REPORT OF
11th PAY REVISION COMMISSION
ANDHRA PRADESH
2020
Volume-II/2

ASUTOSH MISHRA, IAS (Retd.)

Pay Revision Commissioner

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17. INDUSTRIES AND COMMERCE DEPARTMENT

17.(a). INDUSTRIES, COMMERCE AND EXPORT PROMOTION DEPARTMENT

The main functions of the Department are:

- To Assist and guide the entrepreneurs for promotion and setting up of industrial units.
- To enable the entrepreneurs to get different industrial approvals and clearances from various departments/ agencies at a single point.
- Sanction of incentives to eligible industrial undertakings.
- To create a transparent, congenial, hassle-free and business friendly environment for attracting more investment for accelerated growth of industrial sector in the State.
- To arrange for allotment of scarce raw materials like Coal / Rectified Spirit (RS) / DS to industrial units.
- To arrange financial assistance to educated unemployed youth from Banks to set up their firms under the Prime Minister Employment Generation Programme (self- employment scheme)
- To provide marketing assistance to local industrial units
- To Rehabilitate Sick small industrial units.
- To settle disputes arising due to non-receipt of payment to local MSME suppliers from various purchasers especially Government Departments.

At the State level the Department is headed by the Commissioner, who is assisted by the Additional/Joint/Deputy/Assistant Directors and Ministerial staff. At the District level the District Industries Centers are managed by the General Manager (Joint Director cadre), supported by the Deputy/ Assistant Directors and Industrial Promotion Officers. The Departmental employees represented to the Commission in respect of the following posts:

1.	**Joint Director**	**₹. 56870-105810 (Grade 27)**
2.	**Deputy Director**	**₹. 46060-98440 (Grade 24)**
3.	**Assistant Director**	**₹. 40270-93780 (Grade 22)**

Request: It is represented that the Industries Department is a technical Department. The duties of the officers of the Industries Department include identifying the technical skills required for starting an enterprise and coordinating with various organizations like DRDA, STEP, APKVIB, SC/BC/ST Minorities/Women Finance Corporations in implementation of Self Employment Schemes and Employment Generation Programmes by providing necessary technical guidance. They were recruited by the APPSC as Assistant Directors, the entry level post. All the officers are possessing technical qualifications as in other

Engineering Departments. They used to carry scales on par with that of the Superintending Engineer, Executive Engineer and Deputy Executive Engineer respectively till the 1999 Pay Revision and it was disturbed in subsequent pay revisions. It has been requested to restore that parity.

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

Joint Director

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 ₹.46060-98440 (24)	Additional 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 Recruitment: By promotion from the category of Deputy Director

Deputy Director

4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director ₹.40270-93780 (22) Senior Chemist	Joint Director ₹.56870-105810 (27)
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 Recruitment: By promotion of Assistant Director

Assistant Director

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)
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)
Mode of Recruitment : By Direct Recruitment/By transfer from Industrial Promotion Officer/By transfer of Superintendent						
Qualifications By Direct Recruitment: A Second Class Degree in Engineering or Technology except Civil, Mining, Textile Technology and Leather Technology By Transfer: A Degree or Diploma in Engineering or Technology except Civil Mining, Textile Technology and Leather Technology or a Bachelor's Degree in any subject of Arts, Science or Commerce						

Recommendations:

The mandate of Industries Department is promotion and facilitation of industries by rendering technical and non-technical guidance whereas the Engineering Departments plan, design, estimate and execute public infrastructure like irrigation projects, roads, bridges, buildings etc. Thus the functions of the officers of Industries Department are different from those of the Engineers. Hence, comparison is not apt. Historically speaking, the compared categories have been carrying higher pay grades at least over the last three RPSs (2005, 2010 and 2015). Also, a one-to-one comparison between the two cadres is not apt as they have different constitutions and unequal number of categories in the State Services. **Keeping the qualifications and duties and responsibilities attached to these posts, it is considered that the existing pay scales are appropriate. Accordingly, corresponding pay scales are assigned to these categories:**

Joint Director	**₹. 87480-170580 (Grade-27)**
Deputy Director	**₹. 70850-158880 (Grade-24)**
Assistant Director	**₹. 61960-151370 (Grade-22)**

4. Industrial Promotion Officer ₹. 31460-84970 Grade- 19)

Request: It is represented that the Industrial Promotion Officers in all District Industries Centers are field level officers and directly report to the General Manager. They are responsible for carrying out various activities in their respective jurisdictions spread over 3 to 4 Mandals. They have been allowed the pay scale of ₹.31460-84970 (Pay Grade-19) on par with the Assistant Engineers but not on par with Assistant Executive Engineers though the qualifications and responsibilities are similar. The qualifications prescribed for the post of Industrial Promotion Officers are B.E. or Diploma with an experience of three years whereas the qualification for the post of Assistant Engineer is Degree in Engineering or Diploma. They have further stated that where experience is prescribed as a qualification the pay scale has to be adjusted as per the experience required for the job as in the case of Assistant Electrical Inspector and Maistry in Legal Metrology department. They have requested to assign the pay scale of ₹.37100-91450 on par with the Assistant Executive Engineer.

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

Industrial Promotion Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5800 (15)	5000-10600 (15)	9285-21550 (19)* ₹.8815-20300 (18)**	16150-42590/ (19)* 15280-40510 (18)**	35120-87130 (20)* ₹.31460-84970 (19)**	Initial Recruitment	Assistant Director ₹.40270-93780 (22)

* for Special Recruitment Engineering Graduates

** For other Engineering Graduates/ Diploma Holders

Compared Post: Assistant Executive Engineer

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 Recruitment : By Direct Recruitment

Qualifications : (a) A Degree in any Branch of Engineering of Technology (Excluding Civil Engineering or Architecture) OR (b) A Diploma in Engineering other than Civil Engineering and Architecture with three years' experience in any reputed Work-shop, Factory or an Industrial Undertaking.

Recommendations

The post of Industrial Promotion Officer is not comparable to the post of Assistant Executive Engineer for the reason that the duties of both the posts are different. While the former engages in promotion of industrial units and facilitation of their grounding, the latter designs, draws, estimates and executes public infrastructural works. The former is in the State Service of the Engineering Departments while the latter is in the Industries Sub-ordinate Service. The Commission finds that that there is equivalence in academic qualification between the posts of Industrial Promotion Officer and Assistant Engineer, both of which are also the highest promotional levels in the respective Sub-ordinate Services. **Keeping in view the above, the Commission assigns the corresponding revised pay scale of ₹.48440-137220 (Grade- 19) to the Industrial Promotion Officers, except for the IPOs in a single batch who were recruited through the Special APPSC recruitment with B.E. qualification. The latter are assigned the corresponding revised scale of ₹.54060-140540 (Grade-20).**

17.(b). HANDLOOM AND TEXTILE DEPARTMENT

The Department of Handloom and Textile is concerned with both Handlooms and Power Looms within and outside the Co-operative fold and the garment industry in the organized and decentralized sector. It is also engaged in setting up Apparel and Textile Parks in the Garment sector. The Director of Handloom and Textile is entrusted with the responsibility of overall supervision of the activities of the Department. He is assisted by one Additional Director, one Joint Director, Two Deputy Directors and Two Asst. Directors (H&T) at the Head office.

In order to decentralize the administration in the Handlooms and Textiles Department so as to be closer to the Industry, the State Government has setup three 3 Regional Offices at Rajahmundry, Ongole, and Tirupati. Apart from these, there are 12 district offices headed by Assistant Directors (H&T). There is also a Handloom Weavers Training Centre at Hindupur in Anantapuramu District under the control of the Department. Its prime objective is to impart advance training to handloom weavers in order to upgrade their skills to work on improved looms with better designs.

The representations received from various cadres of the Department are discussed below:

1.	**Development Officer**	**₹. 29760-80930 (Grade 18)**
2.	**Assistant Development Officer**	**₹. 26600-77030 (Grade 16)**

Request: It is represented that the Development and Assistant Development Officers discharge quasi-judicial, statutory, executive, technical, financial and administrative duties. They act as inquiry officers, inspecting officers, arbitrators, sale officers and liquidators. They supervise production of handloom goods in the Weavers Co-operative Societies and guide them in designing the latest patterns that suits the taste of the consumers. They implement several developmental and welfare schemes for weavers, formulated to ameliorate their conditions. Despite their multifarious duties, they are getting lower pay scales when compared to several other equivalent posts. It is requested to assign the pay scale of ₹.35120-87130 (Grade 20) (on par with Tahsildar, MDO, Dy. Asst. Commissioner of State Tax, Asst. Audit Officer etc) to the Development Officer, and ₹.28940-78910 (17) (on par with Dy. Tahsildar, GST Officer, Asst. Labour Officer, Municipal Commissioner Gr-III, Sub-Registrar Gr-II and ARCS) to the Assistant Development Officer respectively.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Development Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Assistant Development Officer ₹.26600-77030 (16) Technical Assistant ₹.23100-67990 (13)	Assistant Director ₹. 37100-91450 (21)
Compared Post: Tahsildar						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Deputy Tahslidar ₹.28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)
Compared Post: Deputy Assistant Commissioner of State Tax						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	GST Officer ₹.28940-78910 (17)	Assistant Commissioner, State Tax ₹.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: Assistant Audit Officer of State Audit Department						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Senior Auditor ₹22460-66330 (12)	Audit Officer ₹.40270-93780 (22)
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 Govt. ₹.46060-98440 (24)

Mode of Appointment : By promotion from the category of Assistant Development Officer and Technical Assistant (no further recruitment for T.A.s)						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Development Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	11860-34050 (13)	26600-77030 (16)	Senior Assistant ₹.22460-66330 (12)	Development Officer (H&T) ₹.29760-80930 (18)
Compared Post: Deputy Tahsildar						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Tahsildar 35120-87130 (20)
Compared Post: GST Officer						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Deputy Assistant Commissioner of State Tax 35120-87130 (20)
Compared Post: Assistant Labour Officer						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Assistant Commissioner, Labour ₹.37100-91450 (21)
Compared Post: Municipal Commissioner Grade III						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Manager ₹.28940-78910 (17) Sanitary Supervisor ₹.24440-71510 (14)	Municipal Commissioner Grade II ₹.35120-87130 (20)

Compared Post: Sub-Registrar Gr-II (Registration and Stamps Department)						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Sub-Registrar Gr-I ₹.31460-84970 (19)
Compared Post: Assistant Registrar of Co-operative Societies (Former Sub Registrar of Co-operative Societies)						
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)
Mode of Appointment: By Direct Recruitment or by transfer of Senior Assistants						
Qualification: Bachelor's Degree or Diploma in Textile Technology or Handloom Technology						

Recommendations:

Most of the other posts, with which a comparison has been sought for in the representation and shown in the above table, have totally different functional responsibilities and are not comparable at all. Earlier this Department was with the Co-operative Department until its separation in the year 1973. The post of Assistant Development Officer (H&T) has been one of the posts included in the Group-II examination of the APPSC for direct recruitment along with other posts. It is also to be noted that the qualification prescribed for the post of Assistant Development Officer (Graduation/ Diploma in Textile/Handloom Technology) is higher than that of the Senior Inspector of Co-operation (Intermediate) (Grade-16) with which parity has been drawn in the 10th PRC. Moreover the former has provision for direct recruitment whereas the latter is appointed by promotion of Junior Inspectors.

Keeping in view these aspects and the respective duties and responsibilities attached to the relevant posts compared here, it is recommended that the existing pay scales be revised as follows:

Development Officer	**₹. 48440-137220 (Grade 19) (enhanced by one grade)**
Assistant Development Officer	**₹. 44570-127480 (Grade 17) (enhanced by one grade)**

17.(c). MINES AND GEOLOGY DEPARTMENT

The Department of Mines and Geology was established as an independent Department in the year 1977. The department is headed by the Director, who is also ex officio Secretary to Government and is assisted by three Zonal Joint Directors, five Regional Deputy Directors, twenty two Assistant Directors (Regular) and nine Assistant Directors (Vigilance).

