.42490-96110 (23)
Mode of Appointment: By promotion of Nursing Superintendent Grade II.						
Nursing Superintendent Grade II						
Request: It is represented that this category is the first level Gazetted post and it takes about 30 years to reach this position. It is the highest administrative post in the District Hospitals. She/ he looks after service matters of sixty to one hundred and thirty nurses. It is requested to assign the revised pay scale corresponding to the pay scale of ₹.40270- 93780 (Grade-22).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	35120-87130 (20)	Head Nurse ₹.29760-80930 (18)	Nursing Superintendent Grade I ₹. 40270-93780 (22)
Mode of Appointment: By appointment by transfer of Head Nurses in AP Medical Education, H&FW Nursing Sub-ordinate Service						
Qualification: Same as qualification of Head Nurse/ Staff Nurse i.e. Intermediate plus 3 years training in General Sick Nursing and 6 months Midwifery training						

Recommendations:

The Commission observes that parities exist (except for 2010 RPS) between the following categories of posts in the Non-teaching and Teaching sides of the AP Medical Education, Health and Family Welfare Service Rules:

Category	1993	1999	2005	2010	2015
Nursing Superintendent Grade-I	19	19	19	20	22
Principal Nursing Tutor	19	19	19	22	22
Nursing Superintendent Grade-II	17	17	17	19	20
Nursing Tutor Grade-I	17	17	17	20	20

There is no logical reason to disturb this parity. Keeping the qualifications, duties and responsibilities and above mentioned parities in view the Commission is of the view that the existing pay scales are adequate. Accordingly, the corresponding pay scales are assigned as follows:

Nursing Superintendent Grade I ₹.61960-151370 (Grade 22)

Nursing Superintendent Grade II ₹.54060-140540 (Grade 20)

16. Head Nurse ₹. 29760-80930 (Grade 18)

17. Staff Nurse ₹. 25140 -73270 (Grade 15)

Head Nurse						
Request: It is represented that Head Nurse is a supervisory post and forms the promotion category for the post of Staff Nurse. It is requested to assign the Revised Pay Scale corresponding to the pay of ₹.31460- 84970 (Grade-19).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Staff Nurse ₹.25140-73270 (15)	Nursing Superintendent Grade II ₹.35120-87130 (20)
Mode of Appointment: By promotion from the category of Staff Nurse/By Direct Recruitment						
Qualification: Intermediate + 3 ½ years General Nursing or (4) years B.Sc. Nursing.						
Staff Nurse						
Request: It is represented that the Staff Nurse is an important position in the Department but is a neglected one. It is regretted that the successive Pay Revision Commissions have assigned						

lesser pay scales than that of the Para Medical Ophthalmic Officer (Former Ophthalmic Assistant) and Health Educator, whose qualifications are less than the qualifications of the Staff Nurse. It is therefore requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.28940-78910 (Grade-17) to this category.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315 - 4880 (12)	4430 - 9300 (12)	6675 - 15500 (13)	12910 - 36700 (15)	25140 – 73270 (15)	Auxiliary Nurse Midwife ₹.19500-58330 (10)	Head Nurse ₹.29760-80930 (18)
Para Medical Ophthalmic Officer (Former Ophthalmic Assistant)						
2375- 5040 (P) (13) 2195- 4560 (FE) (11)	4550- 9600 (13)	7770- 18575 (16)	13660- 38570 (P) (16) 12550- 35800 (FE) (14)	28940- 78910 (17)	Direct Recruitment	
Health Educator						
2315- 4880 (12)	4550- 9600 (13)	8385- 19125 (17)	14860- 39540 (EIP) (17) 12550- 35800 (FE) (14)	28940- 78910 (17)	Multi- Purpose Health Supervisor ₹.23100 – 67990 (13)	Deputy District Extension and Media Officer ₹.31460-84970 (19)
Mode of Appointment: By promotion from the category of Auxiliary Nurse Midwife/Maternity Assistant or by transfer from other services.						
Qualification: Intermediate + 3 ½ years General Nursing or (4) years B.Sc Nursing.						

Recommendations:

a) Head Nurse-

The Commission finds that parity exists between the following categories of posts in the Non-teaching and Teaching sides of the AP Medical Education, Health and Family Welfare Service Rules:

Category	1993	1999	2005	2010	2015
Nursing Tutor Grade-II	14	14	16	17	18
Head Nurse	14	14	16	17	18

There is no logical reason to disturb this parity.

b) Staff Nurse-

The Commission finds that the category of Ophthalmic Officer, with whom a comparison has been drawn, has a prescribed qualification of pass in Intermediate with Physics and Biological Sciences or Physical Sciences and Mathematics plus a pass in the two-year full time Diploma course offered by the Regional Institute of Ophthalmology and Regional Eye Hospitals. It is however a standalone post with no promotional opportunities, whereas the category of Staff Nurse has potentially a long ladder of promotional opportunities as Head Nurse, Nursing Superintendent Grade-II, Nursing Superintendent Grade-I, A.D. (Nursing) and D.D. (Nursing) which are positioned at Grades 18, 20, 22, 23 and 24 respectively. Moreover the two posts have a lot of difference in their functions and skill levels. We also find that in the 1999, 2005 and 2015 PRCs the category of Ophthalmic Officer was assigned comparatively higher pay scales.

In respect of the category of Health Educator, the qualification prescribed is at a higher level i.e. Graduate Degree with Post Graduate Diploma in Health Education (1 year). This apart their duties involve carrying out information, education and communication (IEC) to bring designed behavioural changes in the community about the communicable and non-communicable diseases, maternal and child health care, immunization etc. which are entirely different compared to those assigned to the category of Staff Nurse. Moreover the pay scale assigned to this category has been at a comparatively higher level in the 1999, 2005 and 2015 PRCs.

Keeping the above aspects in view the Commission assigns the following pay scales:

Head Nurse	₹. 45830-130580 (Grade 18)
Staff Nurse	₹. 40970-124380 (Grade 16) (improved by one grade)

Commensurate with the above, the category of Sister Tutor in Public Health Nursing School. which is a promotion post for the category of Staff Nurse and which is equivalent to the categories of Head Nurse and Nursing Tutor Grade-II, both of whom are at pay grade-18, is also assigned the same revised pay scale of ₹.45830-130580. (Grade-18). This scale would be applicable to the category of 'Sister Tutor' in both the Directorates of Family Welfare and Medical Education. (In the 2010 RPS this category was assigned Pay Grade 18 in the Directorates of Family Welfare and Pay Grade 17 in the Directorates of Medical Education)

The above recommended revision of pay scales shall be equally applicable to the Head Nurses and Staff Nurses working in the Insurance Medical Service.

v. Pharmacists

18. Pharmacy Supervisor	₹. 31460-84970 (Grade 19)
19.. Pharmacist Grade-I	₹. 24440-71510 (Grade 14)
20. Pharmacist Grade-II	₹. 21230-63010 (Grade 11)

Request: It is represented that the Pharmacists constitute a strong and vital stream of the health care team. Their responsibilities include dispensing medicines, monitoring patient health and regulating the dosage of medication depending upon the response of the patient. They educate the patients about proper dosage of medicines as per the prescription and advice of the doctors, nurses and other health professionals. The Pharmacists strive to cure diseases and eliminate/reduce symptoms. They are also responsible for proper storage of medicines/surgical equipments/ vaccines, preparation of indents, keeping a watch on dates of expiry of various medicines, disposing off expired drugs, looking after office work and imparting practical training to pharmacy students. In addition they perform duties pertaining to e-aushadhi, and maintenance of cold chain etc. It is alleged that the Pharmacists are being assigned lower pay scales than many other categories who were drawing lesser pay scales in the 1974 and 1978 Pay Revisions.

Pharmacy Supervisor -

The Pharmacy Supervisor is stationed at the District Medical and Health Offices, Teaching Hospitals and District Headquarters Hospitals. It is requested to assign a pay scale on par with the Administrative Officer and Nursing Superintendent Grade II. There is another request to assign a pay scale on par with Health Education & Extension Officer.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Pharmacy Supervisor						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	15280-40150 (18)	31460-84970 (19)	Pharmacist Grade I ₹.24440-71510 (14)	
Compared Post: Nursing Superintendent Grade II						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	35120-87130 (20)	Head Nurse ₹.29760-80930 (18)	Nursing Superintendent Grade I ₹. 40270-93780 (22)
Administrative Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹.29840-78910 (17)	Assistant Director ₹.40270-93780 (22)
Health Education & Extension Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy District Extension and Media Officer ₹.31460-84970 (19)	District Extension and Media Officer ₹.40270-93780 (22)
Mode of Appointment: By promotion from Pharmacist Grade I.						
Pharmacist Grade I						
Request: It is stated that the category of Pharmacist Grade II, a step below the Pharmacist Grade-I, used to carry higher scale than that of the Assistant Para Medical Officers (former Non-Medical Assistant) and Staff Nurse in 1975. The Pharmacist Grade I is a promotion post to Pharmacist Grade II and one gets promotion after thirty long years and in many cases even more than that whereas the mode of appointment of the Staff Nurse and Assistant Para Medical Officer is by Direct Recruitment. There are only 65 posts of Pharmacist Grade II. It is requested to assign a pay scale on par with Head Nurse and Public Health Nurse.						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion post
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	24440-71510 (14)	Pharmacist Grade II ₹.21230-63010 (11)	Pharmacist Supervisor ₹.31460-84970 (19)
Compared Post: Head Nurse						
2525-5390 (14)	4850-10250 (14)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Staff Nurse ₹.25140-73270 (15)	Nursing Superintendent Grade II ₹.35120-87130 (20)
Compared Post: Public Health Nurse						
2525 - 5390 (14)	5000 - 10600 (15)	7770 - 18575 (16)	14860-39540 (17)	28940 - 78910 (17)	Multipurpose Health Supervisor(F) ₹.23100-67990 (13)	Community Health Officer ₹.31460-84970 (19)
Mode of Appointment: Promotion from Pharmacist Grade II						
Pharmacist Grade II: It is represented that the qualification and duration of training of Pharmacist Grade-II are higher than those of Radiographer, Refractionist and Health Inspector. All these categories were in the same scale of pay in the 1974 Pay Scales. However, the Pharmacist Grade-II is being assigned lesser pay scale in the subsequent Pay Revisions. It is requested to assign the pay scales enjoyed by other Technical Diploma holders to the Pharmacist Grade II, as recommended by the AICTE, or they should be given the pay scale of Staff Nurse. During the meeting with the Associations there was a request for the pay scale on par with that of the Multipurpose Health Supervisors.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)	Direct Recruitment	Pharmacist Grade I ₹.24440-71510 (14)
Compared Post: Staff Nurse						
2315-4880 (12)	4430-9300 (12)	6675-15500 (13)	12910-36700 (15)	25140-73270 (15)	Direct Recruitment	Head Nurse ₹.29760-80930 (18)

Compared Post: Radiographer						
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	11530-33200 (12)	23100-67990 (13)	Dark Room Assistant ₹.18400-55410(09)	Chief Radiographer ₹.28940-78910 (17)
Compared Post: Refractionist						
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	11530-33200 (12)	24440-71510 (14)		
Compared Post: Multipurpose Health Supervisor						
2075 - 4270 (10)	3950 - 8150 (10)	5750 - 13030 (10)	11530 - 33200 (12)	23100 - 67990 (13)	Multipurpose Health Assistant ₹.21230 - 63010 (11)	Multipurpose Health Extension Officer ₹.25140- 73270 (15)
Mode of Appointment: By Direct Recruitment						
Qualification: Intermediate or its equivalent examination with a Diploma in Pharmacy (2 years) awarded by the Andhra State Board of Technical Education plus 3 months internship						

Recommendations:

Pharmacy Supervisor: Comparison has been drawn with posts whose functional domains are totally different. Considering the qualification, duties and responsibilities, the Commission feels that the existing pay scale is adequate and therefore status quo may be maintained.

Pharmacist Grade-I & II: It is seen that in respect of the Pharmacist Grade-II, the compared posts have all along carried relatively higher pay scales. The Commission finds that the basic academic qualification for the compared technical post of Refractionist is Intermediate. The subsequent additional qualifications is a two year Certificate Course of Refractionist and Optician. It is a standalone post without any promotion channel. In respect of Radiographers the qualification is higher i.e. a Graduation Degree with Physics as a subject and a pass in CRA examination. The post of MPHS is a first level promotion post for MPHA and functionally it is not comparable to that of Pharmacist Grade-II. The Staff Nurse is also not comparable from any angle.

Similarly the categories cited for comparison in respect of Pharmacist Grade-I are not functionally equivalent to it. During discussions with the service association of Pharmacists, the Commission was apprised of the heavy work load

placed on these functionaries relating to dispensation of medicines, maintenance and reporting of stock position etc.

Keeping the duties and responsibilities in view, the Commission feels it would be proper to enhance the pay grades of Pharmacist Grade-II and Grade-I by two and one grade respectively. Accordingly, the following pay scales are assigned:

Pharmacy Supervisor	₹. 48440-137220 (Grade-19)
Pharmacist Grade-I	₹. 38720-118390 (Grade-15)
Pharmacist Grade-II	₹. 35570-109910 (Grade-13)

These recommendations shall also apply to the same categories in Insurance Medical Service.

(vi) Social Science

- | | |
|---|----------------------------|
| 21. Social Science Instructor | ₹. 31460- 84970 (Grade 19) |
| 22. Lecturer in Social Science
(Former Medico Social Worker Grade I) | ₹. 31460- 84970 (Grade 19) |
| 23. Medico Social Worker Grade II | ₹. 25140- 73270 (Grade 15) |

Social Science Instructor						
Request: It is represented that the post of Social Science Instructor is positioned at the Regional Training Centers. The incumbents assist in planning, conducting, evaluating and reporting of training and teaching programmes organized by the training centers. They teach Social Sciences, duly integrating them with concepts of family planning. It is stated that though it is a teaching post and the required qualification is post-graduation, it carries a relatively lesser pay scale than that of the Chief Dietician, Deputy Director (MEM) and Assistant Director of Nursing. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.49870-100770 (25).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Lecturer in Social Science ₹.31460- 84970 (19)	

Compared Post: Chief Dietician						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Bio Chemist/Dietician ₹. 35120- 87130 (20)	
Deputy Director (MEM)						
4400 - 8700 (23)	8400 - 16525 (23)	12385 - 27750 (23)	21820-48160 (23)	46060-98440 (24)	District Extension and Media Officer ₹.40270-93780 (22)	
Compared Post: Assistant Director (Nursing)						
		11755-26300 (22)	20680-46960 (22)	42490-96110 (23)	Nursing Superintendent Grade I/ Principal Nursing Tutor ₹.40270-93780 (22)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By transfer of Lecturer in Social Science or by Direct Recruitment						
Qualification: B.A. with Diploma in Health Education or DSSA or MA (Sociology) or MA (Social Work) including Family Planning						
Lecturer in Social Science						
Request: It is represented that the Lecturer in Social Science teaches Sociology and Behavioural Science to the students of MBBS, conducts seminars for medical students in rural and urban areas and counsels patients suffering from dreadful diseases like TB, HIV and Cancer. They are classified as teaching staff. It is requested that a pay scale corresponding to ₹.40270-93780 (Grade-22) be assigned to them.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550 - 9600 (13)	*9285-21550 (19) 6675-15500 (13)	*16150-42590 (19) 12910-36700 (15)	31460-84970 (19)	Medico Social Worker Grade II ₹.25140- 73270 (15)	Social Science Instructor ₹.31460- 84970 (19)
* As personal to those who were recruited with P.G. Qualification in Siddhardha Medical College which was brought under the Administration Control of Medical Education Department.						

Posts compared: Lecturer/Librarian/Physical Director in Government Degree Colleges						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	20680-46960 (22)	40270-93780 (22)	Junior Lecturer ₹.37100-91450 (21)	Principal In case of Lecturers
Mode of Appointment: By promotion from Medico Social Worker Grade II						
Qualification: (i) Post Graduate Degree i.e. MSW (Master of Social Work). In case the candidates with the Post Graduate Degree in Social Work are not available, candidates with M.A., Sociology may be considered. (ii) Must have minimum 5 years field work experience in the related posts only i.e., in Andhra Pradesh Medical Subordinate Service employees and Public Health Subordinate Services						
Medico Social Worker Grade II						
Request: It is represented that the Medico Social Workers Grade II are stationed in teaching hospitals. The job involves counselling of the patients suffering from dreadful diseases like TB, HIV etc. It is requested to assign the Revised pay scale corresponding to the scale of ₹.31460-84970 (Grade 19) on par with the Ophthalmic Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2075-4270 (10)	3950 - 8150 (10)	5750 - 13030 (10)	11530-33200 (12)	25140-73270 (15)		Medico Social Worker Grade I ₹.31460- 84970 (19)
Para Medical Ophthalmic Officer						
2375-5040 (P) (13) 2195-4560 (FE) (11)	4550-9600 (13)	7770-18575 (16)	13660-38570 (P) (16) 12550-35800 (FE) (14)	28940-78910 (17)		
Mode of Appointment: Direct recruitment/ for special reasons transfer from any other service						
Qualification: (i) Bachelor Degree in Social Work or any Degree with Social Work as one of the subjects; and (ii) 2 years field work experience						

Recommendations:

Orders were issued in G.O. Ms. No. 190 Health, Medical and Family Welfare Department dated 17.08.2012 enhancing the qualifications of Medico Social Workers Grade I and Grade II to Post Graduation and Graduation respectively with service experience in the field. Keeping these orders in view the Tenth Pay Revision Commission removed the distinction between those employees who were recruited with P.G. qualification in Siddhardha Medical College, which was brought under the Administration Control of the Medical Education Department, and those borne on the department and assigned them a common scale. Subsequently, orders were issued in G.O. Ms. No. 7 Health Medical and Family Welfare Department dated 30.01.2018 re-designating the post of Medico Socio Worker Grade-I as Lecturer in Social Sciences and conferring gazetted status on it. The Commission finds that as per the relevant Service Rules the category of Social Science Instructor can be filled up by transfer of employees from the post of Lecturer in Social Science. Taking all these aspects into consideration, the following pay scales are assigned:

Social Science Instructor	₹. 57100-147760 (Grade-21) (Enhanced by two grades)
Lecturer in Social Science	₹. 54060-140540 (Grade-20) (Enhanced by one grade)
Medico Social Worker Grade-II	₹. 40970-124380 (Grade-16) (Enhanced by one grade)

The Commission further recommends that on par with the Lecturer in Social Science and Lecturer in Demography, the Lecturer in Entomology (Qualification- M.Sc./B.Sc. (Hons) in Zoology, appointed by direct recruitment/ on tenure basis of Senior Entomologist) shall also carry a pay scale of ₹.54060-140540 (Grade-20) (improved by one grade).

(vii) Medical Record Officer

24. Medical Record Officer	₹. 28940-78910 (Grade 17)
25. Medical Record Technician	₹. 22460-66330 (Grade 12)
26. Medical Record Clerk	₹. 16400-49870 (Grade 07)

Request: It is represented that the functions of the Medical Record Officer include assisting the Resident Medical Officer in upkeep of the case sheets of the patients discharged from wards, in maintaining required records, issue of admission, discharge, death and other certificates. It is stated that the Medical Record Officer and Pharmacist Supervisor were having equal pay scales till the 2005 Pay Revision. Thereafter, the pay scale of the Pharmacist Supervisor was improved substantially in the subsequent pay

revisions compared to that of the Medical Record Officer. Similar is the case with the Librarians. It is further mentioned that the Medical Record Technician also used to have parity with the Pharmacist Grade I till the 2005 Pay Revision but subsequently assigned lesser scale. The qualifications are similar. It is therefore requested to assign the pay scale corresponding to ₹.31460- 84970 (Grade-19) to the Medical Record Officer on par with the Pharmacist Supervisor, ₹.24440-71510 (Grade-14) to the Medical Record Technician on par with the Pharmacist Grade I and ₹.21230- 63010 (Grade-11) to the Medical Record Clerk on par with Pharmacist Grade II.

Medical Record Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Medical Record Technician ₹.22460-66330 (12)	

Compared Post: Pharmacist Supervisor

2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	15280-40510 (18)	31460-84970 (19)	Pharmacist Grade I ₹.24440-71510 (14)	
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Mode of Appointment: By promotion from the lower category (Medical Record Technician) or by direct recruitment if such candidates are not available.

Qualification: (a) A degree of B A., B.Sc., or B.Com. or any equivalent Bachelor Degree. Preference shall be given to a Graduate with Statistics as a subject ;

(b) Preference to candidates with Hospital experience for a minimum period of six months

(c) Preference to candidates with a pass in Lower Grade Typewriting examination or knowledge of typewriting with a minimum speed of 40 words per minute;

(d) Ordinarily one year training as Medical Record Officer in the Christian Medical College, Vellore or any other recognized center or the equivalent thereof

Medical Record Technician

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Medical Record Clerk ₹. 16400-49870 (07)	Medical Record Officer ₹.28940-78910 (17)

Compared Post: Pharmacist Grade I						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	24440-71510 (14)	Pharmacist Grade II ₹.21230-63010 (11)	Pharmacist Supervisor ₹. 28940-78910 (17)
Mode of Appointment: By transfer on promotion from the lower category (Medical Record Clerk) or by direct recruitment if such candidates are not available.						
Qualification: (a) Pass in Intermediate or equivalent (b) Pass in Lower Grade Type writing Examination or knowledge of type writing with minimum speed of 40 words per minute (c) Competence in written and spoken English (d) Three months training as Medical Record Technician in the Christian Medical College, Vellore or in any other recognized Center or the equivalent thereof (e) Preference to candidates with Hospital experience for a minimum period of six months.						
Medical Record Clerk						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)		Medical Record Technician ₹.22460-66330 (12)
Compared Post: Pharmacist Grade II						
1975-4010 (09)	3750-7650 (09)	5470-12325 (09)	10900-31550 (11)	21230-63010 (11)	Direct Recruitment	Pharmacist Grade I ₹.24440-71510 (14)
Mode of Appointment: By transfer from lower category or by direct recruitment if such candidates are not available.						
Qualification: (a) Pass in S.S.L.C./H. S C/Matriculation or any other equivalent examination; (b) Preferably pass in Lower Grade Type Writing Examination or knowledge of type wiring with a minimum speed of 40 words per minute; (c) Ability in written English.						

Recommendations:

The Medical Record Officer supervises the lower level staff of the Medical Record Department, co-ordinates with Doctors. Nurses and Pharmacy staff, audits case sheets and attends Medical Boards and Law Courts with relevant records. The Medical Record Technician collects the Birth and Death Registration Certificate, assists the Medical Board and points out deficiencies in Case Sheets. The Medical Record Clerk issues in-patient/ out-patient tickets and Case Sheets and collects and maintains records and statistics. Basically they perform medical records maintenance and management work. These three categories of posts are in the direct line of promotion in the hierarchy of Medical Record Staff.