The functions of the department are to:

- Serve as a guiding force to translate the State's mineral potential into reality with the objectives of eco-friendly and sustainable mining,
- Focus on augmenting the inventory of mineral resources
- Accelerate the growth of mineral production thereby leading to overall development of the mining sector.
- Simplify the procedure for grant of leases and receipt, processing and disposal of Mineral Concession Applications
- Collect mineral revenue from the lease holders
- Inspect mineral based industries and monitor raw mineral supplies and transportation of mineral products
- Regulate mining activity through leases
- Promote mineral prospecting
- Curb illegal mining

The Andhra Pradesh Mining Service Rules issued vide G.O. Ms. No. 59, Industries and Commerce (Mines I) Department dated 10.03.1998 and the Andhra Pradesh Mining Subordinate Service Rules of Industries and Commerce (M.1)(1) Department dated 22.06.1999 govern various cadres in the department. The representations received are discussed below:

1.	**Director (Mines & Geology)**	**₹. 66330-108330 (Grade- 29)**
2.	**Assistant Director (Mines & Geology)**	**₹. 37100-91450 (Grade-21)**

Director (Mines & Geology)
Request: It has been represented that in the 10th PRC the Director, Mines & Geology has been assigned a pay scale of ₹66330-108330 which is lower than that of the Director of Ground Water Department although both the Departments are technical Departments discharging similar type of functions. It has also been represented that in the 9th PRC the pay scales of both the Assistant Director of Mines and Geology and the Assistant Director of Ground Water were the same at ₹19050-45850 (Grade-21) whereas in the 10th PRC, while assigning the same pay grade of 21 (₹37100-91450) to the former, the latter was placed in a higher pay grade of 22 (₹40270-93780). Thus the existing parity was disturbed. It is

therefore requested to revise the pay scales upward for both the Director and the Assistant Director (Mines & Geology).						
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)	66330-108330 (29)	Joint Director 52590-103290 (26)	-
Compared post: Director, Ground Water						
6610-9820 (29)	14425-19125 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Joint Director ₹.52590-103290 (26)	-
Mode of Recruitment: By promotion from the category of Joint Director, Mines & Geology						
Assistant Director, Mines & Geology						
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 Geologist ₹35120-87130 (20)	Deputy Director, Mines & Geology ₹46060-98440 (24)
Compared Post: Assistant Director, Ground Water						
3640-7580 (20)	6950-14425 (2)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Assistant Hydro-geologist ₹37100-91450 (21)	Deputy Director, Mines & Geology ₹46060-98440 (24)
Mode of Appointment : By promotion from the category of Assistant Geologist						

Recommendations:

a) Director, Mines & Geology:

The post of Director, Mining & Geology is an important position in the administrative hierarchy of the department. He is instrumental in proposing to the Government appropriate mineral production policies for the State. Also he has to interact with various scientific organisations working in the field of mining and geology and mineral exploration. Apart from this he has also to devise ways and means for augmenting mineral revenues of the State and plugging leakages of revenue by curbing illegal mining activities.

As seen from the above table, this post was never enjoying parity with the post of Director, Ground Water Department although the functions and characteristics of both the Departments have lot of similarities. It has also been brought to the notice of the commission that in G.O.Ms. No. 138 dated 04-12-2018 of the Industries & Commerce (Estt.) Department the Government have approved the up-gradation of one post of Joint Director of Mines and Geology as Additional Director of Mines and Geology in the pay scale of ₹66330-108330 (Grade-29). However the necessary amendments to the Andhra Pradesh Mining Service Rules providing for the mode of appointment for this post and specifying its subsequent promotion post has not been placed before the Commission. The tenor of the G.O. cited above however suggests that this post would be the next promotion post from the post of Joint Director of Mines & Geology.

Keeping the above in mind and the consideration of parity with the post of Director, Ground Water Department, which is a valid contention, the Commission assigns the following pay scales to the posts mentioned below, subject to issue of amendment to the rules on the aspects mentioned above :

Director, Mines & Geology	**₹. 124380-179000 (Grade-31) (benefited by two grades)**
Additional Director, Mines & Geology	**₹. 101970-174790 (Grade-29) (new post)**

b) Assistant Director, Mines & Geology

It is seen from the relevant Service Rules of both the Mines & Geology as well as the Ground Water Departments that the positions of the posts of Assistant Directors (Technical Wings) in the vertical hierarchies of both the Departments are identical, namely the first level promotion post in the respective State Services. Their qualification levels are also identical. Both of them discharge similar functions, one in respect of prospecting and exploitation of mineral resources and the other in respect of underground water resources. It is also observed that the pay scales attached to both

these posts were the same in the 1993, 1999 and 2010 RPSs. The parity was upset in the 2015 RPS. This needs to be restored.

Accordingly the Commission assigns a revised pay scale of ₹.61960-151370 (Grade-22) to the three equivalent technical categories of posts of Assistant Director (Mines & Geology), Assistant Director (Mines) and Chemist, thus benefiting by one pay grade.

3. Assistant Director, Survey ₹. 37100-91450 (Grade 21)

Assistant Director (Survey)

Request: It has been represented that the Assistant Director (Survey) is a solitary post with a jurisdiction of 13 districts assisting 22 offices of Assistant Directors and 5 offices of Deputy Directors. He oversees all the survey related works and drawings, supervises 33 surveyors, 5 supervisors and 4 Assistant Mines Officers in respect of survey and drawing works and survey reports.

The Assistant Director of Survey has been assigned a pay scale on par with that of the Assistant Director of Survey, Settlement and Land Records Department, whose jurisdiction is one district and also on par with the Assistant Director of Mines and Geology whose jurisdiction is part of a District.

It is also stated that there is no promotional avenues for the Assistant Director (Survey) whereas the Assistant Directors of Mines and Geology and Assistant Director of Survey, Settlements and Land Records have promotional channels.

Finally, it is requested to assign the equivalent of pay scale ₹. 42,490-96,110 (Grade 23).

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 Mines Officer ₹. 35120-87130 (20)	

Compared post: At the same pay scale as above

Mode of Recruitment: By promotion of Assistant Mines Officer and, if not available, by direct recruitment

Qualification: (i) By promotion – 3 years of service and pass in Accounts Test (ii) Direct Recruitment – B.E. (Civil/ Mining)

Recommendations:

This post has been recently incorporated in the Andhra Pradesh Mining Service Rules vide G.O. Ms. No. 58 of Industries and Commerce (Estt.) Department dated 25-04-2018. However even earlier also it was in existence and has been assigned pay scales on par with the Assistant Director, Survey, Settlement and Land Records by the earlier PRCs. Both of these posts have the same qualification for direct recruitment.

Keeping in view the above position, the Commission assigns a par pay scale of ₹.57100-147760 (Grade-21) to this post.

4. Assistant Geologist ₹. 35120-87130 (Grade-20)

Request: It has been represented that the Assistant Geologist was having the same pay scale of ₹.18030-43630 as that of the Assistant Hydrologist/ Assistant Hydro-geologist/ Assistant Geophysicist of the Ground Water Department in the 9th PRC but this parity was upset in the 10th PRC. It is represented that in the 10th PRC, while the Assistant Geologist was assigned pay grade 20, the latter three functionaries in the Ground water Department were assigned the higher pay grade of 21. They have requested for restoration of the earlier 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
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Royalty Inspector ₹.29760-80930 (18)	Assistant Director (Mines & Geology) ₹.37100-91450 (21)
Compared post: Assistant Hydrologist/Assistant Hydro-geologist/ Assistant Geophysicist						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Technical Assistant ₹35120-87130 (20)	Assistant Director (Hydrology/ Hydro-geology/ Geophysics) ₹40270-93780 (22)

Mode of Recruitment: (i) By direct recruitment (ii) By promotion of Royalty Inspector

Qualification: (i) By promotion – 3 years of service and pass in Accounts Test (ii) Direct Recruitment – M.Sc/ M.Sc (Tech)/ M.Tech in Geology or P.G. in Applied Geology or Diploma in Applied Geology from ISM, Dhanbad.

Recommendations:

It is seen from the relevant Service Rules of the Mines & Geology as well as the Ground Water Departments that the positioning of the posts of Assistant Geologist in Mines & Geology Department and those of Assistant (Hyrdologist / Hydro-geologist/ Geophysicist) of Ground Water Department in the vertical hierarchies of those Departments are identical, namely the initial entry level post in the respective State Services. Their qualification levels are also identical. Both of them discharge similar functions, one in respect of prospecting and exploitation of mineral resources and the other in respect of underground water resources. It is also observed that the pay scales attached to both these posts were the same in the 1993, 1999 and 2010 RPSs. The parity was upset in the 2015 RPS. This needs to be restored.

Accordingly the Commission assigns an improved pay scale of ₹.57100-147760 (Grade-21) to the post of Assistant Geologist, Mines & Geology Department, thus benefiting by one pay grade.

5. Royalty Inspector ₹. 29760-80930 (Grade 18)

Request: It is represented that the Royalty Inspector is a Gazetted post like the Technical Assistant in Ground Water Department. The Royalty Inspector forms feeder category for the post of Assistant Geologist and similarly the Technical Assistant is the feeder category for the parallel post of Assistant (Hydrologist/Hydro-geologist/ Geophysicist) in Ground Water 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)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Technical Assistant ₹.23100-67990 (13)	Assistant Geologist ₹.35120-87130 (20)
Compared Post: Technical Assistant in Ground Water Department						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Initial Recruitment	Assistant Hydrogeologist/ Assistant Geophysicist/ Assistant Hydrologist ₹.37100-91450 (21)

Mode of Recruitment : By promotion of Technical Assistant
Qualifications: Three years of service in the feeder category

Recommendations:

This category is appointed by promotion of Technical Assistants and there is no direct recruitment channel. The qualification prescribed for the feeder category is B.Sc. in Geology and candidates with at least one years practical experience in investigation of mineral deposits, geographical mapping and mining are given preference. On the other hand the compared post of Technical Assistant in Ground Water Department has a prescribed qualification of M.Sc./ M Tech/ M.Sc.(Tech) in Geology or Diploma in Applied Geology from the Indian School of Mines, which is a premier mining education institute in our country. **Keeping in view the different qualifications prescribed and duties attached to the post of Royalty Inspector, it is considered that the existing pay scale is adequate and hence the corresponding pay scale of ₹.45830-130580 (Grade-18) is assigned to this post, thus maintaining status quo.**

6. Technical Assistant ₹. 23100-67990 (Grade 13)

Request: A comparison has been drawn with the post of Assistant Engineer in the Ground Water Department and a request has been made for 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
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)		Royalty Inspector ₹.29760-80930 (18)
Compared Post: Assistant Engineer (Civil)						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Draughtsman Grade I ₹.24440-71510 (14) Draughtsman Grade II ₹.22460-66330 (12)	No promotion post
Mode of Appointment : By Direct Recruitment						
Qualifications – B.Sc. in Geology						

Recommendations:

As seen from the above table, the post of Technical Assistant never had parity with the post of Assistant Engineer (Civil) in Ground Water Department. Moreover the latter post has no promotional avenue. Hence the comparison is not appropriate. However keeping in view the duties and responsibilities attached to the post and the qualification level the Commission assigns the pay scale of ₹.38720-118390 (Grade-15) to this post, thus improving by two grades.

7. Assistant Mines Officer ₹. 35120-87130 (Grade 20)

8. Supervisor ₹. 26600-77030 (Grade 16)

9. Surveyor ₹. 23100-67990 (Grade 13)

Assistant Mines Officer

Request: It is represented that it is a zonal post covering 4 to 5 Districts. It is a supervisory post over Surveyors and Supervisors. It is a promotion post for the post of Mines Supervisor with 5 to 10 years of service and to get promotion as Assistant Mines Officer one has to pass Departmental tests with a syllabus equal to M.Sc. standard. However, this category has been assigned pay scale on par with the Assistant Geologist whose jurisdiction is 4 to 5 districts and Geophysicist of Ground Water Department. It is requested to assign 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
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Supervisor ₹. 26600-77030 (16)	Assistant Director of Survey ₹.37100-91450 (21)

Mode of Appointment : By transfer from the category of Mines Supervisor

Supervisor

Request: It is represented that the qualification prescribed for the post was Diploma in Civil/Mining Engineering. The post used to carry the same scale of pay as that of Supervisor, now called as Assistant Engineer, and Inspector of Survey and Land Records till the 1999 PRC. In the 2005 Pay Revision, the Supervisor and Inspector of Survey and Land Records were assigned same scale of pay but the Assistant Engineer was assigned a higher pay scale. In the 2010 Pay Revision, the pay scale of Inspector of Survey and Land Records and Superintendents of different departments were assigned pay scale on par with that of the Assistant Engineer leaving out the Mines Supervisor. This disparity was brought to the

notice of Tenth Pay Revision Commission. But it was not rectified. The Royalty Inspector used to carry lesser scale than that of the Mines Supervisor but the Royalty Inspector has been assigned higher pay scale thereafter. It is therefore 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
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	26600-77030 (16)	Surveyor ₹.23100-67990 (13)	Asst. Mines Officer ₹.35120-87130 (20)

Mode of Appointment : By promotion from the category of Surveyor

Surveyor

Request: It is stated that the qualification prescribed for the post is Diploma in Civil/ Mining Engineering. Earlier, the Surveyor in Mines and Geology Department used to carry higher Pay scale than the Surveyor in Survey, Settlements and Land Records Department. But in the Ninth Pay Revision Commission, the Surveyor in Survey, Settlement and Land Records was assigned a higher pay scale than that of the Surveyor in Mines and Geology Department. This trend continued in the Tenth Pay Revision as well. Subsequently, the qualification for the Surveyor in Mines and Geology Department has been enhanced to Degree in Civil/Mining Engineering. It is requested to assign the pay scale of Rs. 29,760-80,930 (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
₹.						
2195-4600 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)	Initial Recruitment	Supervisor ₹.26600-77030 (16)
Compared Post: Surveyor in Survey, Settlements and Land Records						
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	11530-33200 (12)	24440-71510 (14)	Deputy Surveyor ₹.22460-66330 (12)	Deputy Inspector of Survey, Settlements and Land Records ₹.28940-78910 (17)

Mode of Appointment : By Direct Recruitment

Qualifications A Bachelor Degree in Civil/Mining Engineering (Service Rules amended vide GO Ms No.77 Industries and Commerce (Estt) Department dated 25.06.2018).

Recommendations:

a) In respect of the Assistant Mines Officer, who is at pay grade- 20, the present pay scale seems adequate and hence the corresponding scale of ₹.54060-140540 (Grade-20) is assigned to this category.

b) The Commission further notes that the posts of (i) Supervisor and (ii) Surveyor are equivalent, in respect of their positions in the vertical hierarchy and nature of duties, to the posts of Deputy Inspector of Survey (Grade- 17) and Surveyor (Grade-14) respectively of the Survey, Settlement & Land Records Department. However the qualification prescribed for the post of Surveyor (M&G), after revision, is relatively higher i.e. a B.E. degree in Civil/ Mining Engineering. Considering this, the Commission assigns the following revised pay grades to the two posts:

Supervisor	**₹. 44570-127480 (Grade- 17) (benefit of one grade)**
Surveyor	**₹. 38720-118390 (Grade- 15) (benefit of two grades)**

10. Deputy Director of Administration ₹. 46060-98440 (Grade 24)

11. Assistant Director, Administration ₹. 37100-91450 (Grade 21)

12. Mineral Revenue Officer ₹. 35120-87130 (Grade 20)

Request: It is requested that the Deputy Director (Admn), Assistant Director (Admn) and Mineral Revenue Officer be assigned pay scales on par with that of the Deputy Director (M&G), Assistant Director (M&G) and Assistant Geologist respectively.

Deputy Director Administration

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 (Admn) ₹. 37100-91450 (21)	

Compared Post: Deputy Director (Mines and Geology)						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director (Mines and Geology) ₹.37100-91450 (21)	Joint Director ₹.52590-103290
Mode of Appointment : By promotion from the category of Assistant Director of Administration						
Assistant Director Administration						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Mineral Revenue Officer ₹.Rs.35120-87130 (20) Superintendent ₹. 28940-78910 (17)	Deputy Director (Admn) ₹.46060-98440 (24)
Compared Post: Assistant Director Mines and Geology						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Assistant Geologist ₹.35120-87130 (20)	Deputy Director (Mines and Geology) ₹.46060-98440 (24)
Mode of Appointment: By promotion from the category of Mineral Revenue Officer or by transfer from the category of Superintendent.						
Mineral Revenue Officer						
Request: Requested to assign the pay scale to the Mineral Revenue Officer on par with Assistant Geologist.						
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)	Superintendent ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)

Compared Post: Assistant Geologist						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	-	Assistant Director Mines and Geology ₹.37100-94150 (21)
Mode of Appointment: By transfer from the category of Superintendent.						

Recommendation:

These posts are non-technical in nature whereas the posts compared are technical posts and their functional responsibilities are entirely different. They also have technical qualifications and skills. Hence the comparison is not apt. The posts of Deputy Director (Administration) and Assistant Director (Administration) are at present carrying pay scales on par with the same categories of non-technical posts in many other Departments like Marketing, Labour, School Education, Technical Education, Collegiate Education, Adult Education, BC/SC/ST/ Women /Physically Challenged Welfare Departments. The Mineral Revenue Officer is at present drawing a pay scale which is just one grade below that of the Assistant Director (Administration). Considering all these aspects the Commission is of the view that the present pay grades are adequate and accordingly assigns the following corresponding pay scales in the current RPS:

Deputy Director (Administration)	**₹. 70850-158880 (Grade-24)**
Assistant Director (Administration)	**₹. 57100-147760 (Grade-21)**
Mineral Revenue Officer	**₹. 54060-140540(Grade-20)**

13.	**Superintendent**	**₹. 28940-78910 (Grade17)**
14.	**Senior Assistant**	**₹. 22460-66330 (Grade12)**
15.	**Junior Assistant**	**₹. 16400-49870 (Grade 7)**

Superintendent
Request: It is stated that the post of Superintendent was earlier on par with the post of Royalty Inspector. However the Tenth Pay Revision Commission assigned a higher scale to the Royalty Inspector. It is now requested to assign a pay scale on par with the Royalty 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
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹. 22460-66330 (12)	Assistant Director (Admn) ₹.37100-91450 (21) Mineral Revenue Officer ₹.35120-87130 (20)
Compared Post: Royalty Inspector						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Technical Assistant ₹.23100-67990 (13)	Assistant Geologist ₹.35120-87130 (20)

Mode of Recruitment: By promotion from the category of Senior Assistant.

Senior Assistant

It is stated that the Senior Assistants were originally on par with the Technical Assistants. However, the Tenth Pay Revision Commission assigned a higher scale to the Technical Assistant. It is therefore requested to assign a pay scale on par with the Technical 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
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant Typist ₹.16400-49870	Superintendent ₹.28940-78910 (17)
Compared Post: Technical Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)		Royalty Inspector ₹.29760-80930 (18)

Mode of Appointment : By promotion from the category of Junior Assistant/Typist

Junior Assistant

The Junior Assistants, who are now getting a pay scale of ₹16400- 49870 (Grade-7), have requested for enhancement of their pay scale since their qualification has been revised to a Bachelor Degree with proficiency in Computer operations.

Recommendations:

The posts of Superintendent, Senior Assistant and Junior Assistant are Ministerial posts governed by the A.P. Ministerial Service Rules. These functionaries basically do desk jobs in the office and process all issues for decisions. In contrast the posts compared with, namely Royalty Inspector, Technical Assistant and Assistant Geologist are all executive posts requiring technical qualification, experience and skill. Hence such comparison is not tenable. Moreover the nature of duties of these posts across different departments of the Government is the same and they are governed by Common Service Rules (APMS Rules). As such the scales of pay, as applicable to these posts under the 'Common Category', shall apply to the posts of Superintendent, Senior Assistant and Junior Assistant in the Mining and Geology Department also.

17.(d). SUGAR AND CANE DEVELOPMENT DEPARTMENT

The Directorate of Sugar started functioning from 01-11-1975 with the staff transferred from the Cooperation Department and renamed as the Directorate of Sugar and Cane Development to look after the affairs of the Coop. Sugar Factories under the provisions of A.P. Cooperative Societies Act, 1964. Later on, the Director of Sugar was re-designated as Director of Sugar & Cane Commissioner to take over the duties of the Director of Agriculture pertaining to A.P. Sugarcane Act & Rules. The supporting staff was also transferred from the Directorate of Agriculture. The representations received are discussed below:

1.	**Deputy Cane Commissioner**	**₹. 46060-98440 (Grade 24)**
2.	**Assistant Cane Commissioner**	
	(Directorate)	**₹. 40270-93780 (Grade 22)**
	(District Offices)	**₹. 37100-91450 (Grade 21)**
3.	**Cane Regulation Inspector (CRI)**	**₹. 35120-87130 (Grade 20)**

Request: It is represented that the post of Deputy Cane Commissioner, Assistant Cane Commissioner and Cane Regulation Inspector are being equated with the Deputy Director of Agriculture, Assistant Director of Agriculture and Agricultural Officer respectively. But it is not correct to do so for the following reasons:

The Deputy Cane Commissioner is the second level officer next to the Cane Commissioner and the jurisdiction is the entire State whereas the jurisdiction of the Deputy Director of Agriculture is confined to a sub-district level.

The post of Assistant Cane Commissioner is to be filled from the post of Cane Regulation Inspector at State Level whereas the post of Assistant Director of Agriculture is filled in by promotion from the category of Agriculture Officer within the Zone. The jurisdiction of the Assistant Cane Commissioner includes 1 to 4 districts whereas the jurisdiction of Assistant Director of Agriculture is one revenue division covering 3 to 5 Mandals. The duties and span of control of the Assistant Cane Commissioner are more than those of the Assistant Director of Agriculture.

Similarly, the CRI has an administrative jurisdiction of 10-25 Mandals whereas the Agriculture Officer looks after only one Mandal. Further the CRI has to regulate a factory zone consisting of 45-60 field staff.

Apart from the above it has also been brought to the notice of the Commission that there is a discrepancy in the pay scales attached to the same post of Assistant Cane Commissioner operating at the level of the Directorate and the District.

Finally it was requested to assign pay scales to the Deputy Cane Commissioner, Assistant Cane Commissioner and CRI on par with those of the Additional Director, Deputy Director and Assistant Director of Agriculture respectively.

Duties in brief: These Officers enforce the AP Sugarcane (Regulation of Supply and Purchase) Act, 1961 and Sugarcane Control Order, 1966. They are also responsible for the development of Sugar industry in the State. The Assistant Cane Commissioners/ CRIs also organizes crop cutting experiments and implement the Seed Village Programme and APMIP. The former acts as ex-officio Secretary of Cane Development Councils.

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

Deputy Cane Commissioner

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 Cane Commissioner ₹.40270-93780 (22)	
Compared Post: Additional Director of Agriculture						
6610-9820 ((29)	12550-18625 (29)	19775-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Director of Agriculture ₹.56780-105810 (27)	
Mode of Appointment : By promotion from the category of Assistant Cane Commissioner						

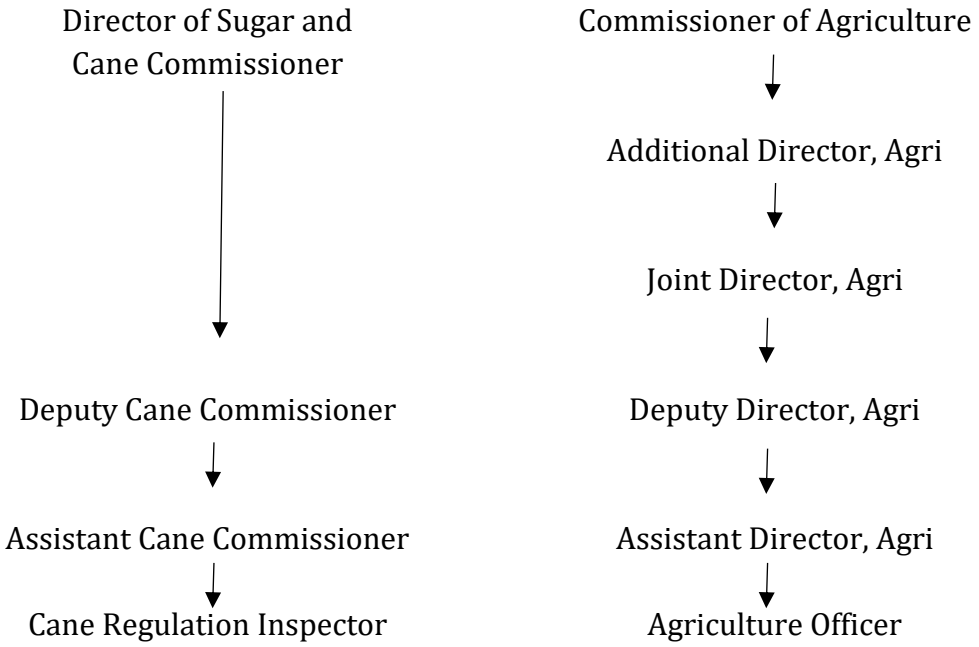
Assistant Cane Commissioner

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)* 37100-91450 (21)**	Cane Regulation Inspector ₹.35120-87130 (20)	Deputy Cane Commissioner ₹.46060-98440 (24)
* Directorate ** District Offices						
Compared Post: Deputy Director of Agriculture						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Director of Agriculture ₹.40270-93780 (22)	Joint Director of Agriculture ₹.56780-105810 (27)
Mode of Appointment : By promotion from the category of Cane Regulation Inspector						

Cane Regulation Inspector						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Initial Recruitment	Assistant Cane Commissioner ₹.40270-93780 (22)* ₹.37100-91450 (21)**
*Directorate **District Officer						
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 of Agriculture ₹.49870-100770 (25)
Mode of Appointment : By Direct Recruitment or by transfer on tenure basis of Agricultural Officer of the Agricultural Department						
Qualification: Bachelor's Degree in Agriculture Science or its equivalent.						