The posts of Medical Record Officer, Medical Record Technician and Medical Record Clerk do not compare with the Pharmacists and Librarians as the job charts and job requirements are entirely different. Their qualifications are also different. Historically, these three categories used to have parity with the Ministerial Service posts of Superintendent, Senior Assistant and Junior Assistant respectively. However the qualification levels of the Junior/Senior Assistants in APMS have been enhanced since 2014 to the level of Graduate Degree with proficiency in Office Automation with usage of computer and associated software. No similar changes in the qualification levels of the Medical Record Technician and Medical Record Clerk through amendment of the Service Rules have been placed before the Commission. The qualification levels in respect of the Medical Record Officer and Superintendent are however equivalent.

Keeping the above in view, the following pay scales are assigned:

Medical Record Officer	₹. 45830-130580 (Grade-18) (improved by one grade on par with Superintendents)
Medical Record Technician	₹. 34580-107210 (Grade-12)
Medical Record Clerk	₹. 25220-80910 (Grade-7)

(viii) Non-Medical Assistant

27. Non-Medical Assistant (Gazetted) ₹. 35120- 87130 (Grade 20)

28. Non-Medical Assistant (Non-Gazetted) ₹. 28940-78910 (Grade 17)

29. Non-Medical Demonstrator ₹. 22460-66330 (Grade 12)

Request: It is represented that originally the posts of Non-Medical Assistants and Non-Medical Demonstrators were created in 1979. They demonstrate and teach analytical chemistry practical classes to under Graduate and Post Graduate medical students. Thus they are in the teaching side whereas the post of Junior Analyst is in the hospital side. However, the category of Junior Analyst has been made as a feeder category to the post of Non-Medical Assistant (Gazetted). The Junior Analyst has another channel of promotion as Senior Analyst. The inclusion of Junior Analyst is disadvantageous to the Non-Medical Assistants and Non-Medical Demonstrators. It is requested to assign the Revised Pay scales corresponding to the scales of ₹.40270- 93780 (Grade-22), ₹.31460-84970 (Grade-19) and ₹. 28940-78910 (Grade-17) to the Non-Medical Assistant (Gazetted), Non-Medical Assistant (Non Gazetted) and Non-Medical Demonstrator respectively.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Non-Medical Assistant(Gazetted)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Non-Medical Assistant (N.G.) ₹.28940- 78910 (17) Junior Analyst ₹.28940-78910 (17)	

Mode of Appointment: By transfer of a qualified Non-Medical Assistant (Non Gazetted), District Malaria Officer (Non Gazetted) and Junior Analyst, and if not available, by direct recruitment.

Qualification: Transfer- B.Sc. with Chemistry and five years of service in the feeder category.

Direct Recruitment: First Class M.Sc. in Chemistry or an equivalent qualification

Non-Medical Assistant to the Professor Bio Chemistry/Bacteriology (Non-Gazetted)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	12910-36700 (15)	28940-78910 (17)	Non-Medical Demonstrator ₹.22460-66330 (12)	Non-Medical Assistant (Gazetted) ₹.35120- 87130 (20)
Mode of Appointment: Non-Medical Assistant to the Professor of Bio Chemistry/Bacteriology: By transfer from Non-Medical Demonstrators of Bio-Chemistry or from any other class or category of the same or any other service or, if not available, by Direct Recruitment						
Qualification: Non-Medical Assistant to the Professor of Bio Chemistry– M.Sc. by research in Bio-chemistry or Chemistry or a first or second class degree in M.Sc. or B.Sc. (Hons) in Bio Chemistry. These qualifications shall not be necessary for a Non-Medical Demonstrator who has put in five years of service in that post; Non-Medical Assistant to the Professor of Bacteriology - a first or second class degree in M.Sc. or B.Sc. (Hons) in Chemistry.						
Non-Medical Demonstrator (Non Gazetted)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11530-33200 (12)	22460-66330 (12)		Non-Medical Assistant (Gazetted) ₹.28940-78910 (17)
Mode of Appointment: By Direct Recruitment or for special reasons by transfer from other Subordinate Services						
Qualification: B.Sc. with Chemistry as one of the subjects						

Recommendations:

No comparison has been drawn with any other category and no anomaly has been pointed out. The grievance is about inclusion of Junior Analyst as one of the feeder categories for promotion to the post of Non-Medical Assistant (Gazetted). The request for its exclusion involves amendment of the Service Rules and does not come under the purview of the Pay Revision Commission. Keeping the

qualifications and duties and responsibilities attached to the post in view, the following pay scales are assigned to these categories:

Non-Medical Assistant (Gazetted)	₹. 54060-140540 (Grade-20)
Non-Medical Assistant (Non-Gazetted)	₹. 45830-130580 (Grade-18) (Improved by one grade)
Non-Medical Demonstrator	₹. 35570-109910 (Grade-13) (Improved by one grade)

(ix) Library staff

30. Librarian	₹. 40270-93780 (Grade 22)
31. Assistant Librarian	₹. 35120-87130 (Grade 20)

Librarian						
Request: It is stated that the educational qualifications prescribed for the post of Librarian are a Post Graduate Degree and a Post-Graduation in Library Science. It is requested to assign the Revised Pay Scale corresponding to the pay scale of ₹.42490- 96110 (Grade 23). There is another request to assign the Revised Pay Scale corresponding to the pay scale of ₹.49870-100770 (25) on par with Chief Dietician/Chief Biochemist.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	20680-46960 (22)	40270-93780 (22)	Assistant Librarian ₹.35120-87130 (20)	
Chief Dietician / Chief Bio-Chemist						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Bio Chemist/ Dietician ₹. 35120- 87130 (20)	
Mode of Appointment: By promotion from the category of Assistant Librarian/Direct Recruitment						
Qualification: By promotion: B.A./B.Sc./B.Com. and M.L.Sc. or M.A./M.Sc./M.Com with B.L.Sc. By Direct Recruitment: First or Second Class M.A./M.Sc./M.Com with M.L.Sc. Desirable: 1. Degree in Biology. 2. Knowledge of Computerized databases and experience with a bibliographic utility such as medicine 3. Effective communication skills.						

Assistant Librarian.						
Request: It is represented that the educational and technical qualifications for the post are any Bachelor Degree along with a Bachelor Degree in Library Science. It is requested for a pay scale which is an improved Revised Pay Scale corresponding to the present scale of ₹.37100- 91450 (Grade-21)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	18030-43630 (20)	35120-87130 (20)		Librarian ₹.40270-93780 (22)
Mode of Appointment: By Direct recruitment or by transfer from any other category						
Qualification: Any Graduate Degree and also Degree in Bachelor of Library Science. Desirable-Degree in Biology. Knowledge of Computerized database.						

Recommendations:

The post of Librarian does not compare with that of the Chief Dietician/Chief Biochemist as the functions are entirely different. In respect of the category of Assistant Librarian no comparison has been drawn with any post. At present the pay scale of the category of Librarian of Medical Colleges is at par with that of the Librarian of Degree Colleges. There is no strong reason to deviate from the same. Hence the same parity is continued and accordingly the corresponding pay scale of ₹.61960-151370 (Grade-22) is assigned to the category of Librarians.

Coming to Assistant Librarians, it is considered that the pay scale is adequate keeping in view the qualifications and duties and responsibilities. Accordingly, a corresponding pay scale of ₹.54060-140540 (Grade-20) is assigned to this category.

14.(d). DRUGS CONTROL ADMINISTRATION DEPARTMENT

The Drugs Control Administration initially used to be an integral part of the Directorate of Medical Services. A separate Head of Department of Drugs Control Administration was established in the year 1981. The mission of the Department is **to ensure availability of efficacious and quality drugs at affordable prices, as fixed by the National Pharmaceutical Pricing Authority (NPPA), to the public and to make the state of Andhra Pradesh free of spurious drugs.** The main objective of the department is to ensure that the drugs used for prevention, mitigation or treatment of diseases are made available to the public with required standards of quality, purity, strength and are packed in containers giving all necessary information about the drug along with its manufacturer. The department regulates the manufacture, sale and distribution of medicines and NDPS in the State. The Department implements the following statutes:

- Drugs and Cosmetics Act, 1940 and Rules. 1945;
- Drugs and Magic Remedies (Objectionable Advertisement) Act, 1954 and Rules thereunder;
- Drugs (Price Control) Order, 2013 read with Essential Commodities Act, 1955;
- A.P. Narcotic Drugs and Psychotropic Substances Rules, 1986.

The organizational set up of various functionaries in Drugs and Control Administration are broadly classified into two wings:

- The Enforcement Wing enforces various relevant statutes in the State
- The Laboratory Wing performs Tests/Analysis of various Drugs/Cosmetics samples sent for analysis and issues Certificate of Tests/Analysis

The Department is headed by the Director General, assisted by the Director, two Joint Directors at the Zonal level, four Deputy Directors at the Regional level, thirteen Assistant Directors in Districts and fifty eight Drug Inspectors. The Laboratory Wing is manned by a Joint Director (Lab.), Senior and Junior Scientific Officers, Junior Analysts and other supporting staff.

The issues raised by the departmental employees are discussed below:

Enforcement Wing:

- | | |
|-----------------------|----------------------------|
| 1. Director | ₹. 66330-108330 (Grade 29) |
| 2. Joint Director | ₹. 52590-103290 (Grade 26) |
| 3. Deputy Director | ₹. 46060-98440 (Grade 24) |
| 4. Assistant Director | ₹. 37100-91450 (Grade 21) |
| 5. Drugs Inspector | ₹. 31460-84970 (Grade 19) |

Director						
Request: It is represented that the post of Director is to be filled by promotion from the category of Joint Director. The powers and duties of the Director, Drugs Control Administration are similar to those of the Director of Insurance Medical Services, Director, Institute of Preventive Medicine, Director of Boilers and Director of Factories. The jurisdiction of the Director Drugs Control Administration is stated to be the entire State. It is contented that similar other posts like Directors of Agriculture Marketing Department and State Audit, Additional Director of Municipal Administration, Additional Inspector General of Registration and Stamps and Additional Commissioners of Panchyat Raj and Rural Employment and Prohibition and Excise, who were earlier on par with the Director of Drugs Control Administration Department, were assigned higher pay scales by the Tenth Pay Revision Commission. Finally, it is requested to assign the pay scale corresponding to ₹.80930-110850 (Grade 31).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Director ₹. 52590-103290 (26)	
Compared Post: Director (IPM)						
7580-10100 (31)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Additional Director ₹.80930-110850 (31)	
7070-10100 (30)						
Compared Post: Director (Insurance Medical Services Department)						
7070-10100 (30)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Special Grade Civil Surgeon ₹.66330-108330 (29)	

Compared Post: Director (Boilers Department)						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Joint Director (Boilers) 61450-105810 (28)	
Compared Post: Director (Factories Department)						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Joint Chief Inspector of Factories ₹.66330-108330 (29)	
Mode of Appointment: By promotion from Joint Director						
Qualifications: (i) A Degree in Pharmacy or Pharmaceutical Chemistry or Medicine with specialization in Clinical Pharmacology or Microbiology and (ii) Experience in manufacturing or testing of drugs or enforcement of the provisions of the Act for a minimum period of five years						

Recommendations:

The categories of posts, with which comparison has been drawn, handle professional technical works of entirely different nature. The qualifications prescribed for those posts are in Medical and Engineering disciplines respectively while that stipulated for the post of Director, Drugs Control Administration is in the field of Pharmacy. It is observed that right since the 1993 RPS the successive PRCs have assigned higher pay grades to the compared posts. It is also seen that the category of Director is a promotion post for the category of Joint Director and there is no post of Additional Director. The Commission, after taking into account the above aspects and relative scopes of jobs performed, qualifications prescribed, position in the departmental hierarchy etc., assigns the pay scale of ₹.101970-174790 (Grade-29) to the post of Director, Drugs Control Administration, thus maintaining status quo.

Joint Director
Request: It is represented that the jurisdiction of the Joint Director, Drugs Control Administration is the entire State. The powers, duties and technical qualifications of this post are similar to those of the Joint Directors of Agriculture, Animal Husbandry, Industries, Town and Country Planning, Boilers, Family Welfares, Insurance Medical Services Department etc. But there is disparity in the pay scales and hence parity in pay scale has been requested.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	52590-103290 (26)	Deputy Director ₹.46060- 98440 (24)	Director ₹.66330-108330 (29)
Compared post: Joint Director (Agriculture)/ Joint Director (Animal Husbandry)						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Respective feeder category ₹.49870-100770 (25)	Respective promotion category ₹.66330-108330 (29)
Joint Director (Industries Dept.)						
5040-8700 (25)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.66330-108330 (29)
Joint Director (Town & Country Planning Dept.)						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	56870-105810 (27)	Deputy Director ₹.46060-98440 (24)	Additional Director ₹.66330-108330 (29)
Joint Director (Family Welfare Dept.)						
5390-8980 (26)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Project Officer District Immunization Officer ₹.49870-100770 (25)	Additional Director ₹.80930-110850 (31)
Joint Director (Insurance Medical Services Dept.)						
5390-8980 (26)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870-100770 (25)	Special Grade Civil Surgeon ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Deputy Director						

Recommendations:

The observations made above for the post of Director relating to parity in pay scale with compared categories apply to this category also. It is also pertinent to note that all the compared posts were assigned higher pay grades than that of the Joint Director, Drugs Control Administration right since the 1993 RPS. The Commission feels that, considering the nature and scope of duties, span of control and responsibilities attached, the present pay scale is appropriate and accordingly assigns the corresponding pay scale of ₹.80910-166680 (Grade-26) to this post.

Deputy Director						
Request: It is represented that the post of Deputy Director of Drug Control Administration is to be filled in by promotion from the category of Assistant Director. The duties and qualifications of this post are similar to that of Deputy Directors of Rural Development, Agriculture and Animal Husbandry Departments. But there is disparity in pay scales and it is requested to establish parity.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100- 91450 (21)	Joint Director ₹.52590-103290 (26)
Compared post: Deputy Director (Agriculture)						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-110077 0 (25)	Asst. Director,, Agriculture ₹.40270-93780 (22)	Joint Director of Agriculture ₹.56870-105810 (27)
Compared post: Deputy Director (Animal Husbandry)						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	25600-50560 (25)	49870-100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint Director ₹.56780-105810 (27)
Mode of Appointment: By promotion from the category of Assistant Director						
Assistant Director						
Request: It is represented that the Assistant Director is a promotion post to the post of Drugs Inspector. The powers, duties and technical qualifications for this post are similar to those of the Assistant Food Controller, Assistant Directors of Agriculture, Horticulture and						

Ground Water Departments. But there is disparity in pay scales and it is requested to bring parity among all the Assistant Directors.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Drugs Inspector ₹. 31460- 84970 (19)	Deputy Director ₹. 46060- 98440 (24)
Compared post: Assistant Food Controller						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	40270-93780 (22)	Gazetted Food Inspector ₹. 35120-87130 (20)	Deputy Food Controller ₹. 46060- 98440 (24)
Assistant Director (Agriculture)						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Agricultural Officer ₹. 35120-87130 (20)	Deputy Director of Agriculture ₹.49870-100770 (25)
Assistant Director (Animal Husbandry)						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Veterinary Assistant Surgeon ₹.35120-87130 (20)	Deputy Director ₹.49870-100770 (25)
Assistant Director (Ground Water Dept.)						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Assistant Hydrologist/ Hydrogeologist/ Geophysicist ₹.37100-91450 (21)	Deputy Director (Hydrology/ Hydrogeology/ Geophysics) ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Drugs Inspector						

Recommendations:

Considering the qualification level, extent of public interface, technical and regulatory nature and scope of duties attached to the categories of Deputy and Assistant Directors of Drug Control Administration and comparing them with equivalent categories in the other technical departments cited above, the Commission is of the view that:

- a) **Deputy Director: the present pay scale is appropriate and accordingly the corresponding scale of ₹.70850-158880 (Grade-24) is assigned.**
- b) **Assistant Director: the present pay scale is appropriate and accordingly the corresponding scale of ₹.57100-147760 (Grade-21) is assigned.**

Drugs Inspector						
Request: It is represented that though the qualifications required for the post of Drugs Inspector is a Bachelors Degree in Pharmacy or Pharmaceutical sciences or Medicine, many of the Drug Inspectors possess MBBS and some possess MBBS with specialization in Clinical Pharmacology and Micro Biology. The basic qualification prescribed for the post itself indicates the importance of the post and there is a need to attract more talented personnel and retain them. Pharmacy has been recognised as a technical qualification by the AICTE. The Gazetted Food Inspector and Drugs Inspector which are under one umbrella are carrying same scale of pay in many States. Further, the Drugs Inspector used to be on par with many categories such as Gazetted Food Inspector, Assistant Executive Engineer, Agricultural Officer, Horticultural Officer, Assistant Treasury Officer (ATO), Mandal Revenue Officer (MRO)/ Tahsildar, Mandal Parishad Development Officer, Inspector of Police (CI), Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer) and Mandal Education Officer (MEO) till Ninth Pay Revision. It is requested to assign the pay scale of 35120-87130 (Grade 20).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Junior Analyst ₹.28940- 78910 (17)	Assistant Director ₹.37100- 91450 (21)
Compared post: Gazetted Food Inspector						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Food Inspector (Non Gazetted) ₹.28940- 78910 (17)	Assistant Food Controller ₹.40270-93780 (22)

Assistant Executive Engineer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	37100-91450 (21)	Assistant Engineer ₹31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)
Agricultural Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Agricultural Extension Officer Gr-I ₹.29760-80930 (18)	Assistant Director ₹.40270-93780 (22)
Horticultural Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Assistant Grade II ₹.16400-49870 (07)	Assistant Director (Horticulture) ₹.40270-93780 (22)
Assistant Treasury Officer (ATO)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Treasury Officer/ Junior Accounts Officer ₹.28940-78910 (17)	Accounts Officer/ Assistant Director ₹.40270-93780 (22)
Mandal Revenue Officer/Tahsildar/ Inspector of Police/ Dy. Asst Commissioner of State Tax						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Respective feeder category ₹. 28940-78910 (17)	Respective feeder category ₹.40270-93780 (22)
Mandal Development Officer						
3110-6380 (18)	5980-12100 (18)	9285-2155 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹.29760-80930 (18)	Deputy Chief Executive Officer ₹. 42490-96110 (23)
Mandal Education Officer (MEO)						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	3512087130 (20)	School Assistant, Grade-I Language pandit, Head Master of Primary schools ₹.28940-78910 (17)	Gazetted Head Master Gr-I / Deputy Educational Officer ₹. 40270-93780 (22)
Mode of Appointment: By Direct Recruitment/transfer from Junior Analyst						
Qualification: Degree in Pharmacy or Pharmaceutical Sciences or Medicine with specialization in Clinical Pharmacology or Microbiology.						

Recommendations:

This category has technical qualifications and exercises regulatory and enforcement functions. It is observed that this category was enjoying the same pay scale as that of the Food Inspector till the 2010 RPS. This parity was upset in the 2015 RPS. The other compared posts are functionally different in nature. The Commission feels that it would be appropriate to restore the earlier parity with Food Inspectors and accordingly assigns the pay scale of ₹.54060-140540 (Grade-20) to this category.

Laboratory Wing

6. Senior Scientific Officer ₹. 42490-96110 (Grade 23)
7. Junior Scientific Officer ₹. 35120-87130 (Grade 20)

Senior Scientific Officer						
Request: It is represented that the Senior Scientific Officer is a supervisory officer. He receives samples of drugs and cosmetics from the Drugs Inspectors. He is responsible for maintaining all the records relating to analysis and inventory management of equipments. He works in close association with Junior Scientific Officer for smooth analysis of samples and troubleshoots any technical errors that may arise during the routine analysis. The Senior Scientific Officer is notified as Government Analyst and attends to courts on receiving summons in case of NSQs on behalf of the department. The Senior Scientific Officer was at par with the Deputy Director till the 2015 Pay Revision. The parity was disturbed when a higher pay scale was assigned to the Deputy Director. It is requested to assign the pay scale of ₹.46060-98440 on par with the Deputy Director.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	42490-96110 (23)	Junior Scientific Officer ₹.35120-87130 (20)	Joint Director (Lab) ₹.49870-100770 (25)
Compared Post: Deputy Director						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.37100-91450 (21)	Joint Director ₹.49870-100770 (25)

Mode of Appointment: By Promotion from the cadre of Junior Scientific Officer.						
Junior Scientific Officer						
Request: It is represented that the Senior Scientific Officer is a supervisory officer. He receives samples of drugs and cosmetics from the Government Analyst and allots the same to the Junior Analyst and advises the method of analysis. In case a standard quality sample has not been reported by the Junior Analyst, the Junior Scientific Officer repeats the analysis and confirms the result. He maintains Good Laboratory Practices as per norms. He updates know-how by procuring or developing method of analysis of new drugs and for this purpose browses the available literature or the internet for validation. He is responsible for maintenance and calibration of analytical equipment and so on. The nature of duties compare with that of the Chemist in Mines and Geology Department with similar qualifications but whose pay scale is ₹.37100-91450. Further, comparison is drawn with the Assistant Director of Drugs Control Administration on the plea that the Junior Scientific Officer and Assistant Director were on par till the Ninth Pay Revision. In the Tenth Pay Revision, the Assistant Director was assigned a higher pay scale leaving the Junior Analyst at the corresponding pay scale. Finally, it is requested to assign the pay scale of ₹.37100-91450 (Grade-21) on par with the Assistant Director.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Junior Analyst ₹.28940-78910 (17)	Senior Scientific Officer ₹.42490-96110 (23)
Compared Post: Assistant Director of Drugs Control Administration						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Drugs Inspector ₹.31460-84970 (19)	Deputy Director ₹.46060-98440 (24)
Compared Post: Chemist in Mines and Geology Department						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Assistant Chemist ₹.31460-84970 (19)	Deputy Director (Chemist) ₹.46060-98440 (24)
Mode of Appointment: By Direct Recruitment/by transfer from the category of Junior Analyst						
Qualifications: By transfer - (1) Associateship Diploma from the Institution of Chemists (India) or B.Sc. in Chemistry as one of the main subject. Must have a minimum of five years of experience in the analysis of food and drugs in a laboratory under a Public Analyst/ Government Analyst or the Head of an Institution specially approved for that purpose by the Government (2) 5 years of satisfactory service as a Senior Scientific Assistant or Junior						

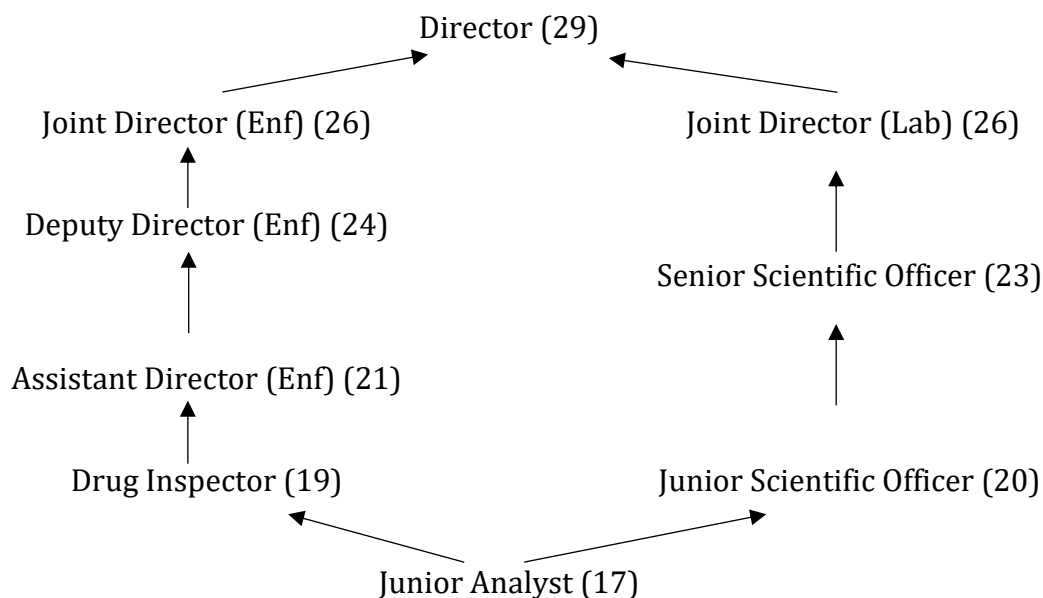
Analyst.