Recommendations:

The hierarchies of Sugar and Cane Development and Agriculture Departments are as under:



As per the A.P. Sugarcane Service rules, in the Department, in the Cane Development and Regulation wing there are only three hierarchical positions as indicated in the organogram above. The ranks corresponding to Additional Director, Agriculture is absent in the Department whereas the rank of Joint Director is available only in the Sugar wing. There is also no further promotional channel for the post of Deputy Cane Commissioner. Right since 1993 till date the CRIs have been drawing pay scales on par with the Agriculture Officers. Similarly the Assistant Cane Commissioners have been drawing pay scales on par with the Assistant Directors of Agriculture. In the case of Deputy Cane Commissioners however the equation of parity in pay scale with the Deputy Directors of Agriculture, which was in existence from 1986-2010 RPS, was altered in the RPS 2015. In this RPS the Deputy Director of Agriculture was assigned a pay grade one level higher (Grade- 25) compared to the Deputy Cane Commissioner (Grade- 24). The Deputy Director in the Sugar wing is also at pay grade of 24 i.e. on par with the Deputy Cane Commissioner.

Taking the totality of the above facts into consideration this Commission is of the view that the comparison made with the posts of higher cadres in Agriculture Department based on the spread of administrative jurisdiction, without reference to the crop areas, respective scope, complexity and ambit of work, nature of responsibilities attached, qualifications prescribed, direct recruitment entry levels and clientele base etc. is not justifiable. **Hence the Commission feels that the pay grades assigned to the posts of Deputy Cane Commissioner and Cane Regulation Inspector i.e. pay grades of 24 (₹.70850-158880) and 20 (₹.54060-140540) respectively, are appropriate and need not be altered.**

Further, no reason has been assigned by the 9th or 10th PRC for assigning different pay grades to the same post of Assistant Cane Commissioner at the Head Quarters Office and District levels. The Service Rules do not provide for two different posts. More over the feeder post of CRI has been assigned the same pay grade at both the levels. Incidentally, the Commission observes from the information furnished by the Director of Sugar and Cane Commissioner that all the posts of Assistant Cane Commissioners are at present being operated at the District level only. Be that as it may, the Commission recommends that the anomaly pointed out above be resolved by assigning the same pay scale of ₹.61960-151370 (Grade-22) to the post of Assistant Cane Commissioner operated at any level.

18. INFRASTRUCTURE AND INVESTMENT DEPARTMENT
18.(a). PORT DEPARTMENT

The main objective of the A.P. Port Department is to provide, at various minor ports, the infrastructure facilities that are required for export and import of various commodities to and fro the hinterland of Andhra Pradesh. The State has a coast line of 974 kms and fourteen notified ports under the control of the State Government.

The Department provides facilities for safe entry and berthing of vessels for the loading and discharging of cargo. It also warns ships of all imminent dangers and issues such instructions as may be necessary for the guidance of mariners.

The Main functions performed by Port Department are as under:

- Granting Certificates of Entry and Clearance to vessels and levying of Port dues and affording assistance for signalling between the shore and the ship.
- Surveying and Licensing of Vessels under the Harbour Crafts Rules and regulation of Traffic.
- Assessing goods and levying Landing and Shipping fees at Ports under the Andhra Pradesh Minor Ports L&S Fees Act, 1885 (Act III of 1885) read with the amendment Act, 1968.
- Assessing port lands rented for marine purpose.
- Displaying meteorological weather signals and issuing warnings to shipping at selected Ports.
- Levying of other port charges viz., for godowns , sheds and ground rent, launch hire etc., as approved by Government from time to time .
- Maintaining Light Houses
- Surveying and registering Inland Vessels under the A.P. Inland Vessel Rules 2017.

The Director of Ports is the Head of the Department and is assisted by the Engineering personnel, Port Officers, Deputy/ Assistant Commissioner of Labour, Port Wireless Engineer, Port Health Officer and other supporting staff.

1. Director of State Ports ₹. 66330-108330 (Grade 29)

Request: It is represented that the Director of State Ports is the Head of the Department and marine advisor to the Government. He is also the Coastal Conservator for the entire coast line which is the second largest among all States. It is further stated that the pay scale of ₹. 66330-108330 (Grade 29) assigned to the Director of State Ports is not justifiable. It is requested to assign the revised pay scale corresponding to the pay scale of ₹.87130-110850 (Grade 32) on par with the Engineer-in-Chief in Water Resources (earlier Irrigation & Command Area Development Department) and Roads & Buildings 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
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Port Officer ₹.61450-105810 (28)	
Compared Post: Engineer in Chief						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Chief Engineer ₹.80930-110850 (31)	
Mode of Recruitment: By promotion from the category of Port Officer.						

Recommendations:

The post does not compare with the Engineer-in-Chief keeping in view the span of control and size of the department. As per the Andhra Pradesh State Ports Service Rules the category of Director is filled up by promotion from the post of Port Officer, which itself is filled up by direct recruitment. The complement of Engineering personnel working under the stewardship of the Director is headed by a Superintending Engineer (Marine). Historically speaking there has been a gap of one pay grade between the pay scales of this post and that of the Port Officer. Keeping in view all the above aspects and the duties and responsibilities attached, the post is assigned a pay scale of ₹.112610-174790 (Grade 30), thus improving by one grade.

2. Port Officer ₹. 61450-105810 (Grade 28)

3. Superintending Engineer ₹. 61450-105810 (Grade 28)

Port Officer
Request: It is stated that the post of Port Officer in the AP Port Department is very prominent with high responsibilities. He is the immediate superior officer after the Director and his duties and responsibilities are very varied in nature. The posts of Port Officer and Superintending Engineer are having identical time scales at present. Orders have been issued vide G.O.Ms.No.l4 E, I&l (Ports II) Department Dated 08-06-2018 designating the Department of Ports as the Competent Authority for all vessels / boats / crafts in the State including Tourism and Water Sports. As such, the Port Officer has to carry out all boat surveys, registration and management under the AP Inland Vessels Rules, 2017 including monitoring of safety measures, licensing and enforcement of safety standards for all boats

plying in the entire state of Andhra Pradesh. It is finally requested to assign the revised pay scale corresponding to the existing pay scale of ₹.66330-108330.

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)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)		Director of State Ports ₹.66330-108330 (29)

Mode of Appointment: By Direct Recruitment

Qualifications: Must possess a Foreign going Master's Certificate granted by the Govt. of India and must have served as Chief Officer or must possess a Home Trade Master's Certificate granted by the Government of India and must have served as Chief Officer of Home Trade ship.

Superintending Engineer (Marine)

Request: It is represented that the scale of pay of the Superintending Engineer (Marine) in A.P. Port Dept. and the Superintending Engineer (R&B) was ₹.31550-53060 in the Revised Pay Scales, 2010. But, the Superintending Engineer (Marine) in A.P. Port Dept., has been assigned the pay scale of ₹.61450-105810 whereas Superintending Engineer (R&B) has been assigned the pay scale of ₹. 66300-108330 in Revised Pay Schools 2015 even though the duties and responsibilities of both the posts are one and the same. It is therefore requested to assign the revised pay scale corresponding to the existing pay scale of ₹.66300-108330 on par with Superintending Engineer R&B and Water Resources (earlier Irrigation and Command Area Development) 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
₹.						
5770-9260 (27)	10950-17575 (27)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Executive Engineer ₹.49870-100770 (25)	
Compared Post: Superintending Engineer (R&B)/Water Resources						
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 Executive Engineer.

Recommendations:

It is observed that all the categories of engineering personnel, other than the Superintending Engineer, namely the Executive/Deputy Executive/Assistant Executive/ Assistant Engineers of Ports have been assigned pay scales at par with their counterparts in the Government Engineering Departments. Hence, taking into account the above position, the earlier parities and hierarchical positions, the pay scale of ₹.101970-174790 (Grade 29) is assigned to both the posts i.e. the Port Officer and the Superintending Engineer (Marine), thus improving by one grade each.

4. Personal Assistant to the Director of Stale Ports/ Harbour Crafts Superintendent ₹. 31460-84970 (Grade 19)

Request: It is represented that the Personal Assistant to Director of State Ports assists the Director in looking after the administration of the entire AP Port Department. The Harbor Crafts Superintendent assists the Port Officer in all shipping matters like Registration of Harbor Crafts, Surveying of Harbor Crafts, issue of new license and renewal of old license of crafts, reporting casualties and collection of port revenues. Both the posts are to be filled in by transfer from the category of Superintendent. It is requested to assign the pay scale corresponding to the existing pay scale of ₹.49870-100770 (Grade-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)	Superintendent ₹.28940-78910 (17)	

Mode of Appointment: By transfer from the category of Superintendent

Recommendations:

Both these categories of posts have the same feeder category (Superintendent). The post of Personal Assistant to the Director is equivalent to that of Administrative Officer available in many other departments. Hence consistent with the pay scale/ grade assigned to such posts in other departments, a pay scale of ₹.54060-140540 (Grade-20) is assigned to both the posts discussed here, thus improving by one grade.

19. LABOUR, FACTORIES, BOILERS AND INSURANCE MEDICAL SERVICES DEPARTMENT

19. (a). LABOUR DEPARTMENT

The objectives of the Labour Department are to maintain industrial peace, ensure fair wages, reasonable working hours, weekly and other holidays, leave, bonus and gratuity etc. and promote welfare, safety and social security of workers by implementation of different schemes. The activities of the department include implementation of Labour Acts, effecting conciliation under Industrial Disputes Act, registration of Trade unions, licensing of shops and establishments, collection and assessment of cess from construction works, registration of construction and unorganized workers, certification of Standing Orders for Industries etc. The Department is headed by the Commissioner who is assisted by other officers of the rank of Additional Commissioner, Joint Commissioner, Deputy Commissioners, and Assistant Commissioners. There are four Zones at Visakhapatnam, Eluru, Guntur and Kurnool headed by four Joint Commissioners. The Deputy Commissioners are the District level Officers with thirty three Assistant Commissioners at the Divisional level and one hundred seventy two Assistant Labour Officers below Divisional level.

The Andhra Pradesh Labour Service Rules issued vide G.O. Ms. No.71, WDCW&L Department dated 08.06.1993 and the A.P. Labour Subordinate Service Rules issued vide G.O. Ms. No.14, Labour and Employment Department dated 26.11.1994 govern the various categories of employees of the Department.

1. Assistant Labour Officer ₹. 28940-78910 (Grade 17)

Request: It has been represented that the post of Assistant Labour Officer is the key post in the Labour Department dealing with various Labour Laws at the field level. He is the notified Inspector under all Labour enactments and registering officer under Building and Construction Workers Act. Besides field functions he attends to administrative and financial functions. The jurisdiction of the Assistant Labour Officer is three to nine Mandals unlike other posts which are recruited through the Group II examinations. There is no staff support for the Assistant Labour Officer and he has to shoulder all the responsibilities of liaison between workers and management, resolving the issues as well as verifying the facts relating to various issues pertaining to Labour Laws. He has to enquire into accidental/death claims under the Bima Yojana and submit report within twenty four hours of the incident. The pay scale assigned to the Assistant Labour Officer is very less compared to the duties and responsibilities attached. Hence it is requested to assign a higher pay scale of ₹.30580-91450.

<table>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>2600-5580
(15)</td><td>5000-10600
(15)</td><td>8385-19125
(17)</td><td>14860-39540
(17)</td><td>28940-78910
(17)</td><td>Senior Assistant/ Senior Stenographer
₹. 22460-66330
(12)
Health Visitor
Nursery School Teacher
Craft Instructor
Adult Education Teachers
₹.18400-55410
(9)
Games Supervisor
Audio Visual In-charge
₹.17890-53950
(8)</td><td>Assistant Commissioner
₹. 37100-91450
(21)</td></tr>
<tr><td colspan="7">Mode of Appointment: By direct recruitment /by transfer from the category of Senior Assistant / Senior Stenographer/by promotion from the category of Health Visitor, Nursery School Teacher, Craft Instructress, Games Supervisor, Adult Education Teachers (including workers Education Teachers) Audio-Visual In-charge.</td></tr>
<tr><td colspan="7">Qualification: Direct Recruitment/Transfer/Promotion - Degree</td></tr>
</table>

Recommendations:

No anomaly has been pointed out nor any comparison has been drawn with other categories but it is represented to assign a higher scale. Keeping in view the qualifications, duties and responsibilities attached to the post and existing parities with equivalent categories of posts and the post of Superintendent, the Commission recommends that the existing pay scale be enhanced to a scale of ₹.45830-130580 (Grade-18), thus benefiting by one grade.

19. (b). BOILERS DEPARTMENT

The Boilers Department is entrusted with the responsibility of periodic inspection, testing and certification of boilers to ensure their safe operation and maintenance. This is essential for preventing industrial accidents. It is a technical department and the inspecting officers are exposed to certain degree of professional risk. The Officers of the Department enforce the statutory provisions of The Boilers Act, Indian Boilers Regulations, Andhra Pradesh Boilers Rules etc.

The Department is headed by the Director, who is assisted by a Joint Director, Deputy Chief Inspectors of Boilers, Inspectors of Boilers and other technical sub-ordinate staff and ministerial cadres.

1.	**Director**	**₹. 80930-110850 (Grade 31)**
2.	**Deputy Chief Inspector of Boilers**	**₹. 46060-98440 (Grade 24)**
3.	**Inspector of Boilers**	**₹. 37100-91450 (Grade 21)**

Request: It is stated that the duties of the technical posts of Director, Deputy Chief Inspector of Boilers and Inspector of Boilers involve not only high responsibilities but are also hazardous in nature when compared to their counterparts in the Factories Departments and the Electrical Inspectorate. It is requested to assign pay scales one stage above or at least on par with their counter-parts in the Factories Department and Electrical Inspectorate.

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
₹.						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy Chief Inspector of Boilers ₹.46060-98440 (24)	---
Compared post: Director of Factories						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Joint Chief Inspector of Factories ₹.66330-108330 (29)	---

Compared post: Chief Electrical Inspector						
7070-10100 (30)	13450-19150 (30)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy Chief Electrical Inspector ₹.42490-96110 (23)	---
Mode of Appointment: By promotion from Deputy Chief Inspector of Boilers.						
Deputy Chief Inspector of Boilers						
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)	46060-98440 (24)	Inspector of Boilers ₹.37100-91450 (21)	Director ₹.80930-110850 (31)
Compared post: Deputy Chief Inspector of Factories.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Inspector of Factories ₹.42490-96110 (23)	Joint Chief Inspector of Factories ₹.66330-108330 (29)
Compared post: Electrical Inspector						
4720-8700 (24)	9000-16525 (24)	13390-28500 (24)	23650-49360 (24)	49870-100770 (25)	Assistant Electrical Inspector ₹.37100-91450 (21)	Deputy Chief Electrical Inspector 61450-105810 (28)
Mode of Appointment: By promotion from Inspector of Boilers						
Inspector of Boilers						
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)	19050-45850 (21)	37100-91450 (21)	Initial recruitment	Deputy Chief Inspector of Boilers ₹.46060-98440 (24)

Compared post: Inspector of Factories						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Initial recruitment	Deputy Chief Inspector of Factories ₹.49870-100770 (25)
Compared post: Assistant Electrical Inspector						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Tester Grade-II ₹21230-63010	Electrical Inspector ₹.49870-100770 (25)
Mode of Appointment: By Direct Recruitment						
Qualification: (i) Must be a graduate in Mechanical Engineering or possess a first class Board of Trade certificate of Competency as Engineer and (ii) must have experience as a practical engineer in the design, construction, repair, maintenance and working of steam engines and boilers for a period of not less than two years.						

Recommendations:

The comparable categories in the Engineering, Electrical Inspectorate, Boilers and Factories Departments along with their pay grades are as follows:

Engineering Dept.	**Electrical Inspectorate Dept.**	**Boilers Dept.**	**Factories Dept.**
Chief Engineer (31)	Chief Elec. Insp. (31)	Director (31)	Director (31)
Supt. Engineer (29)	Dy. Chief Elec. Insp. (28)	Joint Director (non-technical post) (28)	Joint Chief Inspector (29)
Exe. Engineer (25)	Elec. Insp. (25)	Dy. Chief Insp. (24)	Dy. Chief Insp. (25)
Dy. Exe. Engineer (23)	Dy. Elec. Insp. (23)		Senior Insp. of Factories (25)
Asst. Exe. Engineer (21)	Asst. Elec. Insp. (21)	Inspector (21)	Inspector (23)

It is found that the 10th PRC has not made any observation in Volume II/2 of its report regarding the revision of pay scales in respect of the categories of Joint Chief Inspector, Deputy Chief Inspector, Senior Inspector and Inspector of Factories. But surprisingly in Schedule-II of Volume –III of its report (10th PRC) the pay scales of these posts have been shown to have stood revised upwards as follows:

a)	Joint Chief Inspector, Factories	:	Pay Grade 28 to 29
b)	Deputy Chief Inspector, Factories	:	Pay Grade 24 to 25
c)	Senior Inspector, Factories	:	Pay Grade 24 to 25
d)	Inspector of Factories	:	Pay Grade 21 to 23

This has resulted in equalizing the pay grades of categories at (a) and (b) above with the corresponding categories of posts in Engineering Departments i.e. Superintending Engineer and Executive Engineer respectively, but at the same time created two incongruities and unintended benefits as follows:

1. Both the feeder and promotion categories of Senior Inspector and Deputy Chief Inspector of Factories were assigned the same pay grade 25 resulting in an anomaly and unintended benefit to the category of Senior Inspector of Factories.

2. The post of Inspector of Factories, being the initial entry level post into the State Service, got an unintended benefit of being assigned a pay grade of 23. It is pertinent to mention that in no other State Service under the State Government such a high pay grade has been assigned to the initial entry level post in the hierarchy. This has triggered requests from equivalent categories of other Departments (like Boilers Department) for parity.

Keeping in view the above aspects as well as the qualifications prescribed and nature of duties and responsibilities, the Commission recommends the following :

a) Existing parity at pay grade 31 be maintained among the posts of Director of Boilers, Director of Factories and Chief Electrical Inspector.

b) The pay scale of the Deputy Chief Inspector of Boilers should be brought on par with that of the Deputy Chief Inspector of Factories (Grade-25).

c) The Inspector of Boilers is an entry level post (directly recruited) with Bachelor of Engineering qualification and is equated with the Assistant Executive Engineer of Engineering Departments and Assistant Electrical Inspector. As such the present pay grade (21) should be continued.

d) Future entrants to the post of Inspector of Factories shall also be assigned Pay grade of 21.

e) The anomaly in pay scales between the cadres of Deputy Chief Inspector of Factories and Senior Inspector of Factories be resolved by stipulating that the future appointees to the latter post (Senior Inspector of Factories) shall be assigned pay grade 23.

Accordingly the Commission assigns the following pay scales/ grades to the various categories of posts discussed above

Director of Boilers	**₹. 124380-179000 (Grade 31)**
Deputy Chief Inspector of Boilers	**₹. 76730-162780 (Grade 25) (improved by one grade)**
Inspector of Boilers	**₹. 57100-147760 (Grade 21)**
Senior Inspector of Factories	**₹. 76730-162780 (Grade 25) (present incumbent)**
	₹. 65360-154980 (Grade 23) (future entrants)
Inspector of Factories	**₹. 65360-154980 (Grade 23) (present incumbent)**
	₹. 57100-147760 (Grade 21) (future entrants)

4. 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'.

19.(c). INSURANCE MEDICAL SERVICES

The Insurance Medical Services Department looks after the Medical care under Employees' State Insurance (E.S.I.) Scheme through an agreement with the E.S.I. Corporation- a contributory scheme governed by ESI Act, 1948. The expenditure on Medical Care is shareable between the State Government and the E.S.I. Corporation in the ratio of 1:7 respectively. The ESI Corporation earmarks ceiling on medical expenditure sharing with State Governments per Insured Person per annum. The expenditure beyond the prescribed ceiling is solely borne by the State Government. The functions of the department are as under:

- Implementation of E.S.I. Scheme in all feasible areas by way of establishing E.S.I. Dispensaries, E.S.I. Hospitals, Diagnostic Centers and Panel Clinics, wherein Preventive and Curative treatments, Rehabilitation, Out-patient and Inpatient Services including Surgical Procedures are made available
- Providing Maternity Care to all the Insured Persons and their eligible dependents.
- Providing sickness benefits, temporary and permanent disablement benefits
- Establishing tie-up with Super Specialty Hospitals for the required treatment.
- Organizing Revolving Fund Cell for speedy clearance of pending claims
- Conducting programmes to prevent and control HIV / AIDS
- Conducting periodical State wide Health Camps, CME (Continuous Medical Education) Programmes, Plantation Programmes, Health Awareness Programmes etc.

1.	**Director**	**₹. 80930-110850 (31)**
2.	**Special Grade Civil Surgeon**	**₹. 66330-108330 (29)**
3.	**Civil Surgeon/Joint Director**	**₹. 61450-105810 (28)**

Director
Request: It is represented that the Director looks after eighty ESI dispensaries, one hundred and twenty panel clinics, three ESI diagnostic centers and four ESI hospitals spread over thirteen districts of the State. In the coming five years four new ESI hospitals, thirty ESI dispensaries are expected to be operational and two ESI dispensaries are likely to be upgraded. It is requested that a higher pay scale on par with that of Additional Director of Health should 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 Post
₹.						
7070-10100 (30)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Civil Surgeon (Special Grade) ₹. 66330-108330 (29)	
Compared Post : Additional Director of Health						
6150-9820 (28)	13450-19150 (30)	23500-30765 (31)	44740-55660 (32)	87130-110850 (32)	Civil Surgeon ₹.61450-105810 (28)	Director of Health ₹.87130-110850 (32)

Mode of Recruitment: By promotion of Special Grade Civil Surgeon.

Special Grade Civil Surgeon

Request: It is represented that the Special Grade Civil Surgeon be assigned the pay scale one stage above the pay scale of the 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 Post
₹.						
5770-9260 (27)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Civil Surgeon (Specialist) Civil Surgeon (RMO) ₹.61450-105810 (28)	Director ₹.80930-105810 (31)

Mode of Recruitment: By promotion of Civil Surgeon (Specialist) and Civil Surgeon (RMO) including Joint Director (former Deputy Director)

Civil Surgeon (Specialist)/ Civil Surgeon (RMO)/Joint Director (Former Deputy Director)

Request: The Civil Surgeon (Specialist)/ Civil Surgeon (RMO) is on par with the Professor of Ayush in the Revised Pay Scales, 2010. But the Professor Ayush has been assigned higher pay scale than that of the Civil Surgeon (Specialist) in the Revised Pay Scales, 2015. The request is for restoring 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 Post
₹.						
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)
Compared Post : Professor of Ayush						
5390-8980 (26)	10250-17050 (27)	18025-30765 (28)	31550-53060 (28)	66330-108330 (29)	Chief Medical Officer ₹.52590-103290 (26)	
Mode of Recruitment: By promotion of Deputy Civil Surgeon.						
Qualification: (i) M.B.B.S. Degree (ii) Post Graduation Degree in the concerned speciality.						

Recommendations:

Director: The Commission observes that in the 2005 RPS (8th PRC) the categories of Director, Insurance Medical Service and Additional Director of Health were assigned the same pay scale ₹.23500-30765 (Grade-31). 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 in the pay structures. Hence the Commission intends to resolve this anomaly for the future incumbents in the post of Additional Director, Health. Given this background, the Commission is of the view that the present pay grade (Grade-31) assigned to the category of Director, Insurance Medical Services Department, where there is no post of Additional Director, is apt.

Special Grade Civil Surgeon:

At present this category has been carrying a pay scale which is one grade above that of the Civil Surgeon (Specialist). The Commission intends to continue the same equation.

Civil Surgeon (Specialist):

The category of Civil Surgeon (Specialist) is the second level promotion post in the Insurance Medical Service (Civil Assistant Surgeon ➔Deputy Civil Surgeon ➔Civil Surgeon (Specialist) and is at Pay Grade-28. As compared to this, the Professor (PG courses) in Ayush is the third level promotion post in the relevant service in Indian Medicine (Lecturer ➔Asst. Professor ➔ Professor, UG courses ➔Professor, PG courses). As such the Commission is of the view that the present pay grade is adequate for the discussed category.