Provided that the other things being equal preferences shall be given to those possessing M.Sc. in Chemistry or M.Sc. (Food and Drugs) or M. Pharma with special subjects of analysis of Food and Drugs or those who have acquired the Associateship Diploma from the Institution of Chemists (India) and B.Sc. with Chemistry as one of the main subjects.

Direct Recruitment: First or Second Class M.Sc. Degree in Chemistry. practical experience in food and drug analysis laboratory of a good repute for three years. Or M.Sc. (Food and Drugs)/M. Pharma or Associateship Diploma from the Institution of Chemists (India) with special subject of analysis of food and drugs or equivalent and practical experience in food and drug analysis laboratory of a good repute for two years.

Recommendations:

The Commission has studied the channels of promotion in the Department and they can be represented as follows:



It is observed from the above that the Junior Analyst is the common feeder category for the next promotion cadre in both the Enforcement as well as the Laboratory wings. The Joint Directors of Enforcement and Laboratory wings are both at the same pay grade (26) and constitute the common feeder category for promotion to the post of Director. However in the Enforcement Wing there are three levels of hierarchy between the posts of Junior Analyst and Joint Director whereas in the Laboratory wing there are only two. There has been intra wing parity in pay scales in the past (up to the 2010 Pay Revision) between the Deputy Director and Senior Scientific Officer and similarly also between the Assistant Director and Junior Scientific Officer. This parity was disturbed in the 2015 RPS.

Considering the above aspects, qualifications prescribed and the duties and responsibilities attached, the Commission feels it appropriate to restore the earlier parity and assign the pay scales of ₹.70850-158880 (Grade-24) and ₹.57100-147760 (Grade 21) to the categories of Senior Scientific Officer and Junior Scientific Officer respectively.

The above recommendations will also be applicable to the equivalent categories of Senior Scientific Officer and Junior Scientific Officer in the Institute of Preventive Medicine.

8. Junior Analyst ₹. 28940-78910 (Grade 17)

Request: It is represented that the Junior Analyst assesses the quality of drugs and cosmetics allotted by the Junior Scientific Officer. Most of the recent direct recruits possess M.Sc. qualification. It is requested to assign a pay scale corresponding to ₹.29760-80930 (Grade 18).						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	7200-16925 (14)	13660-38570 (16)	28940-78910 (17)	Laboratory Technician ₹.16400-49870 (07)	Junior Technical Officer ₹.35120-87130 (20)
Mode of Appointment: By Direct Recruitment/promotion of Laboratory Technician						
Qualifications: By Direct Recruitment/promotion – Bachelors Degree in Pharmacy/M.Sc. or its equivalent in Chemistry/Bio Chemistry/Micro Biology or B.Sc. with Chemistry as one of the subject or equivalent examination with Associate Diploma of the Institute with analysis of Drugs and Pharmaceuticals.						

Recommendations:

The category of Junior Analyst forms feeder category to the posts of Drugs Inspector as well as Junior Scientific Officer. Keeping in view the qualifications, duties and responsibilities, a higher pay scale of ₹.45830-130580 (Grade-18) is assigned to the category of Junior Analyst existing in the following departments:

1. Drug Control Administration
2. Directorate of Medical Education
3. Institute of Preventive Medicine

**14.(e). INSTITUTE OF PREVENTIVE MEDICINE, PUBLIC HEALTH LABS AND FOOD
(HEALTH) ADMINISTRATION DEPARTMENT**

The Commission has not received any representation from the employees for revision of pay scales. However, while assigning revised pay scales to the various categories of employees, the Commission has observed certain intra as well as inter-departmental disparities which the Commission seeks to rectify. Accordingly the Commission has amended the pay scales of certain categories for the reasons discussed below:

- | | |
|---------------------------------------|----------------------------------|
| 1. Chief Public Analyst | ₹. 52590-103290(Grade-26) |
| 2. Deputy Chief Public Analyst | ₹. 46060-98440 (Grade 24) |
| 3. Senior Scientific Officer | ₹. 42490-96110 (Grade 23) |
| 4. Junior Scientific Officer | ₹. 35120-87130 (Grade-20) |

Chief Public Analyst						
Pay scales (Grades) assigned from time to time, feeder and promotion categories						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Dy. Chief Public Analyst Rs.46060-98440 (24)	
Mode of Appointment: By promotion from Deputy Chief Public Analyst						
Qualification: M. Sc. /AIC in Chemistry or Bio-Chemistry/Life Sciences (Micro-biology/ Botany/ Zoology)/ Food & Nutrition/Food Technology/Public Health and pass in Public Analyst Test						
Deputy Chief Public Analyst						
		13390-28500 (24)	23650-49360 (24)	46060-98440 (24)	Sr. Scientific Officer 42490-96110 (23)	Chief Public Analyst Rs.27000-51760
Mode of Appointment: By promotion from Senior Scientific Officer						
Qualification: M. Sc. /AIC in Chemistry or Bio-Chemistry/Life Sciences (Micro-biology/ Botany/ Zoology)/ Food & Nutrition/Food Technology/Public Health and pass of Public Analyst Test						

Senior Scientific Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	42490-96110 (23)	Jr. Scientific Officer 35120-87130 (20)	Deputy Chief Public Analyst ₹.46060-98440 (24)
Mode of Appointment: By promotion from Junior Scientific Officer						
Qualification: M. Sc. /AIC in Chemistry or Bio-Chemistry/Life Sciences (Micro-biology/ Botany/ Zoology)/ Food & Nutrition/Food Technology/Public Health and pass of Public Analyst Test						
Junior Scientific Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Junior Analyst ₹.28940-78910 (17)	Senior Scientific Officer 42490-96110 (23)
Mode of Appointment: By transfer of Junior Analyst						
Qualification: M. Sc. /AIC in Chemistry or Bio-Chemistry/Life Sciences (Micro-biology/ Botany/ Zoology)/ Food & Nutrition/Food Technology/Public Health and pass of Public Analyst Test						

Recommendations:

The above mentioned four posts are in the promotional hierarchy of the State Service of I.P.M. Of these, the categories of Senior Scientific Officer and Junior Scientific Officer have all along been enjoying parity in pay scales with the posts of same designations in the Drug Control Department. In view of this, these two categories have already been assigned higher pay grades of 24 and 21 respectively while discussing requests for enhancement of pay scales of various categories of employees of the Drug Control Department. Commensurate with this, the next higher promotion post in the hierarchy, i.e. the Deputy Chief Public Analyst is assigned the Pay Grade-25, thus enhancing it by one pay grade. The pay scale of the highest post in the hierarchy i.e. Chief Public Analyst is in our view adequate. The pay scales of the four categories will thus be as follows:

Chief Public Analyst	₹. 80910-166680 (Grade-26)
Deputy Chief Public Analyst	₹. 76730-162780 (Grade 25)
Senior Scientific Officer	₹. 70850-158880 (Grade 24)
Junior Scientific Officer	₹. 57100-147760 (Grade-21)

5. Deputy Chief Water Analyst ₹. 42490-96110 (Grade 23)

Deputy Chief Water Analyst						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	42490-96110 (23)	Senior Analyst (Water Analyst)	Chief Water Analyst ₹.52590-103290
Mode of Appointment: By promotion from Senior Analyst (Water Analyst)						
Qualification: M.Sc., with Chemistry or Bio-Chemistry or Micro-biology						

Recommendations:

The Commission observes that the category of Deputy Chief Water Analyst has been having parity in pay scale with that of the Senior Scientific Officer. This category is also having similar qualification and functional responsibilities as that of the Senior Scientific Officer. Hence the Commission assigns it a pay scale of ₹.70850-158880 (Grade-24) (improved by one grade)

6. Senior Analyst (Bio Chemistry) ₹. 35120-87130 (Grade 20)

Senior Analyst (Bio Chemist)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Junior Analyst ₹.28940-78910 (17)	Deputy Director Bio Chemist ₹.46060-98440 (24)
Mode of Appointment: By transfer of Junior Analyst						
Qualification: M.Sc Bio- Chemistry with pass in Accounts Test Part I and Part II						

Recommendations:

The Commission observes that the category of Senior Analyst (Bio Chemistry) has been having parity in pay scale with that of the Junior Scientific

Officer. This category is also having similar qualification (M.Sc.) and functional responsibilities as that of the Junior Scientific Officer. Hence the Commission assigns it a par pay scale of ₹.57100-147760 (Grade-21) (improved by one grade)

7. Assistant Director (Production) ₹. 37100-91450 (Grade 21)

8. Assistant Director (Virology) ₹. 31460-84970 (Grade 19)

Assistant Director (Production)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Junior Analyst ₹.28940-78910 (17)	
Qualification: a Bachelor's Degree in Science with Chemistry, Botany or Zoology or Microbiology as one of the optional subjects with a pass in Accounts Tests Part I and II.						
Mode of Appointment: By transfer of Junior Analyst						
Assistant Director (Virology)						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Junior Analyst ₹.28940-78910 (17)	
Mode of Appointment: By transfer of Junior Analyst						
Qualification: M.Sc. (Microbiology) with a pass in Accounts Tests Part I and II						

Recommendations:

No representations have been received from these categories. A perusal of the Service Rules reveals that the post of Assistant Director (Production) including Senior Analyst (Antigen & Antisera), Senior Analyst (Quality Control) and Assistant Director (Virology) form class-E of the Andhra Pradesh Health Laboratories and Food (Health) Administration Services. However, it is noticed that, in Volume-III of the Report of the 10th PRC the pay scales of these four categories have been shown differently as given below:

Assistant Director (Production)	- Grade 21 (improved by one grade over 9 th PRC)
Senior Analyst (Antigen & Antisera)	- Grade-20 (same grade as in 9 th PRC)
Senior Analyst (Quality Control)	- Grade-20 (same grade as in 9 th PRC)
Assistant Director (Virology)	- Grade-19 (same grade as in 9 th PRC)

It is also observed that the above mentioned improvement in pay grade of the Assistant Director (Production) has taken place without any supporting discussion/analysis in Volume-II of the Report of the 10th PRC. Hence the Commission feels that an unintended benefit has accrued to the category of Assistant director (Production). Similarly, the Commission does not find any convincing reason for the assignment of a comparatively lower pay grade (Grade-19) to the category of Assistant Director (Virology) notwithstanding the fact that it requires a higher qualification.

Considering the above, the Commission assigns the following pay scales to these four categories:

Assistant Director (Production) -	<u>₹. 57100-147760 (Grade-21) (PI)</u>
	₹. 54060-140540 (Grade-20) (FE)
Senior Analyst (Antigen & Antisera)/	₹. 54060-140540 (Grade-20)
Senior Analyst (Quality Control)/	
Assistant Director (Virology)	

9. Gazetted Assistant ₹. 35120-87130 (Grade 20)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Lay Secretary and Treasurer Grade II ₹.35120-87130 (20)	Deputy Director (Admn) ₹. 46060-98440 (24)
Mode of Appointment: By promotion from Lay Secretary and Treasurer Grade II/Cost Accountant and Law Officer						
Qualification: A Bachelor's Degree.						

Recommendations:

The post of Gazetted Assistant, along with that of Lay Secretary & Treasurer Grade-I, forms category-III of Class-F in the State Service of IPM. However the pay scale of Lay Secretary and Treasurer Grade-I has been improved by two stages by the Tenth Pay Revision Commission while the Gazetted Assistant has been assigned the corresponding scale. It is also noticed that the pay scale of Gazetted Assistant in Medical Education Department has been improved by two stages to Grade-22 along with that of the Lay Secretary and Treasurer Grade-I. Further, in

the IPM, the pay scale of the feeder category of Lay Secretary and Treasurer Grade-II has been improved by the Tenth Pay Revision Commission and made equal to that of the Gazetted Assistant. Thus an anomaly of feeder and promotion categories getting the same scale of pay has crept in.

Keeping in view the above, the pay scale of ₹.61960-151370 (Grade 22) is assigned to the Gazetted Assistant on par with that of the Lay Secretary and Treasurer Grade I, thus resolving the anomaly.

**14. (f). AYURVEDA, YOGA, NATUROPATHY, UNANI, SIDDHA & HOMOEOPATHY
DEPARTMENT [AYUSH]**

The main objectives of the department are

- i. to serve the people of the State by providing medical relief through Ayurveda, Unani and Homoeopathy systems of medicine,
- ii. to ensure proper development and evaluation of the ancient systems of medicines viz., Ayurveda, Unani and Homoeopathy through Colleges, Research Centres, Hospitals, Dispensaries and Herbal Gardens
- iii. to establish ISM&H Hospitals at district and sub-district levels
- iv. to develop Indian Medicine Pharmacies (Ayurveda and Unani) with a view to supply quality medicines in time to the hospitals and dispensaries
- v. to provide adequate infrastructure to all the Government colleges, hospitals and dispensaries
- vi. to grow medicinal plants in the Government Herbarium.

The Commissioner heads the Department and is assisted by the Additional Directors of Ayurveda, Unani and Homoeopathy. The Additional Director also acts as the Drug Controllers (Licensing Authorities) for the concerned systems. On the administrative side, the Commissioner is assisted by the Deputy Director (Admn), Accounts Officer and Administrative Officer. Besides them, there are Regional Deputy Directors. The Department has separated the teaching and non-teaching cadres. On the teaching side there are Principals, Professors and Readers of P.G. courses, Readers of U.G. Courses, Research Officers, Senior Lecturer, Assistant Professor, Lecturers etc. The non-teaching side is manned by the Chief Medical Officers, Senior Medical Officers and Medical Officers, Drug Inspectors and other equivalent rank officials and their supporting staff.

- | | |
|---|-----------------------------------|
| 1. Additional Director;
Principal/Professor (PG Courses) | ₹. 66330-108330 (Grade 29) |
| 2. Professor (UG Courses)/
Reader (PG Courses)/ Research Officer;
Chief Medical Officer/
Superintendent of Hospital/
Resident Medical Officer/
Chief Superintendent/
Regional Deputy Director/
Inspector, Board of Indian Medicine/
Superintendent of Government Herbarium | ₹. 52590-103290 (Grade-26) |

3. **Assistant Professors/Senior Lecturer/ ₹. 42490-96110 (Grade 23)**
Assistant Research Officer;
Senior Medical Officer/ Senior Medical Officer (L.R.)/
Assistant Medical Officer (Pharmacy)/
Museum Assistant (Herbarium)
4. **Medical Officer/ Medical Officer (L.R.) ₹. 37100-91450 (Grade 21)**
5. **Lecturer/Technical Assistant/ ₹.35120-87130 (Grade-20)**
Inspecting Medical Officer/Drug Inspector

Request: It is represented that all systems of medicine aim at curing the ailing person though the treatment methods applied to achieve this objective may be different. Hence the pay scales of Ayush Doctors, should in all fairness, be at par with those allowed to doctors of equivalent ranks in the allopathic system of medicine. It is stated that the pattern of education, duration of Under Graduation and Post-Graduation courses, mode of entry into service, duties and responsibilities are similar in both the systems. But surprisingly the Dental Assistant Surgeons draw the same pay scale as that of Civil Assistant Surgeons though the duration of studies for the degree of B.D.S. is lesser than that of MBBS. It is stated that the duration of studies of various courses in the Indian Systems of Medicine (Homeo/Ayurveda/Unani) is four and half years with one year compulsory internship, as in the case of MBBS. It is asserted that the Government of India have established parity in pay and allowances and promotional avenues between the Allopathic and Ayurveda Doctors right since the Fifth Central Pay Commission. In many States like Maharashtra, Tamilnadu, Karnataka, Uttar Pradesh, Madhya Pradesh, Rajasthan, Gujarat, Bihar and Delhi there is parity in the pay scales of Allopathic and Ayush doctors and these States have been extending the UGC and AICTE scales to the teaching faculty. It is informed that the High Power Committee headed by Sri P.L. Siva Ram, IAS., appointed by the Government of Andhra Pradesh for suggestions to develop and utilize the benefits from ISM more effectively, recommended for parity in pay and allowances between the Doctors of Ayurveda and Allopathy. The Ranganchary Commission recommended pay scales for Ayush Doctors one stage below the pay scales of the Allopathic doctors. It is pointed out that this recommendation was implemented only in respect of the category of Medical Officer by the 10th PRC, leaving out the rest. Hence it is requested to assign pay scales to the ISM Doctors and equivalent teaching categories on par with the Medical Officers of Allopathy, as given below:

1. Additional Director/ Professor (PG Courses) and equivalent categories on par with the Additional Director of Health
2. Chief Medical Officer/Professor (UG Courses) and equivalent categories on par with the Civil Surgeon
3. Senior Medical Officers/Assistant Professor and equivalent categories on par with the Deputy Civil Surgeon
4. Medical Officers and equivalent categories on par with the Civil Assistant Surgeon

Additional Director/Professor (PG courses) and equivalent categories						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Chief Medical Officer/ Professor/ Superintendent Government Herbarium ₹.52590 –103290 (26)	
Compared Post: Additional Director, Health						
6150-9820 (28)	13450-19150 (30)	23500-30765 (31)	44740-55660 (32)	87130-110850 (32)	Civil Surgeon Special Grade (in UGC Scale)	Director of Health ₹.87130-110850 (32)
Mode of Appointment: By promotion from the category of Chief Medical Officer/Professor/Post Graduate Reader/Superintendent of Hospital/Resident Medical Officer/Chief Superintendent, Pharmacy/Regional Deputy Director, Inspector, Board of Indian Medicine, Superintendent Government Herbarium.						
Chief Medical Officer/Professor (UG Courses) and equivalent categories						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	25600-50560 (25)	52590-103290 (26)	Senior Medical Officer ₹.42490- 96110 (23)	Principal / Additional Director (AYUSH) ₹.66330-108330 (29)
Compared Post: Civil Surgeon						
5390-8980 (26)	11625-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Deputy Civil Surgeon ₹.49870-100770 (25)	Civil Surgeon (Special Grade) (in UGC Scale)
Mode of Appointment: By promotion from the category of Senior Medical Officers. Assistant Professors, Ayurveda Assistant, Post Graduate Lecturer, Medical Officer, Pharmacy and Herbal orders						

Senior Medical Officers/Assistant Professor and equivalent categories						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	42490-96110 (23)	Medical Officer ₹.37100- 91450 (21)	Chief Medical Officer ₹.52590-103290 (26)
Compared Post: Deputy Civil Surgeon						
4400-8700 (23)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	49870-100770 (25)	Civil Assistant Surgeon ₹.40270-93780 (22)	Civil Surgeon ₹.61450-105810 (28)
Mode of Appointment: By promotion from Medical Officer/By Direct Recruitment						
Qualification: By Direct Recruitment: A post Graduate Degree in Ayurveda/ Unani/ Homoeo						
Medical Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Medical Officer.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37110-91450 (21)	Compounder ₹.18400-55410 (09)	Senior Medical Officer ₹.42490- 96110 (23)
Compared Post: Civil Assistant Surgeon						
3640-7580 (20)	7900-15475 (22)	11755-26300 (22)	20680-46960 (22)	40270-93780 (22)	Direct Recruitment	Deputy Civil Surgeon ₹. 49870-100070 (25)
Mode of Appointment: By Direct Recruitment/by transfer of Compounder						
Qualification: A Degree in Ayurveda/Unani/Homoeopathy						

Recommendations:

The Ayush Department has, under its fold, distinct complements of staff for three major branches of Indian Medicine, namely Ayurved, Homeopathy and Unani. The Commission finds that prior to 14th March, 2005 the State Services of Ayush Department were governed by the provisions of the Special Rules issued in G.O. Ms.No.265, HM&FW Department dated 26.05.1994. Government superceded these Rules through the issue of G.O.Ms. No. 67, 68 and 69, HM&FW Department dated 14.03.2005 to make them compliant with the Regulations framed by the Central Council of Indian Medicine (CCIM) relating to Minimum Standards of Education in Indian Medicine. In terms of these Rules the teaching and non-teaching posts were segregated and Post Graduation qualification with minimum teaching experience was prescribed as the eligibility criterion for appointment to the teaching posts. The employees were also requested to indicate their option for teaching/ non-teaching stream and those opting for teaching posts, but not having P.G. qualification, were allowed a period of 5 years to acquire the same. Similar relaxation was given in respect of teaching experience also. Thus the minimum standards of academic qualification were brought on par with those for the allopathic doctors.

These changes were brought to the notice of the 9th and 10th PRCs and similar requests were made to them to equate their pay scales with those of the corresponding ranks in the allopathic system. Request was also made to apply the UGC pay scales to the teaching positions. The 9th PRC, after elaborate deliberations, concluded by stating that it did not subscribe to the view that the Ayush doctors should be placed at par with their counter parts in the M&H Department. It suggested that within the doctors community, in the Veterinary, Ayush and Medical & Health Departments, those belonging to the former two should be one hierarchy below those in the Medical & Health Department. Accordingly the 9th PRC

- (i) equated the Chief Medical Officer/Professor of (UG Courses) and equivalent categories with the category of Deputy Civil Surgeon,
- (ii) equated the Senior Medical Officer/Assistant Professor and equivalent categories with that of Civil Assistant Surgeon, and
- (iii) improved the pay scale of the Medical Officer and equivalent categories

The 10th PRC deviated from the above relative position and enhanced the pay scales of each of the four ranks of Ayush Doctors shown in the above table by one pay grade while retaining the Allopathic Doctors in the same pay scales.

This Commission has examined the whole issue de novo. The Commission feels, it is undeniable that admission to the M.B.B.S. course is much more intensely competitive filtering out meritorious youths. The course completion also entails commitment of a much higher level of resources and a rigorous academic effort. Even after the M.B.B.S. course, for being a successful professional practitioner, one has to complete a P.G. and some go for Super Specialisation courses. The allopathic doctors have to attend to emergency health

situations and massive health issues at the time of outbreak of epidemics and in the aftermath of natural calamities. They work under much sterner pressure and scrutiny from the patient's families. They also have to keep track of latest developments in treatment techniques, new methods of surgery and research findings, which are wider in scope compared to the Indian System of Medicine. It is also true that the average number of patients an allopathic doctor has to deal with is much higher. The Commission is also conscious of the fact that the allopathic doctors do have a scarcity value in the job market, the number of doctors available in India in the year 2017 being at a much lower level of 0.62 per 1000 population as compared to the WHO prescribed standard of 1 per 1000.

The Commission observes from an analysis of the progression in pay scales that right since the 6th PRC, the doctors in the allopathic system have been assigned higher pay scales compared to their counterparts in the ISM. A consistent reflection of this relative position has permeated all through since the 1993 RPS. We do not find any cogent reason to deviate from this consistent stance of retaining a marginal gap in pay scales between the two sets of doctors. Having arrived at this conclusion, we proceed to tabulate below the various cadres of teaching and non-teaching staff in ISM which have been grouped together in distinct categories in the State Service Rules of Ayush Department and the pay grades assigned to them in the earlier RPSs.

Class/Cat. in Service Rule	Non-Teaching	Pay Grade	Teaching	Pay Grade	Remarks
B/I	Additional Director	29	Principal, Professor (P.G.)	29	3 rd level promotion
B/II	Regional Deputy Director, Chief Superintendent, Superintendent of Hospital, Inspector of Board of Indian Medicine, R.M.O., Superintendent of Govt. Herbarium, Chief Medical Officer	26	Professor (U.G.), Reader (PG), Research Officer	26	2 nd level promotion
B/III	Senior Medical Officer, Senior Medical Officer (L.R.), Assistant Medical Officer (Pharmacy), Museum Assistant (Herbarium)	23	Senior Lecturer, Assistant Professor, Assistant Research Officer	23	1 st level promotion

B/IV	Medical Officer	21	Lecturer, Technical Assistant	20	Initial Level
	Medical Officer (LR)	21			
	Inspecting medical Officer	20			
	Drug Inspector	20			

It is observed that in respect of B/I, B/II and B/III above the teaching and non-teaching categories are drawing the same pay scales. In respect of the categories enlisted against B/IV, however, a lower pay scale has been assigned to the categories of Inspecting Medical Officer and Drug Inspector on the non-teaching side and Lecturer and Technical Assistant on the non-teaching side. The progression of pay grades of all the categories under B/IV in the past PRCs has been as follows:

Category	Pay Grades in RPS				
	1993	1999	2005	2010	2015
Medical Officer	19	19	19	20	21
Inspecting Medical Officer, Drug Inspector, Lecturer, Technical Assistant	19	19	19	20	20

It is clear from the above that all these categories were considered as equivalent and assigned the same pay grade till the 2010 RPS and the parity was disturbed only in the 2015 RPS. Hence the Commission recommends restoration of the pre-existing parity among all these categories.

Taking all the aforesaid aspects into consideration, the Commission assigns the following pay scales to the various teaching and non-teaching categories:

- **Additional Director;** ₹.101970-174790 (Grade 29)
Principal/Professor (PG Courses)
- **Professor (UG Courses)/** ₹. 80910-166680 (Grade 26)
Reader (PG Courses)/ Research Officer;
Chief Medical Officer/
Superintendent of Hospital/
Resident Medical Officer/
Chief Superintendent/
Regional Deputy Director/
Inspector, Board of Indian Medicine/
Superintendent of Government Herbarium

- **Assistant Professors/** ₹. 65360-154980 **(Grade 23)**
Assistant Research Officer, Senior Lecturer;
Senior Medical Officer/Senior Medical Officer (L.R.)/
Assistant Medical Officer (Pharmacy)/
Museum Assistant (Herbarium)
- **Medical Officer/ Medical Officer (L.R.)/** ₹. 57100-147760 **(Grade 21)**
Inspecting Medical Officer/Drug Inspector;
Lecturer/Technical Assistant

6. Librarian ₹. 23100-67990 (Grade 13)

Request: It is stated that there are four Librarians in the AYUSH Department. They used to draw the same pay scale as that of Librarians in Intermediate Education till the 1974 Pay Revision. But the Anomalies Committee, 1994 enhanced the pay scale of Librarians of Junior Colleges and the gap continued in successive pay revisions. The duties and responsibilities of Librarians in any Department is issuing and receiving books and maintaining records and the qualifications in Allopathic and AYUSH are one and the same. The Librarians in Medical Department were conferred Gazetted status. It is requested to assign a pay scale on par with that of Librarians of Intermediate Education and confer Gazetted Status as in the case of Librarians in the Medical and Health Department.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Librarian.

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)	Book Keeper ₹.14600-44870 (04)	Librarian in Research Department Ayurveda ₹.26600-77030 (16)

Compared post: Librarian in Intermediate Education

3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Senior Assistant ₹.22460-66330 (12) Junior Assistants Typist ₹.16400-49870 (07)	Librarian in Government Degree colleges ₹.40270-93780 (22)
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Mode of Appointment: By direct recruitment /by promotion of Book Keeper

Qualification: By direct recruitment- (i) A Bachelor's Degree in Arts, Science or Commerce
(ii) A Bachelor's Degree in Library Science or an equivalent qualification.
By promotion- A certificate in Library Science

Recommendations:

The qualification prescribed for this category is the same as prescribed for the Assistant Librarian Grade-II of the Department of Public Libraries. The Librarians in Intermediate Education, on the other hand, are required to possess a higher qualification of a Bachelor Degree in Arts, Science or Commerce (B.A/B.Sc/B.Com) and a P.G. Degree in Library Science with a minimum of 2nd class with not less than 50% marks. The latter have therefore been assigned a pay scale on par with that assigned to the Junior Lecturers. Hence the category of Librarian in AYUSH Department does not compare with the Librarians of Intermediate Education.

Keeping the above position in view, this category is assigned a pay scale on par with the enhanced pay grade assigned to the category of Assistant Librarian Grade-II in Public Libraries i.e., ₹.37640-115500 (Grade-14), thus improving by one pay grade.

7. Compounder ₹. 18400-55410 (Grade 09)

Request: It is represented that according to the Andhra Pradesh Ayush Para Medical/Technical/ Subordinate Service Rules issued vide G.O. Ms. No. 551 HM&FW Department dated 29.10.1994, the qualifications for the post of Compounder is a pass in Intermediate with Science group. The duties include supply of medicines to the patients according to the prescriptions of the dispensaries in-charge, maintenance of various records such as the Register of Patients, Technical Periodicals, correspondence and so on. In addition, he renders necessary assistance to the Medical Officers to discharge their duties more effectively. It is requested to assign a pay scale corresponding to the existing pay scale of ₹.21230- 63010 (Grade-11) on par with the Pharmacists in Medical Education Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Compounder						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	9200-27000 (08)	18400-55410 (09)	Register Writer ₹.15460-46060 (06)	Stock Verifier ₹.22460-66330 (12)
Compared Post : Pharmacist Grade II						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)		Pharmacist Grade I ₹.24440-71510 (14)

Mode of Appointment: By promotion of Register Writer/ by transfer from any other service including Last Grade Service and, if not available, by Direct Recruitment

Qualification: (i) Intermediate with Science group or its equivalent (ii) Diploma of qualified Compounders. If candidates with (ii) above are not available the unqualified candidates can join with qualification (i) only and undergo a one-year training course in a recognized hospital/dispensary and pass examination conducted by the Director, ISM in up to 3 attempts in a maximum of 2 years. The in-service candidates were exempted from acquiring the upgraded qualification.

(Basic qualification upgraded from SSC to Intermediate through amendment issued to the Andhra Pradesh Indian Medicine and Homoeopathy Subordinate Service Rules vide G.O. Ms. No. 109, HM&FW Department dated 08.04.2005.)

Recommendations:

The basic qualification level for this post has been enhanced in the year 2005 but, as indicated above, relaxation has been given for the in-service candidates. Even in the case of Direct Recruitment, which is resorted to only if candidates are not available for promotion/transfer, relaxation has been permitted for those who do not possess the diploma qualification. These stipulation substantially dilute the qualification requirements. Hence, after taking into account the existing relativity with the category of Pharmacist Grade-II in the Medical & Health Department and the nature of job being performed, the Commission assigns the pay scale of ₹.32670-101970 (Grade-11) to this category, thus improving the existing pay scale by two grades.

15. HIGHER EDUCATION

15.(a). TECHNICAL EDUCATION

The Technical Education Department was established in 1957. Thereafter the Engineering Colleges were taken out from the purview of the Director of Public Instructions and put under its control. Similarly, the Polytechnics and Industrial Training Institutes were brought under its control from the Department of Industries and Technical Examinations from the control of Commissioner of Government Examinations. Later, the Industrial Training Institutes were transferred to the Directorate of Employment and Training and the Engineering Colleges were transferred, for affiliation, to the Jawaharlal Nehru Technological University.

The Commissioner of Technical Education implements the policies of the State Government relating to Technical Education. The Commissionerate is the Nodal Agency for monitoring approval of new institutions offering Engineering/MCA/MBA/B-Pharmacy courses etc. by the State Government and A.I.C.T.E. The Department monitors the functioning of 120 Polytechnics (65 Government and 55 Private Polytechnics), 225 Engineering Colleges, 270 MCA Colleges, 205 MBA/PGDBA Colleges and 31 B. Pharmacy Colleges. The Commissioner of Technical Education is the Head of the Department and is assisted by two Regional Joint Directors, one Joint Director, Deputy Directors (Technical and Non-Technical), Assistant Directors (Technical and Non-Technical) and other supporting staff. The subject Polytechnics has been transferred to Skills Development and Training Department vide G.O. Ms. No. 153, General Administration (Cabinet II Department dated 09.12.2019).

1. Computer Programmer ₹. 29760-80930 (Grade 18)

Request: It is represented that the posts of Computer Programmer and Associate Lecturer (now designated as Lecturer) were created in G.O. Ms. No. 168 Higher Education (TE I) Department dated 08.05.1989. The successive Pay Revision Commissions assigned to this post a higher pay scale than that assigned to the Computer Programmer in other Departments like Forest Department, Police Department (Grey Hounds) and Rural Development Department and Junior Lecturers in Vocational Colleges. The Computer Programmer is the Laboratory in charge and conducts Computer Lab. Classes for the students. It is requested to award a pay scale corresponding to ₹.35120-87130 on par with pay scales of Computer Programmers of other departments and Associate Lectures, now called Lectures, of Technical Education Department

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	29760-80930 (18)	Computer Operator ₹.22460-66330 (12)	

Compared Post: Lecturers (Former Associate Lecturers)						
3110-6380 (18)	5980-12100 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)		Senior Lecturer (Former Lecturer) ₹.40270-93780 (22)
Compared Post: Computer Programmer (Forest Department)/ Police (Grey hounds)						
		9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	On deputation from AP Technology Services	
Compared Post: Computer Programmer (Rural Development)						
		10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	On deputation from AP Technology Services	
Compared Post: Junior Lecturers in Vocational Courses						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)		
Mode of Appointment: By transfer from the category of Computer Operator						
Qualification: Master degree in Computer Applications or its equivalent or a degree in Computer Science and Engineering or Information Technology from a recognized university or its equivalent and put up not less than 3 years of service in the category of Computer Operator in A.P.T.E.S.S.						

Recommendations:

The Computer Programmers in Forest and Rural Development Departments are on deputation from the Andhra Pradesh Technology Services and are not comparable. Similarly, comparison with the Junior Lecturers is not apt as their job profiles differ. At present, apart from the Departments cited, Computer Programmer category is available in the Medical & Health Department (Grade-17) and State Election Commission (Grade-16) also.

Keeping the qualifications and mode of recruitment in mind, it is considered that the existing scale is adequate. Hence the corresponding scale of ₹.45830-130580 (Grade-18) is assigned.

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|----|---|----------------------------|
| 2. | Workshop Foreman | ₹. 29760-80930 (Grade 18) |
| 3. | Senior Instructor | ₹. 24440-71510 (Grade 14) |
| 4. | Junior Instructor | ₹. 19500- 58330 (Grade 10) |
| 5. | Workshop Attender/
Laboratory Attender | ₹. 15460-47330 (Grade 06) |

Request: It is represented that the qualifications for the post of Workshop Staff in the Polytechnics and Industrial Training Institutes are one and the same. But the successive Pay Revision Commissions, right since 1993, have been assigning lower pay scales to the Workshop Staff in the Polytechnics than those of their counterparts working in Industrial Training Institutes. It is requested to assign pay scales on par with their counterparts in Industrial Training Institutions as indicated below:

<u>Post in Technical Education Department Institutes</u>	<u>Similar Post in Industrial Training</u>
Workshop Foreman	Training Officer
Senior Instructor	Deputy Training Officer
Junior Instructor	Assistant Training Officer
Workshop Attender/Laboratory Attender	Technical Assistant

Workshop Foreman

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Senior Instructor ₹.24440-71510 (14)	-

Compared Post: Training Officer (former Foreman) in ITI

2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Deputy Training Officer ₹.26600-77030 (16)	
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Mode of Appointment: By promotion from the category of Senior Instructor

Senior Instructor

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11530-33200 (12)	24440-71510 (14)	Mechanic/ Instrument Mechanic/ Mechanic (General)/ Electrician ₹.21230-63010 (11)	Workshop Foreman ₹.29760-80930 (18)

Compared Post: Deputy Training officer (Former Senior Instructor) in ITI

2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	125550-35800 (14)	26600-77030 (16)	Assistant Training Officer (former Junior Instructor) ₹.23100-67990 (13)	Training Officer (former Foreman) ₹.29760-80930 (18)
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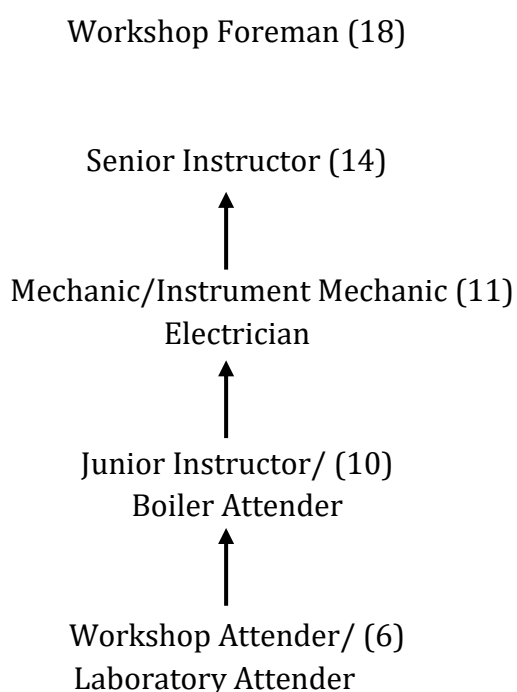
Mode of Appointment: By promotion from the categories of Mechanic/ Instrument Mechanic/ Mechanic (General)/ Electrician and if not available, by promotion of Junior Instructor, Lab/ Workshop Attenders						
Junior Instructor						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	9200-27000 (08)	19500-58330 (10)	Workshop Attender/ Lab Attender ₹.15460-47330 (06)	Mechanic/ Instrument Mechanic/ Mechanic (General)/ Electrician ₹.₹.21230-63010 (11)
Compared Post: Assistant Training Officer (Former Junior Instructor)						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11530-33200 (12)	23100-67990 (13)	Technical Assistant (Former Work shop attender) ITI ₹.15460-47330 (06)	Deputy Training Officer (Former Sr. Instructor) ₹.26600-77030 (16)
Mode of Appointment : By promotion from the category of Workshop Attender/ Lab Attender and, if not available, by direct recruitment						
Qualification: A Diploma in Mechanical or Automobile Engineering or ITI Certificate in the concerned trade with one year experience after ITI						
Workshop Attender/Laboratory Attender						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1475-2675 (03)	2750-5150 (03)	4050-9050 (03)	7740-23040 (05)	15460-47330 (06)		Junior Instructors/ Boiler Attender ₹.19500-58330 (10)

Technical Assistant (Now Work shop attender) in ITI						
1475-2675 (03)	2750-5150 (03)	4050-9050 (03)	7740-23040 (05)	15460-47330 (06)		Assistant Training Officer ₹.23100-67990 (13)
Mode of Appointment: By direct recruitment						
Qualification: A Diploma in Mechanical or Automobile Engineering or ITI Certificate in the concerned Trade with one year experience after ITI.						

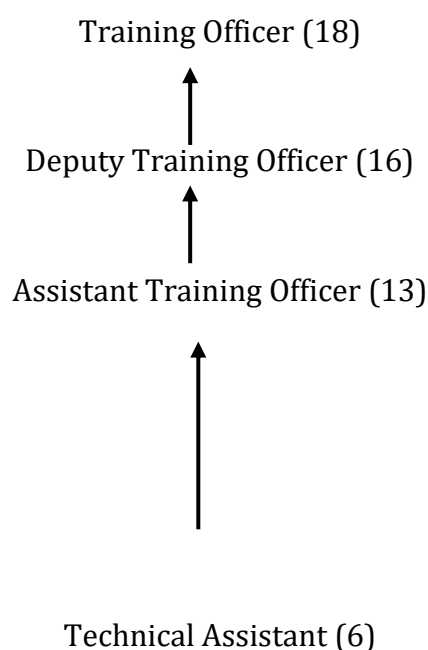
Recommendations:

It is apt to compare the hierarchy of workshop staff of Technical Education Department and ITIs, as shown below. It is observed that there is some difference in the two hierarchies. There is an intermediary category of Junior Instructor/Boiler Attender between the Mechanic/Instrument Mechanic and Workshop Attender/ Lab Attender in the Workshops in Poly-technics whereas there is no such post between the Assistant Training Officer and Technical Assistant in the ITIs as shown below:

Technical Education Dept. (Poly-technics)



ITIs



A comparative table of the qualifications of the two sets of workshop staff is as follows:

Workshop staff in Poly-techs		Workshop staff in ITIs	
Foreman	Dip. In Automobile/ Mechanical Engineering or ITI Certificate plus 2 years experience	Training Officer	Degree or Dip. In Engineering or National Apprenticeship Certificate plus SSC with Craft Instructors Training certificate
Sr. Instructor	-----do-----	Dy. Training Officer	Dip. In Engineering or National Apprenticeship Certificate plus SSC with Craft Instructors Training certificate
Mechanic etc.	-----do-----	Asst. Training Officer	-----do-----
Jr. Instructor/ Boiler Attender	Dip. In Automobile/ Mechanical Engineering or ITI Certificate plus 1 year experience	-----(No equivalent post)---	-----
Lab. Attender/ Workshop Attender	-----do-----	Tech Assistant	SSC with Certificate in NAC/NTC, preference for CTI trained candidate

Considering the comparative qualification levels and striking equations with the Workshop Staff of ITIs the following pay scales are assigned:

Workshop Foreman	₹. 45830-130580 (Grade-18)
Senior Instructor	₹. 40970-124380 (Grade-16) (improved by two grades)
Mechanic/Instrument Mechanic/ Electrician	₹. 35570-109910 (Grade-13) (improved by two grades)
Junior Instructor/ Boiler Attender	₹. 29980-94500 (Grade-10)
Workshop Attender/ Laboratory Attender	₹. 27500-87480 (Grade-8) (improved by two grades)

The Association of Workshop staff of Technical Education Department has further represented to the Commission that at present they have no avenue for promotion beyond the post of Senior Instructor and requested that the cadre strength of the category of Foreman, which still exists in the APTESS Rules, may be enhanced to provide them career advancement opportunities.

It is seen that the post of Workshop Foreman in 16 Government Polytechnics were redesignated as Workshop Superintendent in the year 1975. Subsequently Government have unified the teaching cadres in Polytechnics into a single category of Associate Lecturer (now Lecturer) with Degree in Engineering as the required qualification. Due to this the pre-existing promotional channel available to the Senior Instructors, who had Diploma qualification, were closed. In order to mitigate this hardship Government, vide G.O.Ms. No.214, Education Department dated 23-08-1990, amended the Service Rules providing for a ratio of 2:1 between the categories of Senior Instructors and Associate Lecturers for appointment to the category of Workshop Superintendent. However, this channel was also closed in 2005 after the issue of revised Technical Education Service Rules redesignating the post of Workshop Superintendent as Senior Lecturer.

The Commission feels that the above stated structural overhauling of the Technical Education Service has resulted in adverse consequences for the Workshop staff since their carrier progression opportunities beyond the stage of Senior Instructors have drastically dwindled. However, since this issue is beyond the purview of this Commission, we refrain from dwelling further on it. Suffice it to suggest that the Department may give a sympathetic consideration to the request of the Association for upgrading some of the posts of Senior Instructors as Workshop Foreman which would provide an avenue for promotion to the Senior Instructors.

15. (b). COLLEGIATE EDUCATION

A separate department of Collegiate Education was formed vide G.O. Ms. No. 343, Education Department dated 31.10.1989 to monitor the functioning of the Degree Colleges. The Department is headed by the Commissioner of Collegiate Education who is assisted by Joint Directors, Deputy Directors, Assistant Directors and other supporting staff. The Colleges are managed by Principals and supported by the Lecturers, Physical Directors, Librarians etc.

The departmental representations are discussed below:

1. **Principal** **UGC Scale of pay**
2. **Lecturer** **₹. 40270-93780 (Grade 22)**

Request: It is represented that in the A.P. Collegiate Education Service Rules, the post of Lecturer in Degree College has been made a feeder category to the post of Principal. The pay scale of Lecturers is being prescribed in the State Pay Scales but no pay scale is prescribed for the posts of Principals in Degree Colleges which is posing a problem in fixation of pay scale of Lecturers under the Automatic Advancement Scheme. It is requested to assign a Revised Pay Scale of ₹.102260-222220 (Grade 26) to the Principal and ₹.78960-203860 (Grade 22) to the Lecturers.

Principal

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder category	Promotion Post
They are not in State Pay Scales					Lecturer ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)

Mode of Appointment: By promotion from the category of Lecturer

Qualifications: i) Master's Degree with a minimum of 55% of marks or its equivalent degree or grade of B in the 7 points scale with letter grades O,A,B,C,D,E,F,
ii) Ph. D or equivalent qualification
iii) An experience of 15 years of teaching as a Lecturer in Government Degree College.

Lecturers						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	20680-46960 (22)	40270-93780 (22)	Junior Lecturer ₹.37100-91450 (21)	Principal (UGC Scale)
Mode of Recruitment: By Direct Recruitment/ by transfer of Junior Lecturers in the related subject in the Department of Intermediate Education.						
Qualifications: By Direct Recruitment/transfer: i) Good academic record with a minimum of 55% marks or an equivalent grade of B in the 7 point scale with letter grades 0, A, B, C, D, E & F at the master's Degree level, in the relevant subject, obtained from the Universities recognized in India. ii) Pass in National Eligibility Test (NET) for Lecturers conducted by UGC, CSIR, or similar tests accredited by the UGC or SLET conducted by APPSC.						