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

Director	**₹. 124380-179000 (Grade-31)**
Special Grade Civil Surgeon	**₹. 101970-174790 (Grade-29)**
Civil Surgeon (Specialist)/ Civil Surgeon (RMO)/ Joint Director	**₹. 94500-170580 (Grade-28)**
Additional Director, Health	**₹. 133900-179000 (Grade-32) (P.I.)***
	₹. 124380-179000 (Grade-31) (F.E.)

(*P.I. – Present Incumbents; F.I. – Future Entrant)

4. Administrative Officer ₹. 31460-84970 (Grade 19)

Request: It is represented that the pay scales of Administrative Officers in many departments are higher than the pay scale of the Administrative Officer in the Insurance Medical Services Department. It is stated that this post is of equal rank to the post of Lay Secretary and Treasurer Gr II and so the post is supposed to carry the pay scale in Grade 20. Further, the work load is more when compared to the post of Lay Secretary cum Treasurer Grade II in the subordinate offices as he has to look after the overall administration of four ESI hospitals, three ESI diagnostic centres, offices of the two Joint Directors and seventy eight dispensaries. Recently, in principle approval has been accorded to two ESI hospitals and thirteen ESI dispensaries. It is requested to assign a corresponding scale to the pay scale of ₹.37100-91450 (Grade 21) 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 Post
₹.						
			16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	
Compared Post: Lay Secretary cum Treasurer Grade II						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Accountant ₹.28940-78910 (17)	Welfare Officer ₹.40270-93780 (22)

Mode of Recruitment: By transfer of Superintendents of the office of the Director of Insurance Medical Services

Qualifications: Graduation, pass in Accounts Test

(Adhoc Rules were framed vide G.O. Ms. No. 33 LET&F Department dated 08.12.2015)

Recommendations:

The Commission observes that the category of Administrative Officer was on par with the category of Lay Secretary and Treasurer Grade-II in the 2010 RPS and this parity was upset in RPS 2015. In fact both these posts have the common feeder category of Superintendents. In most other Departments, the same post with the same qualification and feeder category, carries a pay scale corresponding to Grade-20. Hence as a measure of rationalization the Administrative Officer in Medical Insurance Service is assigned the pay scale ₹.54060-140540 (Grade-20), thus improving by one grade.

5.	**Superintendent**	**₹. 28940-78910 (Grade 17)**
6.	**Senior Assistant**	**₹. 22460-66330 (Grade 12)**
7.	**Junior Assistant**	**₹. 16400-49870 (Grade 07)**

Request: It is represented that the Common Categories are the worst affected cadres in successive pay revisions. The qualifications for the post of Junior Assistant have been enhanced. With computerization there is no written work and functions are common in all offices. As such the Senior Assistant is to be equated with the Assistant Section Officer and the Superintendent may be equated with the Section Officer. It is requested to assign pay scale of to the Senior Assistant and Superintendent on par with Assistant Section Officer and Section Officer respectively.

Recommendations:

The issue relating to assignment of revised pay scales to the categories of Superintendent, Senior Assistant and Junior Assistant are discussed separately under 'Common Categories' and the recommendation thereunder shall apply in this department also.

8. E.C.G. Technician Grade II ₹.13780-42490 (Grade 03)

Request: It is represented that the recruitment notification for the post of ECG Technician stipulated Intermediate and technical certificate course in ECG indicating the time scale of ₹.7100-21250 in the 2010 Pay Scales corresponding to which the Tenth Pay Revision Commission assigned the pay scale of ₹.13780-42490. In the ESI hospital the Male Nursing Orderly, Female Nursing Orderly, Attender etc, whose qualifications are much less, are also in the above pay scale. The ECG Technician in the Directorate of Medical Education Department was carrying the pay scale of ₹.11530-33200 (2010 Pay Scales) and Lab Technician Grade II is in the pay scale of ₹.10900-31550. The qualifications for those post are also 10th Class and Technical Certificate. It is therefore requested to assign the pay scale that this post deserves.

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
₹.						
1475-2675 (03)	2750-5150 (03)	4050-9050 (03)	7100-21250 (03)	13780-42490 (03)		ECG Technician Gr.I ₹.22460-66330 (12)

Compared Post: ECG Technician in Directorate of Medical Education						
2075-4270 (10)	4190-8700 (11)	6195-13945 (11)	11530-33200 (12)	22460-66330 (12)		
Mode of Recruitment: By Direct Recruitment						
Qualifications: i) Intermediate examination with Science subject. ii) Undergone training in E.C.G. for a period of not less than 6 months in a Government Hospital or any Institution or reputed organization						

Recommendations:

There are two grades of ECG Technicians in the Insurance Medical Services Department. The ECG Technician Grade II forms feeder category to the post of ECG Technician Grade-I and the latter category is on par with ECG Technician in the Directorate of Medical Education. Keeping in view the qualifications attached, the pay scale of ECG Technician Grade II is improved by two stages and a pay scale of ₹23120-74770 (Grade 05) is assigned.

20. LAW DEPARTMENT
20. (a). PROSECUTIONS DEPARTMENT

The Directorate of Prosecutions was established in 1986 to administer the Public Prosecutions. A Public Prosecutor conducts prosecutions, during the trial of criminal cases, on behalf of the State and assists the Court in disposing of criminal cases. He elicits the truth and establishes it before the Court to prove the guilt so that the criminal is sentenced. He advises the Police during the investigation, prepares draft charge sheet/ complaint in co-ordination with the Police and other Government Offices. He also files appeals with arguments against acquittal orders of the Lower Court.

The representations received are discussed below:

1.	**Director**	**₹. 80930-110850 (Grade 31)**
2.	**Additional Director**	**₹. 73270-108330 (Grade 30)**
3.	**Joint Director / Public Prosecutor**	**₹. 61450-105810 (Grade 28)**
4.	**Additional Public Prosecutor Grade-I**	**₹. 56870-105810 (Grade 27)**
5.	**Additional Public Prosecutor Grade-II**	**₹. 49870-100770 (Grade 25)**
6.	**Senior Assistant Public Prosecutor**	**₹. 42490-96110 (Grade 23)**
7.	**Assistant Public Prosecutor**	**₹. 37100-91450 (Grade 21)**

Request: It is represented that the post of Director of Prosecutions was created vide G.O. Ms. No. 169, Finance (HR II) Department dated 21.09.2017 in the pay scale of ₹.80930-110850 (Grade 31). The functions of Director of Prosecutions are important in the criminal justice system. As such it is important to assign pay scale to the Director of Prosecutions on par with other departments such as Director of Health.

An advocate with three years practice is being appointed as Assistant Public Prosecutor. 30% of the cadre strength of Additional Public Prosecutors Grade II are to be appointed through Direct Recruitment among the Advocates with seven years of practice. The duties and responsibilities of Assistant Public Prosecutors are akin to that of Civil Assistant Surgeons and Judicial Officers and they have to work round the clock. It is requested to assign a pay scale to the Assistant Public Prosecutor on par with that of Civil Assistant Surgeon and fix commensurate pay scales for the next higher cadres of Senior Assistant Public Prosecutor, Additional Public Prosecutor Grade II, Additional Public Prosecutor Grade I, Joint Director of Prosecutions and Additional Director of Prosecutions. It is suggested that the Director of Prosecutions may be assigned pay scale of ₹.87130-110850 (Grade 32) on par with the Director of Health.

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
₹.						
				80930-110850 (31)	Additional Director ₹.73270-108330 (30)	

Compared Post: Director of Health

7580-10100 (31)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Additional Director ₹.87130-110850 (32)	

Mode of Appointment: (a) By promotion from the category of Additional Director of Prosecutions with 2 years of service

(b) If no suitable candidate is available for promotion in the category of Additional Director, by transfer or on deputation from the State Higher Judicial Service.

(c) By transfer or on deputation from the I.P.S. Cadre of the Andhra Pradesh an Officer of and above the rank of Deputy Inspector General of Police possessing a Law Degree

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
₹.						
	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	73270-108330 (30)	Joint Director/ Public Prosecutor ₹.61450-105810 (28)	Director ₹.80930-110850 (31)

Mode of Appointment: By promotion from the category of Joint Director of Prosecutions / Public Prosecutor, with two years of service or by transfer/on deputation from Andhra Pradesh State Higher Judicial Service.

Joint Director/ Public Prosecutor

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)	61450-105810 (28)	Deputy Director/ Additional Public Prosecutor Grade I ₹.25600-50560 (27)	Additional Director 73270-108330 (30)

Mode of Appointment: By promotion from the category of Additional Public Prosecutor Grade-I/ Deputy Director with a service of two years/ by transfer or deputation from the State Judicial Service of the cadre of Sub- Judges.

Deputy Director/ Additional Public Prosecutor Grade I

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
₹.						
4720-8700 (24)	9000-16525 (24)	13390-28500 (24)	25600-50560 (25)	56870-105810 (27)	Additional Public Prosecutor Grade II ₹49870-100770 (25)	Joint Director/ Public Prosecutor ₹.61450-105810 (28)

Mode of Appointment: By promotion from the category of Additional Public Prosecutor Grade-II with a service of not less than 3 years of by transfer or on deputation from State Judicial Service of the Cadre of Munsif Magistrate.

Additional Public Prosecutor Grade II

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		12385-27750 (23)	23650-49360 (24)	49870-100770 (25)	Senior Assistant Public Prosecutor ₹.42490-96110 (23)	Deputy Director/ Additional Public Prosecutor Grade I ₹.56870-105810 (27)

<table>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Senior Assistant Public Prosecutor with a service of two years / by direct recruitment</td></tr>
<tr><td colspan="7">Qualifications: By Promotion/Direct Recruitment – (i) Bachelor's Degree in any subject with a Bachelor's Degree in Law (ii) practiced as an Advocate for seven years for direct recruitment.</td></tr>
<tr><td colspan="7">Senior Assistant Public Prosecutor</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Category</td></tr>
<tr><td colspan="5">₹.</td><td></td><td></td></tr>
<tr><td></td><td></td><td>10285-24200 (20)</td><td>20680-46960 (22)</td><td>42490-96110 (23)</td><td>Assistant Public Prosecutor ₹.37100-91450 (21)</td><td>Additional Public Prosecutor Grade II ₹.49870-100770 (25)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Assistant Public Prosecutor with a service of two years</td></tr>
<tr><td colspan="7">Assistant Public Prosecutor</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Category</td></tr>
<tr><td colspan="5">₹.</td><td></td><td></td></tr>
<tr><td></td><td></td><td>9285-21550 (19)</td><td>18030-43630 (20)</td><td>37100-91450 (21)</td><td>Direct Recruitment</td><td>Senior Assistant Public Prosecutor ₹.42490-96110 (23)</td></tr>
<tr><td colspan="7">Compared Post: Civil Assistant Surgeon</td></tr>
<tr><td>3640-7580 (20)</td><td>7900-15475 (22)</td><td>11755-26300 (22)</td><td>20680-46960 (22)</td><td>40270-93780 (22)</td><td>Initial Recruitment</td><td>Deputy Civil Surgeon ₹. 49870-100770 (25)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct Recruitment</td></tr>
<tr><td colspan="7">Qualifications: (i) A Bachelor's Degree in any subject with a Bachelor's Degree in Law (ii) Active practice in Criminal Courts in the State for at least three years.</td></tr>
</table>

Recommendations:

The discussed categories constitute the complete vertical hierarchy in the Andhra Pradesh State Prosecution Service. The post of Director of Prosecutions does not compare with that of Director of Health and similarly the post of Assistant Public Prosecutor does

not bear comparison with that of the Civil Assistant Surgeon as both streams have entirely different professional qualifications and skill-sets and discharge different functions altogether.

Keeping in view the qualifications prescribed for the posts and duties and responsibilities attached to them, it is considered that the existing pay scales are adequate. Accordingly, the following corresponding pay scales are assigned:

Director	**₹. 124380-179000 (Grade-31)**
Additional Director	**₹. 112610-174790 (Grade-30)**
Joint Director /Public Prosecutor	**₹. 94500-170580 (Grade-28)**
Additional Public Prosecutor Grade-I	**₹. 87480-170580 (Grade-27)**
Additional Public Prosecutor Grade-II	**₹. 76730-162780 (Grade-25)**
Senior Assistant Public Prosecutor	**₹. 65360-154980 (Grade-23)**
Assistant Public Prosecutor	**₹. 57100-147760 (Grade-21)**

8. Administrative Officer (Legal) ₹. 31460-84970 (Grade-19)

Request: It is stated that the post of Administrative Officer in the Prosecution Department is different from the Administrative Officer in other Departments. The Administrative Officer in the Directorate shall hold a Law Degree and assists the Director of Prosecutions in legal issues. He scrutinizes judgements, legal opinions and monthly work done statements of the Prosecuting Officers and prepares notes for the Director of Prosecutions. Earlier, parity existed in the pay scale of Administrative Officer and Assistant Public Prosecutor. This helps the department to post Assistant Prosecuting Officer in exigencies. Hence the pay scale of the Administrative Officer may be revised to be on par with that of the Assistant Public Prosecutor.

Administrative Officer (Legal)

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
₹.						
		9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	

Compared Post: Assistant Public Prosecutor						
		9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Initial Recruitment	Senior Assistant Public Prosecutor ₹.42490-96110 (23)
Mode of appointment: By transfer of Superintendents (vide G.O.Ms. No.6 Finance (SMPC) Department dated, 05-01-2010)						
Qualification: Bachelor Degree in Law						

Recommendations:

Government, in G.O. Ms. No.6, Finance (SMPC) Department dated 05-01-2010, accorded sanction for creation of three posts of Administrative Officer (Legal) in the pay scale of Rs.9285-21550 (Grade-19) to be filled up by transfer of Superintendents. On bifurcation of the State two out of three posts of Administrative Officer (Legal) were allotted to Andhra Pradesh. Out of these two posts, one was converted to the post of Administrative Officer vide G.O Ms. No.91, Finance (HR-II) Department dated 27-05-2016 in the same scale of pay. Considering the feeder category, qualification and nature of duty, both these posts of Administrative Officer and Administrative Officer(Legal) are assigned a pay scale of ₹.54060-140540 (Grade-20), thus improving by one grade. This would bring the post of Administrative Officer on par with the pay scale of Administrative Officers in most other Government Departments.

21. MUNICIPAL ADMINISTRATION AND URBAN DEVELOPMENT DEPARTMENT
21.(a). MUNICIPAL ADMINISTRATION DEPARTMENT

The Directorate of Municipal Administration monitors the administration of Urban Local Bodies. The main functions of the Department are to:

- administer and monitor the activities / functions of Urban Local Bodies viz., Municipal Corporations, Municipalities and Nagar Panchayats
- issue necessary directions and orders for better civic administration and sustainable urban development.
- provide guidance to Municipal Corporations and Municipalities in performing their day to day activities in adherence to the policies, procedures and guidelines provided by the Department to achieve effective civic administration.
- grant administrative sanctions for taking up various Projects / Developmental works
- approve the Master Plans of Urban Local Bodies and make necessary modifications to the same as and when required
- co-ordinate with the Government of India for getting central grants and external funding for taking up various developmental activities / projects in urban areas
- co-ordinate with all the other departments for better civic administration and urban development

There are 94 Municipalities and 16 Municipal Corporations under the Administrative control of the Directorate of Municipal Administration. The Department is headed by the Commissioner and Director of Municipal Administration, who is assisted by the Additional Director and Regional Directors. The Municipal Commissioners are the Chief Executives of the Urban Local Bodies.

The issues raised by the employees are discussed below.

1. Additional Director ₹.73270-108330 (Grade 30)

Request: It is represented that the Additional Director is the highest non cadre post in the department. He assists the Commissioner and Director of Municipal Administration and the Mission Director for Elimination of Poverty in Municipal Areas (MEPMA), who are all cadre officers. As per the approved staffing pattern he may be posted as Commissioner in Municipal Corporations where the population is more than 5 lakhs viz., Guntur, Nellore, Rajamahendravaram etc. It is requested to assign a pay scale on par with the Chief Engineer (Grade 31) as both the posts are second in line to the 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
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	34050-54360 (29)	73270-108330 (30)	Regional Director- Cum-Appellate Commissioner ₹.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 Appointment: By promotion from the category of Regional Director cum Appellate Authority						

2. Regional Director-Cum-Appellate Commissioner ₹.61450-105810 (Grade 28)

Request: It is represented that the Regional Director – cum – Appellate Commissioner supervises the implementation of all schemes and Town Planning activities in co-ordination with the Superintending Engineer and Regional Deputy Director of Town and Country Planning. It is requested that the Regional Director – cum – Appellate Commissioner be assigned higher pay scale than that of the Superintending Engineer i.e. pay scale in Grade - 30.						
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)	Municipal Commissioner Selection Grade ₹. 52590-103290 (26)	Additional Director ₹.73270-108330 (30)
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 Municipal Commissioner (Selection Grade).						

3.	**Municipal Commissioner (Selection Grade)**	**₹. 52590-103290 (Grade 26)**
4.	**Municipal Commissioner (Special Grade)**	**₹. 46060-98440 (Grade 24)**
5.	**Municipal Commissioner Grade-I**	**₹. 40270-93780 (Grade 22)**
6.	**Municipal Commissioner Grade-II / Compost Development Officer**	**₹. 35120-87130 (Grade 20)**
7.	**Municipal Commissioner Grade-III**	**₹. 29760-80930 (Grade 18)**

Request: It is represented that the Municipal Commissioners perform developmental functions and regulatory functions besides exercising administrative powers. They are supervisory and controlling officers over the various municipal functionaries such as Municipal Engineers, Town Planners and Medical Officers etc. The duties include collection of Taxes, non-taxes, determining tax assessments, providing infrastructure and civic amenities to the citizens of Urban Local Bodies. It is stated that many of the officers, who deal with only one subject, are being given higher pay scales than that of the Municipal Commissioners. It is argued that the Municipal Commissioners should be assigned higher scales than those of the Engineers working under their control. It is also informed that the Government, vide G.O. Ms. No. 18 MA&UD Department dated 08.01.2018, conferred Gazetted status on the Municipal Commissioner Grade III and as such he may be assigned a higher pay scale than that of the Assistant Executive Engineer. Finally, it is requested to assign the following pay scales:

Municipal Commissioner Selection Grade (including Joint Director)	Grade 28
Municipal Commissioner Special Grade	Grade 26
Municipal Commissioner Grade I	Grade 24
Municipal Commissioner Grade II	Grade 22
Municipal Commissioner Grade III	Grade 20

Municipal Commissioner (Selection 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
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Municipal Commissioner Special Grade ₹. 46060-98440 (24)	Regional Director-Cum-Appellate Commissioner ₹.61450-105810 (28)

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 Municipal Commissioner (Special Grade)/by transfer from the category of Assistant Secretary to Government except Law and Finance						
Municipal Commissioner 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 Post
₹.						
4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	23650-49360 (24)	46060-98440 (24)	Municipal Commissioner Grade I ₹.40270-93780 (22)	Municipal Commissioner Selection Grade ₹.52590-103290 (26)
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 Municipal Commissioner Grade I						
Municipal Commissioner Grade I						
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
₹.						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Municipal Commissioner Grade II/ Compost Officer Asst. Director ₹.35120-87130 (20)	Municipal Commissioner Special Grade ₹.46060-98440 (24)

<table>
<tr><td colspan="7">Compared Post: Executive Engineer/Municipal Engineer Grade II</td></tr>
<tr><td>4400-8700 (23)</td><td>8400-16525 (23)</td><td>13390-28500 (24)</td><td>23650-49360 (24)</td><td>49870-100770 (25)</td><td>Deputy Executive Engineer ₹.42490-96110 (23)</td><td>Superintending Engineer ₹.66330-108330 (29)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from Municipal Commissioner Grade II/ transfer from Section Officer to Government except Law and Finance Departments</td></tr>
<tr><td colspan="7">Qualifications: By Promotion/transfer: Bachelor’s Degree. Accounts Test for Local Body Employees</td></tr>
<tr><td colspan="7">Municipal Commissioner Grade II/Compost Development Officer</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Post</td></tr>
<tr><td colspan="5">₹.</td><td></td><td></td></tr>
<tr><td>3310-6840 (19)</td><td>6350-13000 (19)</td><td>9285-21550 (19)</td><td>16150-42590 (19)</td><td>35120-87130 (20)</td><td>Municipal Commissioner Gr-III ₹.29760-80930 (18)
Managers of Special & Selection Grade Municipalities/ Superintedents ₹28940-78910 (17)</td><td>Municipal Commissioner Grade-I ₹.40270-93780 (22)</td></tr>
<tr><td colspan="7">Compared Post: Deputy Executive Engineer</td></tr>
<tr><td>3640-7580 (20)</td><td>6950-14425 (20)</td><td>10845-25600 (21)</td><td>19050-45850 (21)</td><td>42490-96110 (23)</td><td>Assistant Executive Engineer ₹. 37100-91450 (21)
Assistant Engineer ₹. 31460-84970 (19)</td><td>Executive Engineer ₹.49870-100770 (25)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct Recruitment/transfer from Municipal Commissioner Grade III/ transfer of Managers from Selection Grade or Special Grade Municipalities/transfer of Superintendents of all Municipal Corporations/transfer of Superintendents /SC Stenos of the Office of the Commissioner and Director of Municipal Administration/Regional Joint Director of Municipal Administration/ Director of Town and Country Planning</td></tr>
<tr><td colspan="7">Qualifications: By Direct Recruitment: Bachelor’s Degree</td></tr>
</table>

Municipal Commissioner Grade III						
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
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Manager Ist Grade Municipalities/ Assistant Section Officer/ Senior Stenographer Secretariat ₹.26600-77030 (16) Manager II and III Grade Municipalities Revenue Officers of Selection /Special and First Grade Municipalities Accountants of Selection Grade and Special Grade Municipalities Sanitary Supervisor ₹.24440-71510 (14) Sanitary Inspector Senior Assistants / UD Stenographers ₹.22460-66330 (12)	Municipal Commissioner Grade II/ Compost Officer ₹.35120-87130 (20)

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/transfer from Assistant Section Officer or Senior Stenographers or Senior Stenographers of Secretariat except Law and Finance/Senior Assistants or UD Stenographers of the Office of the Commissioner and Director of Municipal Administration/Regional Joint Director of Municipal Administration / transfer of Manager Grade-I, II and III Municipalities, Revenue Officers of Selection/Special and First Grade Municipalities and Accountants of Selection Grade and Special Grade Municipalities/Sanitary Supervisors, Sanitary Inspectors and Sanitary Food Inspectors working in Municipalities						
Qualification: Direct Recruitment - Bachelor Degree						

Recommendations:

The above mentioned categories from Municipal Commissioner Grade-II upto the Additional Director are the successive posts in the line of promotion in the Municipal Administration Service**.** The category of Municipal Commissioner Grade-III is the next lower category below this hierarchy and is part of the Municipal Commissioners Sub-ordinate Service. This category has a direct recruitment channel through the APPSC Group-II examination and has been assigned a pay grade (Grade-18) which is the same as that fixed in respect of several other co-recruited categories such as Deputy Tahsildar, GST Officer, Assistant Labour Officer, Extension Officer (PR&RD) etc.

The Request for parity with the corresponding categories in the hierarchy of Public Health and Municipal Engineering Service has been raised earlier also before previous Pay Revision Commissions, but was not agreed to. Firstly, the two sets of posts have different functional scope and responsibilities. Secondly, the personnel in the latter service possess technical qualification and skills unlike those in the former Service. The fact that the Municipal Engineers work under the overall administrative control of the Municipal Commissioners is a working arrangement and cannot alone be the basis for claiming higher pay scales. The technical supervision and quality control of the work turned out by the Municipal Engineers lies with the superior technical (engineering) personnel only.

The Commission also finds that except for the Medical and Health Department, which is a specialized professional department, in no other Department of the State Government the category of Additional Director has been assigned a pay grade higher than 30, which has been allowed to the post of Additional Director, Municipal

Administration. In fact the Additional Director, Panchayat Raj Department, which is another Department of similar genre handling the affairs of rural Local Bodies, has also been assigned the same pay grade-30.