Recommendations:

No comparison has been drawn with any category in any Department nor any anomaly has been pointed out. The State Government has adopted the UGC pay scale for the Principal post in the Collegiate Education Department and therefore assignment of a State Government pay scale for the post of Principal, Degree College would not normally arise. We also understand that only Lecturers, who fulfill the conditions prescribed by the UGC, become eligible for consideration of normal promotion to the post of Principal. However complications arise in assigning pay scales to the eligible Lecturers under the Automatic Advancement Scheme as UGC pay scale cannot be assigned under the AAS. Hence, in order to obviate problem on this count, an indicative pay scale of ₹.70850-158880 (Grade 24) is assigned notionally to the category of Principal for the limited purpose of fixation of pay under the Automatic Advancement Scheme to the category of Lecturers.

15. (c). A.P. STATE ARCHIVES AND DISTRICT GAZETTERS

The origin of this Department is traced to 1894 when the then Nizam's Government took over the records which were under the custody of certain Jagirdar families and a new office was created. It was named as A.P. State Archives & Research Institute in January 1992. This Institute has Regional Offices at Visakhapatnam, Chittoor, and Rajahmundry. Its major activities are to centralize all permanent records, preserve them on scientific lines and make them accessible for historical research etc. besides publishing regularly those materials which are of historical and administrative interest. The Department is headed by a Director and he is assisted by Deputy Director and Assistant Directors besides Research Officers/ Assistant Research Officers, Archivists/ Assistant Archivists etc.

1. **Archivist** ₹. 28940-78910 (Grade 17)
2. **Assistant Archivist** ₹. 22460-66330 (Grade 12)

Archivist						
This category plays active role in preserving old historical documents and records having heritage value in an orderly manner for the knowledge of and research by the current and future generations. They engage in preparation of reference media, micro filming of important records, digitalization of documents and published materials etc. The pay scale of this category needs revision in view of enhancement of pay scale of the feeder categories.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Assistant Archivist ₹.22460-66330 (12)/ Superintendent ₹.28940-78910 (17)/ Librarian ₹.29760-80930 (18)	Asst. Director (Technical) ₹. 37100-91450 (21)

Compared post: Superintendent						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Assistant Director (Administration) ₹.37100-91450 (21)
Mode of Recruitment: By direct recruitment or by promotion of Assistant Archivist, by transfer from Librarian or by recruitment by transfer of Superintendents of the Andhra Pradesh Ministerial Service Rules of the State Archives Department.						
Qualifications: Post Graduate Degree in Indian History or an equivalent qualification						
Assistant Archivist						
They assist the Archivists in various works listed above. The incongruity in pay scale of this category has come to the notice of the Commission.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
		6505-15025 (12)	11530-33200 (12)	22460-66330 (12)	Assistant Librarian ₹.23100-67990 (13) Senior Assistant ₹.22460-66330 (12) Junior Assistant/ Typist ₹.16400-49870 (07)	Archivist ₹.28940-78910 (17)
Mode of Recruitment: By direct recruitment or by promotion of Assistant Librarian or by transfer of Senior Assistant/ Junior Assistants /Typists (if Senior Assistant not available) possessing a degree qualification in the Andhra Pradesh Ministerial Service Rules						
Qualifications: Direct recruitment: A bachelor Degree or equivalent By promotion and Transfer: Proficiency in (a) Telugu and (b) Persian, Urdu or Marathi						

Recommendations:

Archivist: It is seen from the Service Rules that this category can be filled up by transfer of Superintendent or Librarian, both of which have been assigned Grade-18 by this Commission. As such, the post of Archivist should not be assigned a lesser pay scale/ grade than that of the Superintendent or the Librarian. In view of this, this category is assigned the pay scale of ₹.45830-130580 (Grade-18) on par with the Superintendent and Librarian, thus improving by one grade.

Assistant Archivist: It is seen from the Service Rules that this category can be filled up by transfer of Senior Assistant or Assistant Librarian, both of which have been assigned Grade-14 by this Commission. As such, the post of Assistant Archivist should not be assigned a lesser pay scale/ grade than that of the Senior Assistant or Assistant Librarian. In view of this, this category is assigned the pay scale of ₹.37640-115500 (Grade-14) on par with the Senior Assistant/Assistant Librarian, thus improving by two grades.

3. **Senior Research Assistant (Persian & Urdu)** ₹. 28940-78910 (Grade 17)
4. **Research Assistant (District Gazetteers)** ₹. 28940-78910 (Grade 17)
5. **Junior Research Assistant (Persian & Urdu)/ Research Assistant** ₹. 22460-66330 (Grade 12)

Senior Research Assistant (Persian & Urdu)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Junior Research Assistant (Persian) ₹.22460-66330 (12)	Assistant Director (Urdu/ Persian) (former Research Officer) ₹. 37100-91450 (21)
Mode of Recruitment: By promotion of Junior Research Assistant (Persian and Urdu) or by direct recruitment if no qualified or suitable Junior Research Assistant (Persian and Urdu) is available.						
Qualifications: By Promotion or Direct Recruitment: Post Graduation Degree in Persian with adequate knowledge of Urdu, having passed the degree examination with Urdu as one of the subjects.						

Research Assistant (District Gazetteers)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Senior Assistants ₹.22460-66330 (12)	
Mode of Recruitment: By Direct Recruitment or by transfer from Senior Assistants of the Andhra Pradesh Ministerial Service Rules in District Gazetteers Department						
Qualifications: Direct Recruitment: Post Graduation in any one of the following subjects a) English literature b) History c) Telugu d) Sanskrit e) Physics f) Chemistry g) Botany b) (h) Zoology or i)Economics or equivalent By transfer: Graduation						
Junior Research Assistant (Persian & Urdu)/ Research Assistant						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
		6505-15025 (12)	11530-23200 (12)	22460-66330 (12)	Assistant Librarian ₹.23100-67990 (13) Senior Assistant ₹.22460-66330 (12) Junior Assistant/ Typist ₹.16400-49870 (07)	Archivist ₹.28940-78910 (17)
Mode of Recruitment: By transfer of Senior Assistant or transfer of Junior Assistant (if qualified Senior Assistant not available) or by direct recruitment						
Qualifications: A Bachelor Degree with Persian and Urdu as subjects						

Recommendations:

No request has been received from the above categories. The category of Senior Research Assistant (Persian and Urdu) and Research Assistant (District Gazetteer) have been enjoying parity with that of Archivist and similarly the Junior Research Assistant (Persian and Urdu) has been enjoying parity with the Assistant Archivist. The Commission finds no cogent reason to disturb the same. Accordingly, the following pay scales are assigned to these categories:

Senior Research Assistant (Persian & Urdu)	₹. 45830-130580 (Grade 18) (enhanced by one grade)
Research Assistant (District Gazetteer)	₹. 45830-130580 (Grade 18) (enhanced by one grade)
Junior Research Assistant (Persian & Urdu)	₹. 37640-115500 (Grade 14) (enhanced by two grades)

16. HOME DEPARTMENT
16. (a). POLICE DEPARTMENT

Police is a uniformed force constituted by the State and empowered by it to enforce law and order, protect lives and properties - both public and private, and to prevent crime. It ensures orderly functioning of the society by removing disruptive forces. The Police powers include the power to apprehend, arrest, prosecute and use proportionate force wherever necessary. It has been given wide powers under various statutes to discharge its functions effectively. The Police force in the State is headed by the Director General of Police (DGP), who is assisted by the Additional DGP, Inspector General of Police (IGP), DIG, Superintendent of Police (SP), Additional SP, Deputy SP and other Police functionaries up to the Constable level.

1. Commandant (Special Police Battalion) ₹. 52590- 103290 (Grade 26)

Request: It is represented that orders were issued in G.O. Ms. No. 74 (Home Legal II) Department dated 04.03.2013 equating the post of Commandant with that of the Superintendent of Police (Non Cadre). But these orders have not been reflected in the recommendations of the Tenth Pay Revision Commission and the orders issued thereon. Hence it is requested to incorporate the same.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Commandant in APSP						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Additional Commandant ₹.52590- 103290 (26)	
Compared Post: Superintendent of Police (Non-Cadre)						
5390-8930 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Additional Superintendent of Police ₹.52590- 103290 (26)	DIG of Police ₹.66330-108330 (29)
Mode of Appointment: By promotion from the category of Additional Commandant. (Amendment to Andhra Pradesh Police (Special Police Battalions) Service Rules vide G.O. Ms. No. 218 Home (Legal II) Department dated 19.08.2010)						

Recommendations:

The Ninth Pay Revision Commission took into cognizance the Letter No. 414/G3/2009 dated 19.10.2009 of the Director General of Police proposing amendment to the Andhra Pradesh Police (Special Police Battalions Service) Rules making the post of Additional Commandant as feeder post to the post of Commandant and specifying its duties and responsibilities. It is observed by that Commission that as and when rules are amended and notified providing for making the Additional Commandant as the sole feeder category for the post of Commandant, the pay scale recommended by the Ninth Pay Revision Commission for Superintendent of Police (Non Cadre) be extended to it. It was recommended that till then the pay scale applicable to the Additional Superintendent (Non Cadre) shall be applicable.

Subsequently, orders were issued vide G.O. Ms. No. 218 Home (Legal II) Department dated 19.08.2010 amending the Andhra Pradesh Police (Special Police Battalions) Service Rules making the post of Additional Commandant as feeder category to the post of Commandant and orders were issued vide G.O. Ms. No. 74 Home (Legal II) Department dated 04.03.2013 assigning the pay scale of ₹. 29200-53060 (Grade-27) in the Revised Pay Scales, 2010 to the post of Commandant.

However, the Tenth Pay Revision Commission did not equate the Commandant (APSP) with the Superintendent of Police and recommended for it the pay scale of ₹. 52590- 103290 (Grade-26) on par with that of the Additional Superintended of Police.

This Commission is of the view that the anomaly pointed out is genuine since the post of Additional Commandant and Additional Superintendent of Police are at par and logically the next promotion posts of Commandant and Superintendent of Police should be equal in pay scale/ grade. The mandate of the Government order cited above is also to that effect. Accordingly, the Commandant (APSP Battalion) is assigned the pay scale of ₹.87480-170580 (Grade-27) on par with that of the Superintendent of Police (Non cadre), thus improving by one grade.

2. Inspector of Police ₹. 35120-87130 (Grade 20)

Request: It is represented that the jurisdiction of the Inspector of Police is four to five Mandals. He independently investigates crimes of grave nature. It is requested to assign the pay scale of ₹.40270-93780 on par with that of the Assistant Director. It is further requested to confer Gazetted status to the Sub Inspector of Police so that the post of Inspector of Police becomes second level Gazetted.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Inspector of Police.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹.40270-93780 (22)
Mode of Appointment: By promotion from the category of Sub Inspector of Police.						

Recommendations:

Parity has been sought with the post of Assistant Director without indicating any specific department. The hierarchy, feeder/promotion channel and scope of functions differ from department to department. Usually the post of Assistant Director is a first level promotion post in the State Service whereas the post of Inspector of Police is the entry level post in the State Service of Civil Police cadre. At present the post of Inspector of Police is enjoying a pay grade (Grade-20) which is one grade higher than the corresponding level in other uniformed services, namely Forest Range Officer, Assistant District Fire Officer, Jailor and Assistant Motor Vehicle Inspector and two grades higher than the Excise Inspector, duly reflecting the complex and risky nature of service rendered by the Police Inspector.

Keeping in view the above, it is considered that the existing pay scale is adequate. Accordingly, a corresponding pay scale of ₹.54060-140540 (Grade-20) is assigned to this category.

3. Sub-Inspector of Police ₹. 28940-78910 (Grade 17)

Request: It is stated that the Sub Inspector of Police is Station House Officer and in charge of Police Station. His/ her jurisdiction is a Mandal and he/ she is an independent investigating officer. He/ she is responsible for the maintenance of law and order in the Mandal. It is requested to assign the pay scale corresponding to ₹.35120-87130 on par with the Mandal Parishad Development Officer and Tahsildar.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Sub-Inspector of Police.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub Inspector of Police ₹.23100-67990 (13)	Inspector of Police ₹.35120-87130 (20)
Posts compared: Mandal Parishad Development Officer / Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹29760-80930 (18)/ Deputy Tahsildar ₹.28940-78910 (17)	Deputy Chief Executive Officer ₹42490-96110 (23)/ Revenue Divisional Officer ₹.40270-93780 (22)
Mode of Appointment: By Direct Recruitment/by promotion from the category of Assistant Sub Inspector of Police and Head Constable/ transfer of Reserve Sub-Inspector						
Qualification: By Direct Recruitment: Degree and qualifying in Physical Efficiency Test						

Recommendations:

The post of Sub Inspector of Police does not compare with either the Mandal Parishad Development Officer or the Tahsildar as their functions are entirely different. Moreover the latter two posts are in the respective State Services whereas the former is in the Sub-ordinate Service. Keeping in view the scope of activities and complex and arduous nature of duties and responsibilities, the Commission is of the view that this post deserves to maintain the existing one pay grade lead from the corresponding ranked posts in the Sub-ordinate Services of other uniformed departments viz. Forest, Prisons, Disaster Response and Fire and State Excise. Accordingly, the Commission assigns the pay scale of ₹.45830-130580 (Grade-18) to this category, thus improving by one pay grade.

4. **Assistant Sub Inspector of Police** ₹. 23100-67990 (Grade 13)
5. **Head Constable** ₹. 21230-63010 (Grade 11)
6. **Constable** ₹. 16400-49870 (Grade 07)

Assistant Sub Inspector of Police						
Request: It is represented that the post of Assistant Sub Inspector of Police is an intermediary post between that of Head Constable and Sub Inspector of Police. The senior Head Constables would reach this stage on the verge of retirement. It is stated that the Assistant Sub-Inspector of Police is an independent investigating officer and holds charge of the Police Station in the absence of the Sub Inspector of Police. It is requested that a pay scale of ₹.29760-80930 (Grade-18) be assigned to this post on par with special grade LFL Head Master in Primary schools.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Sub-Inspector of Police.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	23100-67990 (13)	Head constable ₹.21230-63010 (11)	Sub Inspector of Police ₹.28940-78910 (17)
Compared Post: Special Grade Head Master in Primary Schools.						
There is no such category in the Service Rules. Only under the Automatic Advancement Scheme a Head Master of Primary School is assigned the Special Grade scale which is one grade higher.						
Mode of Appointment: By promotion from the category of Head constable.						
Head Constable						
Request: It is represented that he looks after court cases and law & order issues complying with the instructions of superior officers. It is stated that when the post of Constable was equated with that of Junior Assistant, the post of Head Constable was not equated with that of the Senior Assistant. It is requested that a scale of pay of ₹.29760-80930 (Grade-18) be assigned on par with LFL Head Master in Primary schools.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)	Police Constable ₹.16400- 49870 (07)	Assistant Sub Inspector of Police ₹.23100-67990 (13)

Compared Post: LFL Head Master in Primary Schools.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Secondary Grade Teacher ₹.21230-63010 (11)	Gazetted Head Master/ Head Mistress, Grade II ₹.35120-87130 (20)
Mode of Appointment: By promotion from Police Constable.						
Police Constable						
Request: It is represented that the Police Constable plays a crucial role in enforcement of law and order, in protection of peoples’ lives and properties besides preserving the honour of women and shielding other vulnerable sections. He works round the clock at the beck and call of the superior officers. On the contrary, the School Assistant with Intermediate qualification and training, without any Physical standards and with limited working hours is drawing higher pay scales. In 1974, the Constables were drawing higher pay scale than the Secondary Grade Teachers and in 1978 both the posts were equated. With the regrouping of scales, they were grouped with the Secondary School teachers. Therefrom they are drawing higher scales. The promotion channels for teachers are brighter whereas Police Constables get only one promotion as Head Constable. It is requested for assigning a scale of pay corresponding to ₹.21230- 63010 (Grade-11) on par with Secondary Grade Trained Teachers.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1595-3020 (05)	2990-5810 (05)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Direct Recruitment	Head constable ₹.21230-63010 (11)
Compared Post: Secondary Grade Trained Teachers						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)		School Assistant ₹.28940-78910 (17)
Mode of Appointment: Direct Recruitment						
Qualification: Intermediate, fulfilment of physical and visual standards.						

Recommendations:

The posts of Police Constable, Head Constable/Assistant Sub Inspector do not compare with those of Secondary Grade Teachers/School Assistants/Headmaster of Primary Schools. The functions, qualification requirements and service conditions are entirely different. However keeping in view the duties and responsibilities attached to these posts, which are onerous and risk prone in nature, the Commission is of the consistent view that one pay grade difference with the equivalent rank categories in the other uniformed departments, which was in existence up to the 2010 RPS, is justified and accordingly assigns the following pay scales/ grades to the under mentioned posts:

Assistant Sub Inspector of Police	₹. 37640-115500 (Grade-14)
Head Constable/ Senior Commando	₹. 34580-107210 (Grade-12)
Constable/ Junior Commando	₹. 27500-87480 (Grade-8) (Improved by one grade each)

Administrative Wing

- | | | |
|----|-------------------------------|----------------------------|
| 7. | Chief Administrative Officer | ₹. 42490- 96110 (Grade 23) |
| 8. | Administrative Officer | ₹. 37100- 91450 (Grade 21) |
| 9. | Junior Administrative Officer | ₹. 31460-84970 (Grade 19) |

Request: It is represented that the Chief Administrative Officer, Administrative Officer and Junior Administrative Officer are not Ministerial Service Officers and are governed by the Andhra Pradesh Police (Secretarial Establishment) Service Rules, 1994. It is requested to upgrade the pay scales by equating the Chief Administrative Officer with the Additional Superintendent of Police, Administrative Officer with the Deputy Superintendent of Police and Junior Administrative Officer with the Inspector of Police.

Chief Administrative Officer

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	42490-96110 (23)	Administrative Officer ₹. 37100- 91450 (21)	

Compared Post: Additional Superintendent of Police						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Superintendent of Police ₹.40270- 93780 (22)	Superintendent of Police ₹. 56870-105810 (27)
Mode of Appointment: By promotion of Administration Officer						
Administrative Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Junior Administrative Officer ₹.31460-84970 (19)	Chief Administrative Officer ₹. 42490- 96110 (23)
Compared Post: Deputy Superintendent of Police						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Inspector of Police ₹.35120-87130 (20)	Additional Superintendent of Police ₹.52590- 103290 (26)
Mode of Appointment: by transfer of Superintendent of the Andhra Pradesh Ministerial Service in the Police Department and Junior Administration Officer in the office of the City Police Commissioner.						
Junior Administrative Officer						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	Administrative Officer 37100- 91450 (21)
Compared Post: Inspector of Police						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹.40270-93780 (22)
Mode of Appointment: By transfer of Superintendents						

Recommendations:

The posts of Chief Administrative Officer, Administrative Officer and Junior Administrative Officer do not compare with those of Additional Superintendent of Police, Deputy Superintendent of Police and Inspector of Police respectively as the functions and responsibilities attached to the two sets of posts are totally different. Considering the nature of work handled, the Commission is of the view that the present pay scales are appropriate and accordingly the following corresponding scales are assigned to these three posts:

Chief Administrative Officer	₹. 65360-154980 (Grade 23)
Administrative Officer	₹. 57100-147760 (Grade 21)
Junior Administrative Officer	₹. 48440-137220 (Grade 19)

Ministerial Wing

10. Superintendent	₹. 28940-78910 (Grade-17)
11. Senior Assistant	₹. 22460- 66330 (Grade 12)
12. Junior Assistant	₹. 16400- 49870 (Grade 07)

Request: It is represented that unlike other departments like Revenue, where the Ministerial staff are stationed at the district, divisional and Mandal offices to attend to service matters, in Police Department the service matters of all the Police personnel are attended to by the Ministerial establishment who are stationed in District Offices, Commissionerates, APSP Battalions, Police Training Colleges etc. The Ministerial staff attend to the service matters of thousands of executive personnel. Apart from the above, in the work relating to recruitment of various posts in Police, Prisons, Fire, SPF the Ministerial staff extend their support to the executive staff by reporting at 4 a.m. Thus, the Ministerial staff of Police Department has to be treated separately and segregated from the Common Categories.

It is requested to assign the pay scale of ₹.28940-78910 to the Superintendent on par with the Sub-Inspector of Police, ₹.23100- 67990 to the Senior Assistants on par with Assistant Sub-Inspector and the pay scale of ₹. 21230-63010 be assigned to the Junior Assistant on par with the Head Constable.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Superintendent						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14869-39540 (17)	28940-78910 (17)	Senior Assistant 22460- 66330 (12)	Junior Administrative Officer 31460-84970 (19)
Sub-Inspector						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub Inspector of Police ₹.23100-67990 (13)	Inspector of Police ₹.35120-87130 (20)
Mode of Appointment: By promotion of Senior Assistant						
Senior Assistant in Police Department						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400- 49870 (7)	Superintendent ₹.28940-78910 (17)
Assistant Sub-Inspector						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11860-34050 (13)	23100-67990 (13)	Head Constable ₹.21230-63010 (11)	Sub Inspector of Police ₹.28940-78910 (17)
Mode of Appointment: By promotion of Junior Assistant						
Junior Assistant						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Record Assistant ₹.15030-46060 (05)	Senior Assistant ₹.22460-66330 (12)

					Office Subordinate ₹.13000-40270 (01)	
Head constable						
1975- 4010 (09)	3750- 7650 (09)	5470- 12385 (09)	10900- 31550 (11)	21230- 63010 (11)	Police Constable ₹.16400- 49870 (07)	Assistant Sub Inspector of Police ₹.23100-67990 (13)
Mode of Appointment: By Direct Recruitment/transfer from the category of Record Assistant/ Office Subordinate.						
Qualification: Graduation and Proficiency in Office Automation with usage of computer and associated software” conducted by the APPSC or the recruiting agency (District Selection Committee) as the case may be.						

Recommendations:

The posts of Superintendent, Senior Assistant and Junior Assistant in the Police department are governed by the Andhra Pradesh Ministerial Service Rules. The mode of recruitment, qualifications prescribed and feeder categories etc. are the same/similar with those of the equivalent ‘Common Category’ posts. Further the duties and responsibilities are similar in nature. As such it is not desirable to treat the Ministerial establishment of Police department differently from that in the ‘Common Categories’.

Hence the pay scales of Superintendent, Senior Assistant and Junior Assistant, as assigned under the ‘Common Categories’, and the observations and recommendations thereunder shall apply equally to these posts as well.

Intelligence Wing:

The Intelligence Department works under the control of the Additional Director General of Police Intelligence. It comprises of Intelligence Headquarters, Counter Intelligence Cell, Security Wing, Special Intelligence Branch and six Regional Offices at Vijayawada, Visakhapatnam, Rajamahendravaram, Ongole, Tirupathi and Kurnool. Besides, there is a Special Unit at Hyderabad and 19 Zonal Offices in thirteen Districts in the State. The Intelligence Department (ID) staff work in the above offices and in the vital wings of the Police Department - Greyhounds and OCTOPUS. It is represented that the Department plays a vital role in maintenance of law and order, ensuring safety, security of the State and provides protection to all VIPs and VVIPs. The ID Ministerial staff are responsible for collecting, collating, evaluating, analyzing and disseminating Intelligence /information required by the Government, Intelligence Bureau, New Delhi as well as various law enforcing agencies for maintenance of peace and law and order.

The job demands highly exacting standards of professional competence, ethics, diligence and trust worthiness. The duties are unique in nature and strictly confidential. ID staff are precluded from participating in agitations held by the Government employees/ Association and they are expected to remain absolutely loyal to the Government as well as to the department they serve. The issues raised by the staff of this wing are discussed below.

- | | |
|---|----------------------------------|
| 13. Administrative Officer | ₹. 42490-96110 (Grade 23) |
| 14. Assistant Administrative Officer | ₹. 40270-93780 (Grade 22) |
| 15. Manger | ₹. 37100-91450 (Grade 21) |

Administrative Officer						
Request:						
<p>Request: It is represented that the Administrative Officer, Intelligence heads the Ministerial staff and shoulders onerous responsibilities. He acts as the link between the Additional Inspector General of Police and the Ministerial sections. He oversees the administration of fifteen sections, headed by Gazetted Officers and supervised by Assistant Administrative Officers. He supervises the overall functioning of six Reginal Offices. Another Administrative Officer works as the Private Secretary to DGP. He does liaison work between the Director General of Police and various officers. He supervises the work of Strictly Confidential Sections and sensitive matters. He is responsible for monitoring and maintenance of all the personal files/Annual Confidential Reports of all Gazetted Officers (except Inspectors of Police) working in the entire Police Department right from the rank of Deputy Superintendent of Police to Superintendent of Police. He is responsible for calling for and processing the Performance Appraisal Reports of all the IPS officers in the State right from the rank of Assistant Superintendents of Police to the Director General of Police.</p> <p>A third Administrative Officer is in the Police Commissionerate of Vijayawada and acts as the Liaison Officer between the Commissioner of Police and other senior police officers in Vijayawada. It is requested to assign the pay scale of ₹.46060-98440 on par with the Assistant Secretary to Government in the State Secretariat.</p>						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	42490-96110 (23)	Assistant Administrative Officer ₹.40270-93780 (22)	

Compared Post: Assistant Secretary in Secretariat						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Section Officer ₹.37100-91450 (21)	Deputy Secretary to Government ₹.56870-105810 (27)
Mode of Appointment: By promotion from the category of Assistant Administrative Officer						
Assistant Administrative Officer						
Request: It is represented that the Assistant Administrative Officer is a second level Gazetted Officer. He is responsible for efficient functioning of about 3 to 5 sections headed by Gazetted Officers (Managers). It is pointed out that the Chief Administrative Officer, who is the second level Gazetted Officer in the same Police Department, is drawing a higher pay scale. It is requested to assign a pay scale of ₹.42960-96110 (Grade 23) on par with Chief Administrative Officer in the Officer of the DGP.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Manager ₹.37100-91450 (21)	Administrative Officer ₹.42490-96110 (23)
Compared Post: Chief Administrative officer in DGP's office						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	42490-96110 (23)	Administrative Officer ₹. 37100- 91450 (21)	
Mode of Appointment: By promotion from the category of Manager						
Manager						
Request: It is stated that the Manager is the first level Gazetted post. The Manager heads a section. He discharges multi-dimensional duties and responsibilities and plays a pivotal role in coordinating and evaluating the work/information received. He ensures prompt dissemination of information after thorough evaluation with due diligence on accuracy. He discharges more onerous duties than those performed by the Section Officer (SC) in the State Secretariat but is drawing a lesser pay scale than the latter. It is therefore requested to assign the pay scale of ₹. 40270-93780 (22) on par with Section Officer (SC).						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Manager ₹. 31460-84970 (19)	Assistant Administrative Officer ₹.40270-93780 (22)
Compared post: Section Officer (SC) in Secretariat						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	Assistant Section Officer (Strictly Confidential) ₹.28940-78910 (17)	
Mode of Appointment: By transfer from the category of Assistant Manager						

Recommendations:

The discussed posts are the three successive categories included in the promotional hierarchy of the Police (Intelligence) Service. The comparison made of the categories of Administrative Officer and Manager with the posts of Assistant Secretary and Section Officer (SC) respectively in the State Secretariat is not apt as their duties and functions are different. Keeping in view the duties and responsibilities attached to the discussed posts, it is considered that the existing pay scales are adequate. Hence, the following corresponding pay scales are assigned:

Administrative Officer	₹. 65360-154980 (Grade-23)
Assistant Administrative Officer	₹. 61960-151370 (Grade-22)
Manager	₹. 57100- 147760 (Grade-21)

16. Assistant Manager ₹. 31460-84970 (Grade 19)

17. I.B. Assistant ₹. 28940-78910 (Grade 17)

Assistant Manager						
Request: It is stated that the Assistant Manager deals with important and sensitive nature of work in the section. In Regional Offices he is responsible for the entire administration and smooth functioning of these offices. It is requested to assign the pay scale of ₹.37100-91450 (21) on par with Section Officers in the Secretariat.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2750-5960 (16)	5300-11300 (16)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	I.B. Assistant ₹. 28940-78910 (17)	Manger ₹.37100-91450 (21)
Section Officer in Secretariat						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Section Officer ₹.26600-77030 (16)	Assistant Secretary to Government ₹. 46060-98440 (24)
Mode of Appointment: By promotion from the category of Intelligence Branch Assistant.						
IB Assistant						
Request: It is stated that this category is at the cutting edge level in the hierarchy. It is not like Junior Assistant or Senior Assistant under Common Categories. It is unique and un-comparable with any other category of posts. The duties and responsibilities involve maintenance of secrecy of information received. It is also stated that the successive Pay Revision Commissions equated this post with that of Assistant Section Officer (Strictly Confidential Section). It is requested to continue that equation.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	4850-10250 (14)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)		Assistant Manager ₹.31460-84970 (19)
Mode of Appointment: By transfer of personnel from the Ministerial Service in Police Department						
Qualification: A Bachelor's Degree and Typewriting examination in Lower Grade conducted by AP State Board of Technical Examination.						

Recommendations:

Keeping in view the duties and responsibilities, existing parities and job requirements, the Commission assigns the pay scale of ₹.48440-137220 (Grade-19) to the category of Assistant Manager and a pay scale of ₹.45830-130580 (Grade-18) is assigned to the category of IB Assistant (latter category improved by one grade)

18. Reporter ₹. 35120-87130 (Grade 20)

Request: The employees have represented that there is a wing in the Intelligence Department consisting of 16 Reporters. This wing cannot be compared with any other unit in the entire State with regard to its arduous nature of duties and responsibilities and work load. Though the Reporters perform multifarious tasks and are available round the clock, they were assigned lesser pay scale than the scale of pay of similarly placed categories. It is requested to assign the pay scale of ₹.37100-91450 - (Grade-21) on par with the Reporters in the A.P. Legislature.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Senior Stenographer ₹.22460-66330 (12)	(No promotion)
Compared post: Reporter in A.P. Legislature						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Assistant Telugu translator ₹.26600-77030 (16)	Assistant Secretary ₹. 46060-98440 (24)
Mode of Appointment: By transfer from the category of Senior Stenographer/by Direct Recruitment						
Qualification: By Direct Recruitment: Bachelor's Degree. Shorthand and Typewriting (Higher Grade) conducted by the A.P. State Board of Technical Education.						

Recommendations:

The Reporters in the State Legislature are required to note down, on the spot, the proceedings, speeches and deliberations in both Houses of the State Legislature as well the proceedings of various Committees of Legislature at the Head Quarters and on tours to various places. As such they have a comparatively higher work load. There has been a gap of one pay grade between the two posts since the 9th PRC. Considering the qualification prescribed and the hierarchical position, the Commission is of the view that the present scale attached to the Reporter of Intelligence wing is adequate and accordingly assign the corresponding pay scale of ₹.54060-140540 (Grade-20) to this post.

16.(b). PRISONS AND CORRECTIONAL SERVICES

The Andhra Pradesh Prisons Department came into existence on 1st November, 1956. The Department confines, manages and provides a safe, secure and humane environment to prisoners, both under trial and convicted, by utilizing a trained professional Prison Force and providing them opportunities for re-integration into society as responsible and productive citizens. Over a period of time, with the up-gradation of some jails as District Jails and Central Jails and due to construction of new jails, the number of institutions under the control of the Department have increased. In order to improve the operational efficiency of the institutions and to manage the department effectively, the administration has been decentralized and two Ranges were formed, namely the “Coastal Andhra Range” with 07 Districts and “Kadapa Range” with 06 Districts. With the implementation of modernization schemes, the infrastructure of the Prisons Department improved further on account of the construction of new prisons, improvement in the hygiene and sanitary conditions, medical facilities, construction of quarters for staff and introduction of new correctional programmes for the prisoners. The goals of the department are to –

- Keep the prisoners in safe custody.
- Maintain orderliness, control, discipline and safety of prison environment.
- Provide decent conditions for prisoners and meet their needs with respect to food, clothing, bedding, hygiene, sanitation and health care.
- Provide positive programmes which help prisoners reform their offending behavior and allow them as full and responsible a life as possible.
- Help prisoners prepare for their return to the community.
- Keep the prison force disciplined, motivated and professional with periodic training.
- Deliver efficient prison services using the resources provided by the Government.

The Director General of Prisons & Correctional Services is the head of the Department who is assisted by one Inspector General of Prisons and other officers including the Administrative Officer, Accounts Officer, Assistant Director (Statistics) and Assistant Director (Industries). The Deputy Inspector Generals are the Regional Officers. The representations received from the Department are discussed below:

- | | |
|------------------------------------|-----------------------------------|
| 1. Inspector General | ₹. 73270-108330 (Grade 30) |
| 2. Deputy Inspector General | ₹. 61450-105810 (Grade 28) |
| 3. Superintendents of Jails | ₹. 49870-100770 (Grade 25) |

4. Deputy Superintendents of Jails ₹. 37100-91450 (Grade 21)

5. Jailor ₹. 31460-84970 (Grade 19)

Request: Responding to the Questionnaire circulated by this Commission, it has been stated that the Prisons personnel are at present facing a lot of new challenges and are risking their lives as they are dealing with hard core fundamentalists, left wing extremists, international fraudsters, cyber criminals, organized mafia, dangerous dacoits, hired assassins, psychopathic killers etc. It is also stated that the pay scales of the Prison personnel in some States like Kerala are much higher than those of the Prisons Personnel in Andhra Pradesh. It is requested that pay and allowances may be allowed to them on par with those of the corresponding ranks in the Police Cadre. It is also urged that the pay scales of the Prisons personnel in Andhra Pradesh should be identical to those in the same department in Kerala.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Inspector General (Non-Cadre)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
6150-9820 (28)	11650-18625 (28)	18025-30765 (28)	34050-54360 (29)	73270-108330 (30)	Deputy Inspector General 61450-105810 (28)	Director General of Prisons (Cadre post)

Compared Post: Inspector General Non Cadre

7580-10100 (31)	14425-19150 (31)	21310-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy Inspector General of Police ₹.66330-108330 (29)	
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Mode of Appointment: By promotion from the category of Deputy Inspector General.

Qualifications: Degree, Pass in Departmental Test and Accounts Test

Request: Requested for scale of pay of Rs.77400- 115200 of Kerala Prison personnel.

Deputy Inspector General (Non-Cadre)

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	61450-105810 (28)	Superintendent of Jails ₹.49870-100770 (25)	Inspector General ₹.73270-108330 (30)

Compared Post: Deputy Inspector General of Police						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Superintendent of Police ₹.56870-105810 (27)	Inspector General of Police ₹.80930-110850 (31)
Mode of Appointment: By promotion from the category of Superintendent of Jails						
Qualifications: Degree, Pass in Departmental Test and Accounts Test						
Superintendent of Jails						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	25600-50560 (25)	49870-100770 (25)	Deputy Superintendent of Jails ₹.37100-91450 (21)	Deputy Inspector of Jails 61450-105810 (28)
Compared Post: Superintendent of Police						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Additional Superintendent of Police ₹.52590-103290 (26)	Deputy Inspector General of Police (Non-Cadre) ₹. 66330-108330 (29)
Mode of Appointment: By promotion from the category of Deputy Superintendent of Jails						
Qualifications: Degree, Pass in Departmental Test and Accounts Test						
Deputy Superintendent of Jails						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Jailor ₹.31460-84970 (19)	Superintendent of Jails ₹.49870-100770 (25)

Compared Post: Deputy Superintendent of Police						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Inspector of Police ₹.35120-87130 (20)	Additional Superintendent of Police (Non-cadre) ₹.52590-103290 (26)
Mode of Appointment: By Direct Recruitment/ By promotion from the category of Jailor						
Qualifications : Direct Recruitment: Degree, Promotion: Degree, Pass in Departmental Test and Accounts Test, Training in any lower cadre						
Jailor						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Deputy Jailor 26600-77030 (16)	Deputy Superintendent of Jails 37100-91450 (21)
Compared Post: Inspector of Police						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹. 40270-93780 (22)
Mode of Appointment: By transfer from the category of Deputy Jailor						
Qualifications: Degree, Pass in Departmental Test and Accounts Test						

Recommendations:

All the five categories under discussion are in the direct line of promotion in the Andhra Pradesh Jail Service. Compared to these categories, the duties and responsibilities of the corresponding categories of posts in the Police hierarchy are more arduous in nature. Recognising this fact, right since the 1993 RPS there have been differences in pay grades between the Police and the Prisons personnel of compared ranks. The Commission feels that the existing pay scales of the discussed cadres are adequate. Comparison with the pay scales of the Prisons Department personnel of Kerala State, taking one Department in isolation, is not appropriate. **Hence the corresponding pay scales/ grades, which are at par with those assigned to the**

equivalent ranks in the Fire Service and Disaster Response Department (adequately explained in the discussion under that department), are assigned, as indicated below:

Inspector General	₹. 112610-174790 (Grade-30)
Deputy Inspector General	₹. 94500-170580 (Grade-28)
Superintendents of Jails	₹. 76730-162780 (Grade-25)
Deputy Superintendents of Jails	₹. 57100-147760 (Grade-21)
Jailor	₹. 48440-137220 (Grade-19)

6. Chief Drill Instructor/Chief Law Instructor ₹. 28940-78910 (Grade-17)

It is represented that at present the pay scale assigned to them is two grades below that of the Jailor. These categories have requested for parity in pay scale with the category of Jailor (Men) since they are bracketed together as a single category in the Andhra Pradesh Jail Service Rule.

The Commission finds that these categories along with the categories of Welfare Officer and Case Worker in Borstal School together form Category (7)(a) of the Andhra Pradesh Jail Service Rules. Moreover all these categories have common feeder and promotion posts. As such the existing anomaly (disparity) in pay scales is removed by assigning all these categories a pay scale on par with the post of Jailor i.e. ₹.48440-137220 (Grade-19), thus improving by two grades.

7. Deputy Jailor ₹. 26600-77030 (Grade 16)

Request: In continuation of the requests made in respect of the Gazetted personnel of the Prions Department, the Deputy Jailors have requested for parity in pay scale with the Sub-Inspectors of Police.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	13660-37570 (16)	26600-77030 (16)	Chief Head Warder ₹. 23100-67990 (13)	Jailor ₹. 31460-84970 (19)
Compared Post: Sub Inspector of Police						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub-Inspector ₹.23100-67990 (13)	Inspector of Police ₹. 35120-87130 (20)

					Head Constable ₹.21230-63010 (11)	
Mode of Appointment: By Direct Recruitment/by promotion from the category of Chief Head Warder/ by transfer of Senior Assistants						
Qualification: Direct Recruitment: Degree; Promotion – SSC, Pass in Accounts Test and Departmental Tests; Transfer: Degree, Pass in Accounts Test and Departmental Tests						

Recommendations:

The duties and responsibilities of the Sub-Inspector of Police are more arduous in nature compared to those of the Deputy Jailor. In fact right since the 1993 RPS there has been a gap of one pay grade between the two posts. Retaining the same parity the Commission assigns the pay scale of ₹.44570-127480 (Grade-17) to this category. This is also on par with the pay scale assigned to the Station Fire Officer in the Disaster Response and Fire Services Department, Excise Sub-Inspector and Deputy Range Officer (Forest Department).

It is observed that the categories of Assistant Matron and Deputy Jailor form common feeder category for promotion to the post of Jailor. Similarly these two posts have, apart from others, one common feeder category of Senior Assistant. Their qualifications are the same (Graduation degree) and they had parity in the 1993, 1999, 2005 and 2015 RPS. Hence the Commission recommends that the same pay scale of ₹.44570-127480 (Grade-17) shall also be applicable to the equivalent category of Assistant Matron,

- | | |
|----------------------|---------------------------|
| 8. Chief Head warder | ₹. 23100-67990 (Grade 13) |
| 9. Head Warder | ₹. 21230-63010 (Grade 11) |
| 10. Warder | ₹. 16400-49870 (Grade 07) |

Request: It is represented that the Chief Head Warder is the head of the Warder establishment. He is in charge of main gate which is the highest security point of the jails and also of all the blocks. The Chief Head Warder was in a higher pay scale than that of the Assistant Sub Inspector in the 1978 Pay Revision. It is requested to assign a pay scale on par with the LFL Head Master of Primary School.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Chief Head warder.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	23100-67990 (13)	Head warder ₹.21230-63010 (11)	Deputy Jailor ₹.26600- 77030 (16)
Compared Post: Head Master in Primary Schools.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	SG Teacher 21230-63010 (11)	Head Master ₹.35120-87130 (20)
Mode of Appointment : By promotion from Head warder 21230-63010-(11)						
Head Warder/ Warder						
Request: It is represented that the duty of the Head Warder and Warder starts from morning 5.30 AM and continues up to 6.30 PM in day duty and from 5.30 PM to 6.30 AM in night duty. They play a key role in the maintenance of the prison. They maintain discipline among the prisoners and escort them to the courts and hospitals. They are also responsible for preparing the inmates for technical education, and skill building activities like note book making, phenol making, electrical trades etc. and marshalling the prisoners to the moral classes so as to bring reforms among them. They maintain the ration store and ensure that hygienic food is served to the inmates. It is requested to assign pay scales to the Head Warder and Warder on par with the School Assistants and Secondary Grade Assistants respectively.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Head warder.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	10020-29200 (10)	21230-63010 (11)	Warder ₹.16400- 49870 (07)	Chief Head warder ₹.23100- 67990 (13)
Compared Post: School Assistant						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	SG Teacher ₹.21230-63010 (11)	Head Master ₹.35120-87130 (20)
Mode of Appointment: Head Warder: By promotion from the category of Warder.						

Warder						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1535-2840 (04)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	16400-49870 (07)	Direct Recruitment	Head warder ₹.21230-63010 (11)
Compared Post: Secondary Grade Trained Teachers						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)	Direct Recruitment	School Assistant 28940-78910 (17)
Mode of Appointment: By Direct Recruitment						
Qualification: Intermediate. Preference for those having undergone Civil Defense training and gained experience as home-guard.						

Recommendations:

Comparison with the Schools Assistants and Secondary Grade Teacher is not apt as the duties and responsibilities and scope of service are entirely different. Moreover, the qualifications of the School Assistants and Secondary Teachers are Graduation with B.Ed and Intermediate with D.Ed respectively whereas the same for the Chief Warder, Head Warder and Warder is Intermediate only. The Commission further observes that there has been a gap in pay grades between the comparable posts in the Police and Prison department hierarchies in the 1993, 1999, 2005 and 2010 RPSs. This equation was altered in the 2015 RPS to one of parity only for the three categories now under discussion. The parallel posts in the Fire Services, Forest and Prisons Departments have however been having the same pay grades all through (from the 1993 RPS), as shown below:

Sl No	Compared Posts	1993 RPS	1999 RPS	2005 RPS	2010 RPS	2015 RPS
1	Assistant Sub-Inspector of Police	11	11	11	13	13
	Fire/Forest Dept.	No corresponding category				
	Chief Head Warder	9	9	9	11	13
2	Head Constable of Police	9	9	9	11	11
	Leading Fireman/ Driver Operator	8	8	8	10	11
	Forest Section Officer	8	8	8	10	11
	Head Warder	8	8	8	10	11

3	Police Constable	5	5	7	7	7
	Fireman	4	4	6	6	7
	Forest Beat Officer	4	4	6	6	7
	Warder	4	4	6	6	7

Considering the above equations and other aspects, the Commission is of the view that the presently assigned pay grades to the three categories are appropriate and accordingly fixes the following corresponding pay scales/grades:

Chief Head warder ₹. 35570-109910 (Grade-13)

Head Warder ₹. 32670-101970 (Grade-11)

Warder ₹. 25220-80910 (Grade-7)

11. Administrative Officer ₹. 35120-87130 (Grade 20)

Request: It is represented that the nomenclature of the post of P.A. to Inspector General of Prisons/ Superintendent of Jails has been changed to that of Administrative Officer vide G.O. Ms. No. 268 Home (Prisons A) Department dated 20.10.2010. It is averred that in the 2005 Pay Revision, the time scale of pay of both Administrative Officer and Deputy Superintendent of Jails were one and the same. However, in the Revised Pay Scales 2010 and 2015 the time scale of Administrative Officer was fixed one stage below the pay scale of the Deputy Superintendent of Jails. Both the posts are governed by the A.P. Jail Service Rules and both have equal responsibilities in the administration of the office and the prisons respectively. It is finally requested to assign a pay scale to the Administrative Officer on par with that of the Deputy Superintendent of Jails.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Superintendent ₹.28940-78910 (17)	
Compared Post: Deputy Superintendent of Jails						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Jailor ₹.31460-84970 (19)	Superintendent of Jails ₹.49870-100770 (25)
Mode of Appointment: By transfer of Superintendent						

Recommendations:

The category of Administrative Officer cannot be equated with that of Deputy Superintendent of Jails for the reason that their functions are entirely different. In fact office administration is entirely different from the administration of prisons. At present the Administrative Officer of Prisons and Correctional Service Department has been assigned a pay grade of (20) which is the same as fixed for this post in a majority of other Government Departments. As such the Commission feels that the present scale is apt and accordingly assigns this category the corresponding pay scale of ₹.54060-140540 (Grade-20)

16.(c). A.P STATE DISASTER RESPONSE AND FIRE SERVICES DEPARTMENT

The Andhra Pradesh Fire Service is one of the largest Fire Brigade networks in India with 175 fire stations. The Andhra Pradesh State Disaster Response and Fire Services Department responds to Fire and Emergency calls to prevent loss of life and property due to outbreak of fire and disasters. The activities of the department are mainly connected with fire prevention, firefighting, rescue activities and disaster response as given below:

- Responding to all natural and manmade outbreak of fire and other disasters
- Prescribing mandatory fire safety measures for various hazardous premises and enforcing their compliance
- Conducting fire audit of courts, banks, hospitals and other public institutions
- Creating fire and life safety awareness
- Imparting training in firefighting operations and rescue operations in various types of emergencies
- Providing standby of fire vehicles to ensue fire safety at VVIP programs and public meetings
- Ensuring Fire Preventive Measures in all multi-storied buildings and non multi-storied Buildings by conducting periodical inspections and issuing of No Objection Certificates

The department is headed by the Director General who is assisted by one Director of Fire Services, one Additional Director of Fire Services, two Regional Fire Officers, sixteen District Fire Officers, sixteen Assistant District Fire Officers and other supporting staff. The Fire Stations are manned by the Station Fire Officers, Leading Firemen, Firemen and other staff.

1.	Director of Fire Services	₹. 66330-108330 (Grade 29)
2.	Additional Director of Fire Services	₹. 61450-105810 (Grade 28)
3.	Regional Fire Officer	₹. 49870-100770 (Grade 25)
4.	District Fire Officer	₹. 37100- 91450 (Grade 21)
5.	Assistant District Fire Officer	₹. 31460- 84970 (Grade 19)

Director of Fire Services

Request: It is stated that the Director is second in command in the department and assists the Director General in all operational, administrative, financial and other matters. The uniform code prescribed by the Director of Fire Services vide G.O. Ms. No. 205, Home (Prisons A) Department dated 17.08.2007 is similar to that of the Inspector General of Police (Non Cadre) but the scale of pay is less. It is requested to assign a pay scale to the Director, Andhra Pradesh State Disaster Response and Fire Services on par with that assigned to the Inspector General of Police (Non Cadre).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
Cadre post	Cadre post	Cadre post	31550-53060 (28)	66330-108330 (29)	Additional Director of Fire Services ₹.61450-105810 (28)	
Compared post: Inspector General of Police (Non-Cadre)						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy Inspector General of Police ₹.66330-108330 (29)	
Mode of Appointment: By promotion from the post of Additional Director of Fire Services						
Additional Director of Fire Services						
Request: : It is stated that the Additional Director Fire Services is the third in command of the department and assists the Director General in all the operational, administrative, financial and other matters. The uniform code prescribed in GO Ms. No. 133 Home (Prions A) Department dated 02.06.20006 is similar to that of the Deputy Inspector General of Police. Hence it is requested to assign a pay scale on par with that of the Deputy Inspector General of Police						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53060 (28)	61450-105810 (28)	Regional Fire Officer ₹.49870-100770 (25)	Director of Fire Services ₹.66330-108330 (29)
Compared Post: Deputy Inspector General of Police (Non-Cadre)						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Superintendent of Police ₹.56870-105810 (27)	Inspector General of Police (non-cadre) 80930-110850 (31)
Mode of Appointment: By promotion from the post of Regional Fire Officer.						

Regional Fire Officer						
Request: It is represented that the Regional Fire Officer is third level gazetted officer in the department. After bifurcation of the State the residuary State of Andhra Pradesh consists of two regions and each region is administered by a Regional Officer. The post is said to be comparable to the post of Superintendent of Police (non-cadre) and hence it is requested to assign a par pay scale with that post.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	25600-50560 (25)	49870-100770 (25)	District Fire Officer ₹. 37100- 91450 (21)	Additional Director of Fire Services ₹. 61450-105810 (28)
Compared Post: Superintendent of Police (Non-Cadre)						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Additional Superintendent of Police ₹.52590-103290 (26)	Deputy Inspector General of Police (Non-Cadre) ₹. 66330-108330 (29)
Mode of Appointment: By promotion from the post of District Fire Officer.						
Qualification: Must have passed the Station Fire Officers and Instructors Course and the District Fire Officers Course of National Fire Service College of Government of India						
District Fire Officer						
Request: It is represented that the District Fire Officer is the second level gazetted post and is in charge of a District. He ensures strict implementation of the norms stipulated for issuance of NOCs to various types of premises/ buildings. He inspects hazardous premises, creates awareness with regard to Fire Protection and Fire Safety measures by organizing mock drills and testing operational functionality of the fire protection installations. It is requested to allow parity in pay scale with the Deputy Superintendent of Police.						

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45950 (21)	37100-91450 (21)	Assistant District Fire Officer ₹.31460-84970 (19)	Regional Fire Officer ₹.49870-100770 (25)
Compared Post: Deputy Superintendent of Police						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Inspector of Police ₹.35120-87130 (20)	Additional Superintendent of Police (Non-cadre) ₹.52590-103290 (26)
Mode of Appointment: (i) By Direct Recruitment (ii) By promotion from Assistant District Fire Officer						
Qualifications: (i) By Direct Recruitment: Degree in Engineering (Fire), and if no candidate with BE (Fire) is available, candidates with Degree qualifications may be considered (ii) By transfer: must pass the examination in Manual of Firemanship, have a certificate of competence in wearing and instruction in the use of breathing apparatus, pass in prescribed departmental tests and pass in the Station Fire Officers and Instructors Course of the National Fire Service College of Government of India						
Assistant District Fire Officer						
Request: It is represented that the Assistant District Fire Officer is the first level gazetted post. He Supervises the fire-fighting operations in case of all major and serious fire accidents, reports the visiting notes to the chief office on Fire/Rescue/Emergency calls. He is responsible for planning the fire preparedness to tackle possible outbreak of fire during the visit of the VIPs/ VVIPs. It is requested that parity in pay scales may be allowed with the Inspector of Police.						

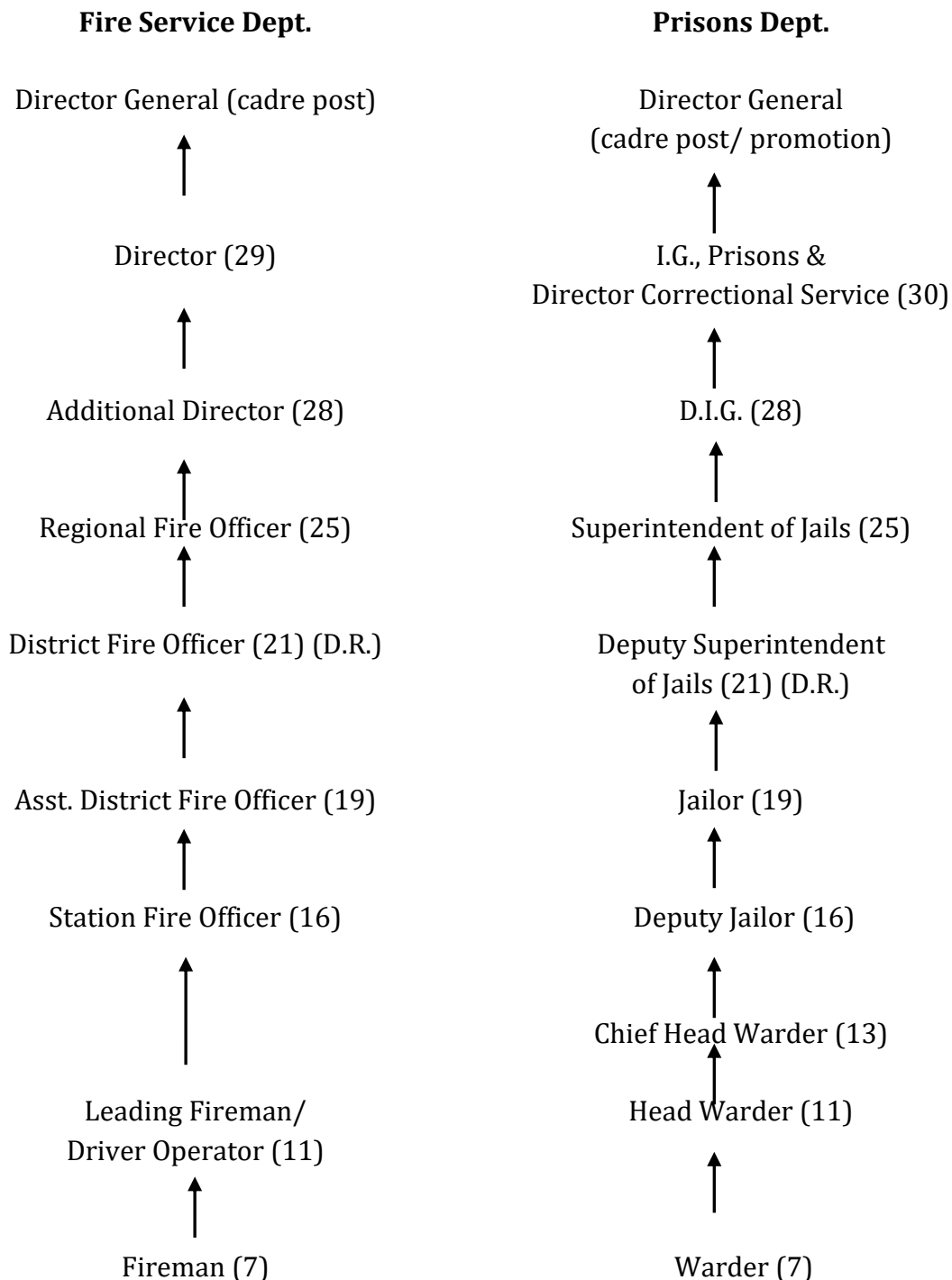
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Station Fire Officer ₹.26600-77030 (16)	District Fire Officer 37100- 91450 (21)
Compared Post: Inspector of Police						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Sub Inspector of Police ₹.28940-78910 (17)	Deputy Superintendent of Police ₹. 40270-93780 (22)
Mode of Appointment: By promotion from the category of Station Fire Officer						
Qualification: Must have passed the Station Fire Officers and Instructors Course of the National Fire Service College of Government of India or must have undergone the three months Refreshers Course of Station Fire Officers in the Fire Service State Training School.						

Recommendations:

The categories of posts tabulated above are in the direct line of promotion in the Sub-ordinate/State Services of the Disaster Response and Fire Services Department. The post of Assistant District Fire Officer is the top most post in the Sub-ordinate service while the State Service cadre starts with the post of District Fire Officer. In fact, as seen from the above table, historically, in all the RPSs since 1993, the posts in the Police hierarchy with which comparisons have been drawn, have been given primacy in assignment of pay grades compared to their counterparts in the Fire Services Department. This is in view of the wider range and scope of duties and responsibilities entrusted to the Police department functionaries. The civil police has to take care of the task of maintenance of law and order, protection of lives and properties, control of crime, crowd and traffic control etc. besides discharging enforcement responsibilities under the statutes of various regulatory departments of the State Government. The Disaster Response and Fire Services Department renders critical service in specific situations of accidental occurrence and crisis. Hence they are not strictly comparable.

The Commission however finds that the various categories of posts in the State and Sub-ordinate Services of the Fire Service and Prisons Departments, both uniformed departments, have parity in pay scales in the 2015 RPS, except at the apex (Director/ I.G.) level, as shown below. In fact, but for the two categories of Director and Additional Director, all the other categories right down to the bottom most post of Fireman, have had complete parity in pay scales with the corresponding categories of Prisons and Correctional Services Department right since the 1993 RPS.

(Pay Grades in brackets)



Considering the above aspects, the Commission is of the view that the existing pay grades assigned to the various cadres of Disaster Response and Fire Services Department, mentioned above, are appropriate except for the post of Director which deserves to be brought on par with the post of Inspector General, Prisons and Correctional Service, thus improving by one grade. Accordingly, the following pay scales/ grades are assigned:

Director of Fire Services	₹. 112610-174790 (Grade 30) (improved by one grade)
Additional Director of Fire Services	₹. 94500-170580 (Grade 28)
Regional Fire Officer	₹. 76730-162780 (Grade 25)
District Fire Officer	₹. 57100-147760 (Grade 21)
Assistant District Fire Officer	₹. 48440-137220 (Grade 19)

- | | |
|-------------------------|---------------------------|
| 6. Station Fire Officer | ₹. 26600-77030 (Grade 16) |
| 7. Leading Firemen | ₹. 21230-63010 (Grade 11) |
| 8. Driver Operator | ₹. 21230-63010 (Grade 11) |
| 9. Firemen | ₹. 16400-49870 (Grade 07) |

Station Fire Officer.						
Request: It is represented that the Station Fire Officer is in charge of a fire station and is supposed to be available round the clock. The jurisdiction is spread over 6/7 Mandals, much wider than the jurisdiction of a Police Sub-Inspector. He has to inspect all the hazardous premises regularly and submit inspection reports to the superiors. It is requested that parity may be maintained with the Sub-Inspector of Police and Gazetted status be conferred on this category. There is another request to allow parity in pay scale with the Mandal Development Officer and Tahsildar.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	13660-38570 (16)	26600-77030 (16)	Leading Fireman/ Driver Operator ₹.21230- 63010 (11)	Assistant District Fire Officer ₹.31460- 84970 (19)
Compared Post: Sub Inspector of Police						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	Assistant Sub Inspector ₹.23100-67990 (13) Head Constable ₹.21230-63010 (11)	Inspector of Police ₹. 35120-87130 (20)

Compared Post: Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahsildar ₹.28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Compared Post: Mandal Development Officer						
3110-6380 (18)	5980-12100 (18)	9285-2155 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer (PR&RD) ₹.29760-80930 (18)	Dy. Chief Executive Officer ₹.42490-96110 (23)
Mode of Appointment: By (i) Direct Recruitment (ii) promotion from the category of Leading Fireman and Driver operator.						
Qualification: Direct Recruitment – A Degree; Promotion- (i) Training for 5 months in the Fire Service State Training School (ii) one month training course in Driving Mechanism and Pump Operation in the Central Workshop (iii) course of practical training in fire-fighting and rescue (iv) training in office procedure and administration (v) certificate course of competence in wearing and instructions on Breathing Apparatus.						
Leading Fireman						
Request: It is represented that a Fireman gets promotion as Leading Fireman after undergoing a three month rigorous training at the State Training School. It takes twenty to twenty five years for a fireman to get promotion as Leading Fireman. He assists the Station Fire Officer in official work as well as for inspecting premises in hazardous areas. His job chart includes roster duties, conduct of drills, parades, writing panchnamas and general diaries, posting sentry duties. He leads the crew during firefighting, rescue and emergency operations and does standby duties, imparts fire awareness trainings and conducts mock drills for the staff. It is requested that parity in pay scale may be given with the LFL Headmaster in Primary School/School Assistant.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	10020-29200 (10)	21230-63010 (11)	Firemen ₹.16400-49870 (07)	Station Fire Officer ₹.26600-77030 (16)
Compared Post: Head Master in Primary School/School Assistant						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	SG Teacher 21230-63010 (11)	Head Master ₹.35120-87130 (20)
Mode of Appointment : By promotion from the post of Fireman						

Qualification: Must have undergone and passed the Training Course for Leading Fireman in specified subjects for a period of three months in the Andhra Pradesh Fire Service State Training School as per the programme and syllabus prescribed by the Director, Fire Services from time to time.

Driver Operator

Request: It is represented that the functions of the Driver Operator involve moving the Water Tender Vehicle and operating the pumps. It is stated that the core work of firefighting is attended to by the firemen. The driver operators do not participate in the said operation directly but are getting promotion as Station Fire Officer directly. It is requested to downgrade the pay scale of the Driver Operator on par with that of the Heavy Vehicle Driver under 'Common Categories' i.e. Pay Grade-8.

The Driver Operators, on the other hand, have countered the above request by stating that they have disassociated themselves from the A.P. State Disaster Response and Fire Services Association and joined the Andhra Pradesh Government Vehicles Driver Association. They have requested not to consider the request to down grade their pay scale and take into account the representation made through Government Vehicle Drivers' Association.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	10020-29200 (10)	21230-63010 (11)	Firemen ₹.16400-49870 (07)	Station Fire Officer 26600-77030 (16)

Compared post: Driver with HMV license in other departments

1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)		
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Mode of Appointment

By Direct Recruitment/promotion from the post of Firemen

Qualification: Direct recruitment: (i) S.S.C. (ii) Must possess a current and clean Heavy Transport Driving License which must have been valid for a minimum period of two years.

By promotion: i) Must have undergone the training for Driver Operator, conducted at the Andhra Pradesh Fire Service State training School in the specified subject for a period of four months as per the programme and syllabus prescribed by the Director of Fire Services from time to time and must have passed the examination conducted at the end of the course ii) Must possess a current and clean Heavy Transport Driving License which must have been valid for a minimum period of two years.

Fireman						
Request: It is represented that a Fireman is an important post in the Fire Services Department and plays a crucial role during the firefighting, rescue and emergency operations. He has to undergo specialized trainings like swimming, first aid, chemical combustion, hose and hose fittings, rural area fires, hydraulic ladders etc. He is responsible for keeping the station premises, appliances, equipment, gears etc. clean and tidy. He attends to standby duties for VVIP helipads and convoys and festivals like Pushkarams, Ramzan, Ganesh Usthavams, Public Carnivals, Temples, public / political party strikes, communal riots, bando-baust etc. It is stated that the academic qualifications for the post of Secondary Grade Teachers is also Intermediate and they need not undergo any rigorous training. Their working hours are limited and they have good promotion channel. It is requested to bring them on par with the Secondary Grade teachers.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1535-2840 (04)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	16400-49870 (07)		Leading Fireman Driver Operator ₹. 21230-63010 (11)
Compared post: Secondary Grade Trained Teachers						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230-63010 (11)		School Assistant ₹. 28940-78910 (17)
Mode of Appointment: Direct Recruitment / selection from Home Guards						
Qualification: By Direct Recruitment: Intermediate By selection from Home Guards: Intermediate or equivalent examination. ii) Fulfill the physical standards prescribed for the post of Fireman. iii) Served in Home Guards organization continuously for a minimum period of 2 years out of which at least 180 days must have been spent actually as Home guards						

Recommendations:

The above four posts are in the direct line of promotion in the Andhra Pradesh Fire Sub-ordinate Service

- (i) Station Fire Officer: Comparison with the post of Tahsildar and Mandal Development Officer is not apt since their functions and responsibilities are entirely different. In so far as the Sub-Inspector of Police is concerned, the duties assigned are more arduous in nature, and considering this, right since

the 1993 RPS the post has been assigned a pay grade which is one scale higher than that of the Station Fire Officer.

- (ii) **Leading Fireman:** Comparison with the categories of Head Master of Primary School/ School Assistant is not proper as the functions and scope of service are entirely different. Moreover the qualification prescribed for the post of School Assistant is much higher, i.e. Graduation Degree with B.Ed. There has also been several pay grades gap between the two posts since the 1993 RPS.
- (iii) **Driver Operator:** The Driver Operator, apart from driving the water tender, operates and maintains the pump and does sentry duty. The duties require higher degree of skill than that of the Heavy Vehicle Driver who only drives the vehicle. It is observed that since the 1986 RPS the Driver Operator post has enjoyed a pay grade on par with the category of Leading Fireman. It is a common feeder category along with Leading Firemen to the post of Station Fire Officer. It also constitutes a common promotion category, along with the Leading Fireman, for the feeder post of Fireman. Hence the higher pay scale assigned to this post than the HMV Driver (Grade-8) in 'Common Category' is justified.
- (iv) **Fireman:** Comparison with the post of Secondary Grade Teachers is not fair. The functions and service conditions of these posts are entirely different. Moreover, even as far as qualification is concerned, the Secondary Grade Teacher has to acquire D.Ed qualification in addition to a pass in Intermediate.

The Commission further observes that there has been a gap of one grade between the comparable posts in the Police and Fire Service hierarchies in the 1993, 1999, 2005 and 2010 RPSs. This equation was altered for the bottom two posts in the 2015 RPS, as shown below:

Sl No	Compared Posts	1993 RPS	1999 RPS	2005 RPS	2010 RPS	2015 RPS
1	Sub-Inspector of Police	14	14	14	17	17
	Station Fire Officer	13	13	13	16	16
2	Head Constable of Police	9	9	9	11	11
	Leading Fireman/ Driver Operator	8	8	8	10	11
3	Police Constable	5	5	7	7	7
	Fireman	4	4	6	6	7

Considering the above, the Commission is of the view that the existing pay grades attached to these posts are adequate, except for the post of Station Fire Officer which needs to be improved by one pay grade following a similar rise for the equivalent posts of Deputy Jailor, Deputy Range Officer and Excise Sub-Inspector in other uniformed departments, and accordingly assigns the pay scales as given below. These pay scales/grades are at par with the pay scales/grades assigned to the parallel ranked positions in the other uniformed departments namely, Transport, Prisons and Correctional Services, Forest and Excise Departments.

Station Fire Officer	₹.44570-127480 (Grade 17) (improved by one grade)
Leading Firemen/ Driver Operator	₹.32670-101970 (Grade 11)
Firemen	₹.25220-80910 (Grade 07)

10. Administrative Officer ₹. 35120-87130 (Grade 20)
 11. Junior Administrative Officer ₹. 29760-80930 (Grade 18)

Request: It is represented that the Administrative Officer and Junior Administrative Officer extend support to the Additional Director and Director in office administration. It is also stated that similar posts in the Police Department are in a higher pay scale. Hence it is requested that parity may be established for these categories with the Administrative Officer and Junior Administrative Officer in Police Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Administrative Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Junior Administrative Officer ₹.29760-80930 (18)	
Compared post: Administrative Officer of Police Department						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Junior Administrative Officer ₹.31460-84970 (19)	

Mode of Appointment: By promotion from the category of Junior Administrative Officer						
Junior Administrative Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Junior Administrative Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
---	---	----	15280-40510 (18)	29760-80930 (18)	Superintendent ₹.28940-78910 (17)	Administrative Officer ₹.35120-87130 (20)
Compared post: Junior Administrative Officer in Police Department						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	Administrative Officer ₹.37100-91450 (21)
Mode of Appointment: By promotion from the category of Superintendent						

Recommendations:

It is observed that the complement of Administrative Officers, Junior Administrative Officers and Superintendents in this Department are as follows:

	HoD Level	District Level	Total
1. Administrative Officer	1	0	1
2. Jr. Administrative Officer	2	2	4
3. Superintendent	8	13	21

The above posts are in direct promotional hierarchy. Considering the above indicated spans of control and also the pay scales assigned to the same categories in other departments, the following scales/ grades are assigned to these two categories:

Administrative Officer	₹. 57100-147760 (Grade-21)
Junior Administrative Officer	₹. 48440-137220 (Grade-19)
	(improved by one grade each)

16. (d). PRINTING STATIONERY AND STORES PURCHASE DEPARTMENT

Printing, Stationery and Stores Purchase Department Caters to the Printing and Stationery needs of State Government Departments and Local Bodies. The Department comprises of three wings, namely Printing, Stationery and Stores Purchase. The Commissioner exercises administrative and supervisory control over all the above three wings. Consequent to the bifurcation of Andhra Pradesh State, only the Head of the Department has been divided. In the division only one first level gazetted officer i.e, Assistant Director(Administration) and (20) administrative staff, one Assistant Accounts Officer and (09) Accounts staff were allotted to Andhra Pradesh to look in to the administration and accounts related matters.

The Printing Wing has two major administrative units viz. (1) the Government Regional Press at Kurnool and (2) the Government Regional Press at Vijayawada. These two units function under the supervisory control of the Head of Department, Printing, Stationery and Stores Purchase Department at Vijayawada.

The representation received from the employees is discussed below,

1. Searcher ₹. 1300040270 (Grade 01)

Request: A representation has been filed stating that 18 employees were promoted temporarily from the category of Watchman to the category of Searchers vide proceeding dated 29-04-1986 of the Deputy Director (Tech), Government Regional Press, Kurnool. Thereupon the pay scale of these employees was raised from the earlier level of ₹.290-425 (Grade-1 of RPS 1978) to ₹.325-500 (Grade-3 of RPS 1978). Subsequently, in the RPS 1986, the first three grades of 1978 RPS were merged together as the new Grade-1. Again in the 1993 RPS, Grade-1 of 1986 RPS was split into Grade-1 and Grade-2. While so, the Searcher category was assigned Pay Grade-1 in the 1993 RPS and the same pay grade has continued till the 2015 RPS. Hence, now there is a request to restore the earlier assigned Grade-3 (as in 1978 RPS) in the current Revised Pay Scales.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6700-20110 (01)	13000-40270 (01)		Head Watch and Ward ₹.13780-42490 (03)

Mode of Appointment: By Direct Recruitment

Qualification: Pass in 7th Class examination

Recommendations:

According to the Andhra Pradesh Printing Stationery and Stores Purchase Department Service Rules, the post of Searcher is to be filled in by Direct Recruitment. This category has been clubbed with the category of Watchman under 'Class Q- Attendance Section' of the said Service and is the entry level post in that Class. The next two promotion posts in the same Class are the posts of Head Watch and Ward (Grade-3) and Time Keeper (Grade-4). Hence the contention that it is a promotion post to the post of Watchman is wrong. As per the present salary structure Pay Grade-3 has been assigned to semi-skilled employees in various Departments such as Carpenter, Machine Minder, Welder, Head Cook, Fitter, Electrician, Machine Operator, Mechanic etc. Hence, keeping the qualifications, skill level and duties attached to the post in view, it is considered that the present pay scale is appropriate and accordingly the corresponding pay scale of ₹.20000-61960 (Grade 01) is assigned to this category.

16. (e). JUDICIAL DEPARTMENT

The supporting staff of the Subordinate Courts i.e. Courts other than Hon'ble High Court of Andhra Pradesh, are governed by the Andhra Pradesh Judicial Ministerial Service Rules, 2003 issued vide G.O. Ms. No. 129, Law (LA&J Home Courts D) Department dated 05.12.2003.

The Honourable Supreme Court of India, in WP.No.1022/1989, in the matter of All India Judges Association Versus Union of India and others dated 07.01.1998, directed the First National Judicial Pay Commission headed by Honourable Justice Sri K. Jagannath Shetty, to examine and recommend ways and means to improve the service conditions of the employees of Subordinate Courts. The Commission made specific recommendations in respect of each State including the State of Andhra Pradesh. The Honourable Supreme Court of India, on 26-03-2008 and 15-07-2008, directed to implement the recommendations of the Shetty Commission in respect of the employees of Subordinate Courts with effect from 01.04.2003. On the request of the Registrar General, High Court of Andhra Pradesh orders were issued vide G.O. Ms. No. 50 Law (LA&J- Home – Courts D) Department dated 23.04.2009 revising the pay and allowances of the staff of Subordinate Courts and modifying the Andhra Pradesh Judicial Ministerial Service Rules, 2003 to the extent required. These orders were given effect to in the Revised Pay Scales, 2010 as per the recommendations of the Ninth Pay Revision Commission. The pay scales were further revised as per the recommendations of the Tenth Pay Revision Commission.

1. Chief Administrative Officer ₹. 42490-96110 (23)

Request: It is represented that the Chief Administrative Officer is the highest post in the Andhra Pradesh State Judicial Ministerial Service Rules and is a Gazetted Post. He/she assists the Principal District Judge in judicial administration of all the Courts in the entire district and also attends to call work of the Civil Cases up to 90 days. In the 1999 Pay Revision, prior to introduction of the First National Pay Commission, this post was at par with the Junior Civil Judge. Hence it is requested to allow similar parity with the Junior Civil Judge in the ensuing RPS.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Chief Administrative Officer of Judicial Department						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	7400-15475 (21)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Senior Superintendent / Stenographers Gr-I ₹.29760-80930 (18)	
Junior Civil Judge (NOT IN PRC PURVIEW)						
Mode of Appointment: By Promotion from the cadre of Senior Superintendents and Stenographers Grade-I in the ratio of 5:1						
Qualification: Must be a Graduate and must have passed Departmental Tests i.e. Civil Judicial Test Part I & II, Criminal Judicial Test, Accounts Test for Sub-ordinate Officers Part-I and Translation Test.						

Recommendations:

The Junior Civil Judges are not covered by the awards of the State Pay Revision Commissions. Hence the pay scales of the Judicial Officers cannot be considered as reference points for drawing parity for the administrative employees of the Sub-ordinate Courts who are governed by the State Government pay scales. Moreover the functions, professional qualification and skill of the Judicial Officers are entirely different. Considering the duties and responsibilities, position in the hierarchy and qualification level, the Commission is of the view that the existing pay grade is adequate and accordingly assigns the corresponding scale of ₹65360-154980 (Grade-23).

2. Senior Superintendent ₹. 29760-80930 (Grade 18)

Request: It is represented that the Senior Superintendent is the next level promotion post for the post of Superintendent. He/she performs supervisory functions over the ministerial cadres and is supposed to be well versed in State and Central Laws for discharging his duties. He attends to call work and has powers to adjourn civil cases in the court of Senior Civil Judge up to 90 days. It is requested to assign a higher pay scale keeping in view the duties and responsibilities attached to the post.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Superintendents ₹.28940-78910 (17)	Chief Administrative Officer ₹.42490-96110 (23)
Mode of Appointment: Promotion from the cadre of Superintendents.						
Qualification: Graduate, Must have passed Departmental Tests i.e. Civil Judicial Test Part I & II, Criminal Judicial Test, Accounts Test for Sub-ordinate Officers Part-I and Translation Test.						

Recommendations:

The Senior Superintendent is the next level promotion post to the post of Superintendent. This category was created after bifurcation of Superintendents in the APJMS Rules, 2003 and were formerly known as Head Clerk of District Courts, Additional District Courts, Sheristadars of Sub-Courts and Central Nazir of District Courts. Keeping in view the duties, responsibilities, hierarchical position and the pay grade assigned to the Superintendent (feeder category), the present pay scale is improved by one grade and a pay scale of ₹.48440-137220 (Grade -19) is assigned.

3. Superintendent	₹. 28940-78910 (Grade 17)
4. Senior Assistant	₹. 22460-66330 (Grade 12)
5. Field Assistant	₹. 16400-49870 (Grade 07)
6. Typist	₹. 16400-49870 (Grade 07)
7. Junior Assistant	₹. 16400-49870 (Grade 07)
8. Record Assistant	₹. 15030-46060 (Grade 05)
9. Office Subordinate	₹. 13000-40270 (Grade 01)

Superintendent
Request: It is represented that the post of Superintendent is a promotion post to the post of Senior Assistant. It is stated that as per the recommendations of the Justice Jagannath Shetty Commission the category of Superintendent/Sheristidar was introduced, which is special only to the Judicial Department. The duties are different from those of similar categories in other departments as the Superintendent is supposed to be well acquainted with the provisions of Law and note has to be prepared in each and every Civil and Criminal case file before numbering of the case. Further, he attends to call work and gives adjournments in Civil cases up to 90 days in the Court of Junior Civil Judge. He receives

Vakalathnamas, counters, written statements etc. in civil cases. It is requested to assign a better pay scale keeping in view the duties and responsibilities of this category.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Senior Superintendent ₹.29760-80930 (18)

Mode of Appointment: Promotion from the cadre of Senior Assistant.

Qualification: Graduate. Preference for computer skill, Must have passed Departmental Tests i.e. Civil Judicial Test Part I & II, Criminal Judicial Test, Accounts Test for Sub-ordinate Officers Part-I and Translation Test.

Senior Assistant

Request: It is represented that the Senior Assistant is a very important and responsible post. He attends to Bench work in the Court Hall and assists the Judge in the open Court by maintaining the valuable court records of Civil and Criminal cases. In view of the onerous duties, it is requested to assign a better pay scale compared to similar posts in other departments.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistants /Typists/Field Assistants ₹.16400-49870 (07)	Superintendents ₹.28940-78910 (17)

Mode of Appointment: By promotion of (a) Junior Assistants /Typists and (b) Field Assistants in the ratio of 5:1

Qualification: Graduate. Preference for Computer skills, Must have passed Departmental Tests i.e. Civil Judicial Test Part I & II, Criminal Judicial Test and Accounts Test for Sub-ordinate Officers Part-I (Promotion)

Junior Assistant/Typist

Request: It is represented that the role of Junior Assistant is different from that of similar categories in other Departments. He/ she prepares notes on each and every file before the starting of the court proceedings and also attends to other works. Thus the work stretches from 9 AM to 9 PM. In addition, when the Police functionaries produce a criminal before

the Judicial Officer at his/her residence, the presence of Junior Assistant is required for preparation of remand warrant etc. so that the accused person can be sent to the judicial custody without delay. He is the custodian of valuable documents such as pro notes worth one crore and above. Hence it is requested to assign a higher pay scale without comparing with the Junior Assistant of the Common Category.

Typist – It is represented that the role of the Typist in the Judicial Department is different from those in other Departments. He/she has to work along with the Judicial officer on the Bench to record depositions of witnesses and he/she is supposed to be well acquainted with judicial proceedings. Further the Typist has to feed the daily case proceedings in the e-Courts Project. It is requested to assign a higher scale to the Typist.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Examiners/ Copyists/ Process server/ Driver ₹.15460-47330 (06) Record Assistant ₹15030-46060 (05)	Senior Assistant ₹.22460-66330 (12)

Mode of Appointment: By (a) Direct Recruitment (50%) (b) promotion from the cadres of Examiners and Copyists (c) transfer of Record Assistants/ Drivers/ Process Servers

Qualifications: (a) Junior Assistant - Bachelor's Degree, Knowledge or qualification in computer operation (b) Typist- Bachelor's Degree, Knowledge or qualification in computer operation, must have passed Government Technical Examination in English typing (Higher Grade)

Field Assistant

Request: It is stated that the post of Field Assistant is very important in the Judicial Department. He attaches movable and immovable properties as per the orders of the High Court and prepares notes on execution orders, summons etc. His duties start early in the morning and stretches beyond the office hours for execution of summons etc. It is requested to assign a higher pay scale.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1665-3200 (06)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Process Server ₹.15460-47330 (06)	Senior Assistant ₹22460-66330 (12)
Mode of Appointment: By Direct Recruitment/transfer of Process Servers in Last Grade Service						
Qualification: Direct Recruitment/transfer: Bachelor's Degree.						
Record Assistant						
Request: It is represented that the Record Assistant is a feeder category to the post of Junior Assistant, Typist, Field Assistant along with Examiner, Copyist and Process Server. Hence it is requested to assign a pay scale on par with the Examiner, Copyist and Process Server.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
Rs.						
1535-2840 (04)	2870-5470 (04)	4260-9520 (04)	7740-23040 (05)	15030-46060 (05)	Attender ₹.13000-40270 (01)	Junior Assistant 16400-49870 (07)
Compared Post: Examiner of Judicial Department.						
1665-3200 (06)	3130-6150 (06)	4595-10285 (06)	7960-23650 (06)	15460-47330 (06)	Attender ₹.13000-40270 (01)	Junior Assistant 16400-49870 (7)
Compared Post: Process Server of Judicial Department						
1375-2375 (01)	3130-6150 (06)	4595-10285 (06)	7960-23650 (06)	15460-47330 (06)	Attenders ₹.13000-40270 (01) Jamedars ₹.14600-44870 (04)	Junior Assistant 16400-49870 (7)
Mode of Appointment: By transfer from the category of Attender/ Jamedar						
Qualification: Intermediate						

Office Subordinate						
Request: It is stated that the duties of office Subordinate in Judicial Department is different from those of similar categories in other departments and hence they should be assigned a higher pay scale						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6700-20110 (01)	13000-40270 (01)		Process Server/ Examiner ₹.15460-47330 (06)
Mode of Appointment: By direct Recruitment.						
Qualification: Must have passed VII class examination						

Recommendations:

No disparity in pay scales has been pointed out in respect of any of the above mentioned categories. The common request has been to assign higher pay scales compared to the same categories of posts in the other Government Departments. The argument advanced for such enhancement are not very convincing. Hence the Commission assigns the following pay scales to the above discussed categories of posts:

Superintendent	₹. 45830-130580 (Grade-18)
Senior Assistant	₹. 37640-115500 (Grade-14)
Field Assistant	₹. 28280-89720 (Grade-9)
Typist	₹. 28280-89720 (Grade-9)
Junior Assistant	₹. 28280-89720 (Grade-9)
Record Assistant	₹. 23120-74770 (Grade-5)
Office Subordinate	₹. 20000-61960 (Grade-1)

10. Stenographer Grade II ₹. 25140-73270 (Grade 15)

Request: It is represented that the category of Stenographer Grade II is equal to the cadre of Superintendent in the Judicial Department. Hence it is requested to assign a pay scale on par with that of the Superintendent.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	25140-73270 (15)	Stenographer Grade –III ₹.22460-66330 (12)	Stenographer Gr-I ₹.29760-80930 (18)
Compared Post: Superintendent of Judicial Department.						
2315-4880 (12)	4430-9300 (12)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Senior Superintendent ₹.29760-80930 (18)
Mode of Appointment: By promotion from the cadre of Stenographer Grade III						
Qualification: Graduate						

Recommendations:

The Commission finds that the Stenographer (former Personal Assistant) cadre has been divided into three, namely Stenographer-I, II and III in that order of descending hierarchy. At present the Stenographer-I has been assigned a pay grade on par with that of the Senior Superintendent, Stenographer-III (a promotion post from the category of Junior Assistant/Typist) is at par with the Senior Assistant and Stenographer-II has been assigned an intermediate pay scale between the two. Considering the hierarchy, duties and responsibilities attached to the posts and existing parities mentioned above the following pay scales are assigned:

Stenographer-I	₹. 48440-137220 (Grade-19)
Stenographer-II	₹. 44570-127480 (Grade-17)
Stenographer-III	₹. 37640-115500 (Grade-14)

11. Examiner/ Copyist/ Process Server ₹. 15460-47330 (Grade-6)

Request: The Association of Judicial Ministerial employees have requested for enhancement of pay scale of these categories. On behalf of the Process Servers it was requested to assign them a pay scale on par with that of the Police Constables.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		4595-10285 (6)	7960-23650 (6)	15460-47330 (6)	Attenders ₹.13000-40270 (1)	Junior Assistant ₹.16400-49870 (7)
Mode of Appointment: By Direct Recruitment/ by promotion from the cadre of Attenders						
Qualification: Examiner- Intermediate Copyist- Direct Recruitment: (i) Intermediate (ii) Pass in A.P. Government Technical Examination in English Typewriting by Higher Grade, provided that if candidates who have passed the examination by the Higher Grade are not available those who have passed the examination by the Lower Grade; Promotion: Pass in A.P. Government Technical Examination in English Typewriting by Higher Grade, provided that if candidates who have passed the examination by the Higher Grade are not available those who have passed the examination by the Lower Grade. Process Server- SSC						

Recommendations:

There is no similarity in the functioning of the Police Constable and the Process Server. Considering their job profiles and qualification levels these posts are assigned the following pay scales

Examiner/ Copyist	₹. 25220-80910 (Grade-7) (enhanced by one grade)
Process Server	₹. 23780-76730 (Grade-6)

12. Senior Driver (Light Vehicle)

Request: It is represented that the Justice Jaganadha Shetty Commission directed all the State Governments and High Courts to create Senior Driver (Light Vehicle) Post in the Judicial Department and the post should be filled up by promotion of Light Vehicle Drivers to provide a promotion channel. It is requested to assign a pay scale to the Senior Driver.

Recommendations:

The Commission gathers that as of now this post is not in existence in the Judicial Administration. However in case such a post is created in future, the same may be assigned a pay scale of ₹.27500-87480 (Grade-8) on par with that of the Senior Drivers of Government Departments.

16. (f). SAINIK WELFARE DEPARTMENT

Sainik Welfare Department is vested with the responsibility of re-settlement of ex-servicemen by way of employment, self-employment and training for suitable employment or self-employment. Further, the department looks after the welfare of ex-servicemen and monitors implementation of reservations for the children of ex-servicemen.

The main functions of the department are as under:

- Welfare, resettlement and rehabilitation of ex-servicemen and war disabled.
- Resettlement and re-habilitation of families of war deceased soldiers, deceased soldiers and ex-servicemen
- Assistance and welfare measures for the families of the Armed forces personnel.

The Rajya Sainik Welfare Board under the Chairmanship of the Hon'ble Chief Minister is a State level advisory Board and the Director, Sainik Welfare is the Member Secretary. The Zilla Sainik Welfare Board under the Chairmanship of the District Collector is the District level advisory Board and the Zilla Sainik Welfare Officer functions as its Member Secretary.

The department is headed by the Director who is supported by the Assistant Director, Placement Officer and Zilla Sainik Welfare Officers.

1. Director	₹. 56870-105810 (Grade 27)
2. Assistant Director	₹. 37100-91450 (Grade 21)
3. Placement Officer	
Zilla Sainik Welfare Officer	₹. 3160-84970 (Grade 19)
4. Assistant Accounts Officer	₹. 31460-84970 (Grade 19)

Request: It is represented that the Director of Sainik Welfare is a Non cadre Officer. The Zilla Sainik Welfare Officer is on par with other District Welfare Officers viz., District Social Welfare Officer, District BC Welfare Officer and District Tribal Welfare Officer. He tours the entire district coordinating with Mandal level officers to implement various welfare schemes, for the ex-servicemen, launched by the State and Central Governments. But the Zilla Sainik Welfare Officer has been assigned a pay scale lesser than that of the Mandal Revenue Officer. It is therefore requested that the pay scale of the Director may be revised to correspond to the present scale of ₹.66330- 108330 (29) so as to be on par with other departments. It is also requested to revise the pay scale of the Assistant Director on par with the Joint Directors of other Departments. It is similarly requested that the pay scales of Placement Officer, Assistant Accounts Officer and Zilla Sainik Officer be revised on par with other District level officers of other welfare departments (SC/ ST/ BC welfare).

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Director						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	56870-105810 (27)	Assistant Director ₹. 37100-91450 (21)	
Mode of Appointment: (i) By Direct recruitment of a retired officer of Armed forces not below the rank of Colonel or its equivalent rank in Navy/Air Force on reemployment basis or (ii) By promotion from the category of Assistant Director who shall be a retired officer from the Armed Forces, if eligible candidate for direct recruitment as mentioned above at (i) is not available.						
Assistant Director						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Zilla Sainik Welfare officer / Placement Officer / Asst. Accounts Officer ₹.31460-84970 (19)	Director ₹.56870-105810 (27)
Mode of Appointment: By promotion of Zilla Sainik Welfare Officer, Placement Officer and Assistant Accounts Officer.						
Zilla Sainik Welfare Officer and Placement Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	Assistant Director ₹. 37100-91450 (21)

Mode of Appointment: By Direct Recruitment or appointment by transfer of Superintendents in the AP Ministerial Service of Sainik Welfare Department.						
Qualifications: Ex-serviceman who retired not below the rank of Captain or equivalent rank in the Army/Navy/Airforce						
Assistant Accounts Officer						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	31460-84970 (19)	Superintendent ₹. 28940-78910 (17)	Assistant Director ₹.37100-91450 (21)
District BC Welfare Officer /District Social Welfare Officer / District Tribal Welfare Officer						
3310-6840 (19)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Assistant BC Welfare Officer Assistant SC Welfare Officer Assistant Tribal Welfare Officer ₹.31460-84970 (19)	Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By transfer of Superintendent in the Andhra Pradesh Ministerial Service in the Sainik welfare dept.						

Recommendations:

The Commission observes that the Department of Sainik Welfare, with limited functions and clientele interface, does not boast of the usual paraphernalia of administrative hierarchy i.e. Director supported by Additional/ Joint/ Deputy/ Assistant Directors but a truncated cadre of Director and an Assistant Director at the Head of Department level. Hence the comparisons sought to be drawn with Directors of other major Departments on the basis of commonality of designation is not very apt. Similarly, considering the relative scope of functions, responsibilities attached, span of control etc. the post of Assistant Director, which is at pay grade 21 [same as Asst. Directors (non-technical) of many other departments], cannot be equated with Joint Directors of other departments, as has been requested. Same is the position of the Zilla Sainik Welfare Officer, Placement Officer and Assistant Accounts Officer vis-à-vis the District BC/SC/Tribal Welfare Officer.

Keeping in view the above, the Commission recommends status quo, as far as pay grades are concerned, in respect of the posts of Director, Assistant Director and Placement Officer/ Zilla Sainik Welfare Officer /Assistant Accounts Officer.

Director	₹. 87480-170580 (Grade-27)
Assistant Director	₹. 57100-147760 (Grade-21)
Zilla Sainik Welfare Officer, Placement Officer and Assistant Accounts Officer	₹. 48440-137220 (Grade-19)

5. Superintendent ₹. 28940-78910 (Grade 17)

There is a request for up-gradation of the post of Superintendent to the Gazetted cadre with Gazetted officer's pay scale on par with the Revenue and Treasury Departments.

Recommendations:

Since this post is governed by a common service rule i.e. the Andhra Pradesh Ministerial Service Rules it will be dealt with under the 'Common Categories'.

6. Welfare Organizer ₹. 16400-49870 (Grade 07)

Request: It is requested to upgrade the post to that of Superintendent, as has been already implemented in some neighboring States like Tamil Nadu, Kerala, Maharashtra etc. During discussion with the Service Association it was further requested that the pay scale should be enhanced on par with the Welfare Organiser in the Women Development and Child Welfare Department.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Welfare Organizer.						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Initial induction	-

Compared Post : Superintendent						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Zilla Sainik Welfare Officer Placement Officer Assistant Accounts Officer ₹.31460-84970 (19)
Mode of Appointment: By Direct recruitment						
Qualification: Should have served as an Ex-Service Man, passed Intermediate or equivalent examination, able to read, write and speak Telugu language.						

Recommendations:

The qualification level for the entry level post of Junior Assistant, from which the second level promotion post is the Superintendent in Common Category, is at present a Graduate Degree along with a pass in Computer Proficiency Test conducted by the APPSC. This is a much higher level of educational qualification and skill compared to that of the Welfare Organiser. The Commission observes that the pay grade assigned to the Welfare Organiser (qualification- SSC) in the Women Development and Child Welfare Department is Grade-8. Keeping in view the qualification levels, duties and responsibilities of the post under consideration and the compared posts, the Commission assigns the following pay scale/ grade to the post of Welfare Organiser:

Welfare Organiser (Benefit of one grade)	₹. 27500-87480 (Grade-8)
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