Keeping in view all the above aspects, the vertical spacing available in the hierarchy of posts and the duties and responsibilities associated, the Commission is of the view that the existing pay scales are adequate for all the categories, and accordingly the following corresponding pay scales are assigned to these categories:

• **Additional Director**	**₹. 112610-174790 (Grade-30)**
• **Regional Director-Cum-Appellate Commissioner**	**₹. 94500-170580 (Grade-28)**
Municipal Commissioner Selection Grade and equivalent categories	**₹. 80910-166680 (Grade-26)**
• **Municipal Commissioner Special Grade and equivalent categories**	**₹. 70850-158880 (Grade-24)**
• **Municipal Commissioner Grade I and equivalent categories**	**₹. 61960-151370 (Grade-22)**
• **Municipal Commissioner Grade II/ Compost Development Officer**	**₹. 54060-140540 (Grade-20)**
Municipal Commissioner Grade III	**₹. 45830-130580 (Grade-18)**

21. (b). TOWN AND COUNTRY PLANNING DEPARTMENT

The Town and Country Planning Department assists the Government in the matters of urban and rural planning through preparation of Master Plans and indicative Land Use Plans. The department frames building rules and zoning regulations and approves layouts for industrial institutions. It coordinates with various departments involved in area development like the A.P. Housing Board, A.P. State Housing and Urban Development Corporation, A.P. Industrial Infrastructure Corporation, Industries Department etc. The department functions under the provisions of the following statutes:

- Andhra Pradesh Town Planning Act, 1920
- Municipal Corporation Act,
- Andhra Pradesh Municipalities Act
- Andhra Pradesh Urban Areas (Development)Act
- Andhra Pradesh Cinematography Act.
- Andhra Pradesh Panchayat Raj Act, 1992

The functions of the Department are as under:

- Preparation of General Town Planning Schemes (Master Plans and Regional Plans)
- Formulation of Building Rules
- Preparation and approval of indicative Land use Plans for Mandal Headquarters
- Approval of Road Development Plans
- Preparation and Approval of Type Designs for community and public buildings
- Furnishing Technical Appraisal to the Government in all Planning related matters
- Technical Approval of Layouts
- Approval of Housing Layouts under Pradhan Mantri Awas Yojana (PMAY)
- Technical Clearance of industrial installations

The Department is headed by the Director, who is assisted by Additional Directors, Joint Directors, Deputy Directors, Assistant Directors, Assistant City Planner, Assistant Town Planners and other supporting staff. The department functions with four Regional Offices at Visakhapatnam, Rajahmundry, Guntur and Ananthapuramu, thirteen District Offices, nine Urban Development Authorities including the Capital Area Development Authority and one hundred and ten Urban Local Bodies.

1.	**Additional Director/ Additional Chief Planner**	**₹. 66330-108330 (Grade 29)**
2.	**Joint Director/ City Planner**	**₹. 56870-105810 (Grade 27)**
3.	**Deputy Director/ Deputy City Planner**	**₹. 46060-98440 (Grade 24)**

4. Assistant Director / Assistant City Planner / Assistant Town Planner/ Selection Gr. Town Planning Officer ₹. 40270-93780 (Grade 22)

5. Town Planning officer ₹. 37100-91450 (Grade 21)

Request: It is stated that considering the qualifications prescribed for the various categories of posts in the Town Planning Service and the critical nature of functions being discharged by the personnel manning them, they are comparable with the corresponding categories in the Engineering departments as discussed below:

Additional Director

The Additional Directors work in various planning Departments, MA&UD Department of State Secretariat, Urban Development Authorities, APCRDA etc and they discharge planning and development control functions. It is requested that they may be assigned the pay scale corresponding to ₹.80930-110850 (Grade-31) on par with that of the Chief 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
₹.						
		19675-30765 (29)	34050-54360 (29)	66330-108330 (29)	Joint Director ₹.56870-105810 (27)	Director ₹.87130-110850 (32)
Compared Post: Chief Engineer						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-1110850 (31)	Superintending Engineer ₹.66330-108330 (29)	Engineer in Chief ₹.87130-110850 (32)

Mode of Appointment: By promotion from the category of Joint Director/City Planner

Qualifications: B. Arch or B.E. Civil or MA (Geography) and Post Graduate Degree or Diploma in Town and Country Planning or Fellowship or Associateship of the Institute of Town Planners of India

Joint Director/City Planner

It is represented that the duties and responsibilities of this category include monitoring of preparation and review of master plans and finalization of disciplinary cases. When posted as City Planner he acts as head of the Town Planning Wing of Municipal Corporation/Urban Development Authority. His functions include implementation of the Master Plan, procurement of land for road widening by negotiation, enforcement of relevant Acts, protection of public property etc. It is requested to assign the pay scale corresponding to ₹.66330-108330 on par with that of 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
₹.						
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)
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 Deputy Director						
Qualifications: B. Arch or B.E. Civil or MA (Geography) and Post Graduate Degree or Diploma in Town and Country Planning or Fellowship or Associateship of the Institute of Town Planners of India						
Deputy Director						
It is represented that the Deputy Director guides and advises the Municipalities and Gram Panchayats in Town Planning. He accords technical approval for the town planning activities and prepares and designs the project report for developmental works. In the capacity of Regional Deputy Director he monitors all Town Planning activities in urban as well as rural areas in the entire region which may spread over to 3 to 4 districts. As Deputy City Planner in Municipal Corporation he implements the provisions of various Acts. It is requested to assign the pay scale corresponding to ₹.49870-100770 on par with that of the 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
₹.						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	46060-98440 (24)	Assistant Director/ Assistant City Planner/ Assistant Town Planner ₹.40270-93780 (22)	Joint Director ₹.56870-105810 (27)

<table>
<tr><td colspan="7">Compared Post: Executive Engineer</td></tr>
<tr><td>4400-8700 (23)</td><td>8400-16525 (23)</td><td>13390-28500 (24)</td><td>23650-49360 (24)</td><td>49870-100770 (25)</td><td>Deputy Executive Engineer ₹.42490-96110 (23)</td><td>Superintending Engineer ₹.66330-108330 (29)</td></tr>
<tr><td colspan="7">Mode of Appointment: By transfer from the category of Assistant Director/ Assistant City Planner/Assistant Town Planner</td></tr>
<tr><td colspan="7">Qualifications: B. Arch or B.E. Civil or MA (Geography) and Post Graduate Degree or Diploma in Town and Country Planning or Fellowship or Associateship of the Institute of Town Planners of India</td></tr>
<tr><td colspan="7">Assistant Director/ Assistant City Planner/Assistant Town Planner</td></tr>
<tr><td colspan="7">The Assistant Director is the head of the town planning section. He also acts as the Drawing and Disbursing Officer, conducts physical surveys, prepares developmental plans for Municipalities and Mandal headquarters. He exercises enforcement duties. It is requested by the Employees Association to assign the pay scale corresponding to ₹.49870-100770 on par with the Executive Engineer. The Director of Town and Country Planning, in his recommendations, observed that the qualifications required are equal to that of the Deputy Executive Engineer and a pay scale at par with that post may be assigned.</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>3640-7580 (20)</td><td>6950-14425 (20)</td><td>10845-25600 (21)</td><td>19050-45850 (21)</td><td>40270-93780 (22)</td><td>Town Planning Officer ₹.37100-91450 (21)
Town Planning Assistant ₹.35120-87130 (20)</td><td>Deputy Director ₹.46060-98440 (24)</td></tr>
<tr><td colspan="7">Compared Post: Deputy Executive Engineer</td></tr>
<tr><td>3640-7580 (20)</td><td>6950-14425 (20)</td><td>10845-25600 (21)</td><td>19050-45850 (21)</td><td>42490-96110 (23)</td><td>Asst. Executive Engineer ₹. 37100-91450 (21)
Asst. Engineer ₹. 31460-84970 (19)</td><td>Executive Engineer ₹.49870-100770 (25)</td></tr>
</table>

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 transfer from the category of the Town Planning Officer / by transfer from the category of Town Planning Assistant/by direct recruitment						
Qualification: By Direct Recruitment - B.Arch. or B.E. Civil or B. Planning/ B. Tech (Planning) OR M.A Geography and PG Degree or Diploma in Town Planning. By transfer – Graduation in Civil Engineering or B. Planning or B. Tech (Planning) or equivalent qualification with 5 years' experience in Town Planning in a responsible capacity in Municipalities or Town Planning Department or Urban Development Authority OR an Associate of the India Institute of Architects or must possess equivalent Degree or Diploma in Architecture with 5 years' experience in Town Planning in a responsible capacity in Municipalities or Town Planning Department or Urban Development Authority OR Licentiate in Civil Engineering with 10 years' experience in Town Planning in a responsible capacity in Municipalities or Town Planning Department or Urban Development Authorities OR a pass in AP Government Examination for Certificate in Architecture (New Rules) or any equivalent examination and 10 years' experience in Town Planning in a responsible capacity in Municipalities or Town Planning Department or Urban Development Authorities.						
Town Planning Officer						
It is informed that the Town Planning Officer is the Head of the Town Planning Section in Second/Third grade Municipalities and Nagar Panchayats. He attends to multifarious duties and field work. It is requested to assign the pay scale corresponding to ₹.42490-96110 on par with the Deputy Executive Engineer. The Director of Town Planning suggested parity with the Assistant Executive Engineer/Deputy 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
₹.						
2930-5960 (17)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Town Planning Supervisor ₹.31460-84970 (19)	Assistant Director ₹.40270-93780 (22)
Compared Post: Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	110845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Asst. Executive Engineer ₹.37100-91450 (21)	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 transfer of Town Planning Supervisor/by direct recruitment if no qualified and suitable person is available for promotion						
Qualification: By Direct Recruitment/Promotion **-**B.Arch. or B.E./B. Tech (Civil) or B. Planning or B. Tech (Planning) or Diploma in D.C.E./L.C.E / L.A.A.,						

Recommendations:

The town planning officers play a pivotal role in urban planning and development, which are critical for orderly growth of urban areas/ agglomerations commensurate with the influx of people from rural hinterlands. However, strictly speaking their functions differ from those of their Engineering counterparts. The qualifications of the counterpart functionaries are however equivalent. Historically, right since the 2005/1993 RPS the categories of Additional Director/ Joint Director have been drawing lesser pay scales compared to the categories of Chief Engineer/ Superintending Engineer respectively. On the other hand, the categories of Deputy Director/ Assistant Director were enjoying the same pay grades as those of Executive Engineer/ Deputy Executive Engineer form the 1993 RPS till the 2010 RPS, which was upset only in the 2015 RPS. There is no convincing reason to deviate from the historical relativities for the above mentioned categories. The Commission feels it appropriate to restore the old parities in respect of the categories of Deputy Director and Assistant Director.

Hence keeping the above aspects and duties and responsibilities in view, the Commission assigns the following pay scales/ grades :

Additional Director/ Additional Chief Planner	**₹. 101970-174790 (Grade-29)**
Joint Director/City Planner	**₹. 87480-170580 (Grade-27)**
Deputy Director/ Deputy City Planner	**₹. 76730-162780 (Grade-25) (enhanced by one grade)**
Assistant Director/ Assistant City Planner/ Assistant Town Planner/ Selection Grade Town Plg. Officer	**₹. 65360-154980 (Grade-23) (enhanced by one grade)**
Town Planning Officer	**₹. 57100-147760 (Grade-21)**

6. Town Planning Assistant ₹. 35120-87130 (Grade 20)

Request: It is represented that the Town Planning Assistant has been conferred Gazetted status along with the Town Planning Officer and both form feeder category to the post of Assistant Director. But the play scale of the Town Planning Assistant is lesser than that of the Town Planning Officer. It is requested to assign pay scale to the Town Planning Assistant on par with that of the Town Planning 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
₹.						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Architectural Draughtsman ₹.31460-84970 (19)	Assistant Director/ Assistant City Planner/ Assistant Town Planner ₹.40270-93780 (22)
Compared Post: Town Planning Officer						
2930-5960 (17)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Town Planning Supervisor ₹.31460-84970 (19)	Deputy Executive Engineer ₹.42490-96110 (23)

Mode of Appointment: By promotion from the category of Architectural Draughtsman/ by Direct Recruitment

Qualifications: By Direct Recruitment: B. Arch or B.E/B. Tech (Civil) or B. Planning/B. Tech (Planning). Or pass in Associateship examination of Institute of Town Planners.

By promotion: B. Arch or B.E/B. Tech (Civil) or B. Planning/B. Tech (Planning) or Diploma in Civil Engineering, LCE/LAA

Recommendations:

It is observed by the Commission that in G.O. Ms. No. 347 MA&UD Department dated 20-07-2013 the posts of Special Grade Town Planning Officer and Town Planning Officer (Ordinary Grade) were merged and re-designated as Town Planning Officer. In the same G.O. both the posts of Town Planning Officer and Town Planning Assistant were conferred Gazetted Status. Both form feeder posts to the post of Assistant Directors. It is also noted that the qualifications for the posts of Town Planning Officer and Town Planning Assistant are the same. Further, the two respective feeder categories of Town Planning Supervisor and Architectural

Draughtsman carry the same qualification and pay scale. The Director, Town and Country Planning has informed that both discharge similar functions. As such the Commission assigns the pay scale of ₹.57100-147760 (Grade-21) to this category on par with that of the Town Planning Officer.

7. Town Planning Supervisor ₹. 31460-84970 (Grade 19)
8. Town Planning and Building overseer ₹. 22460-66330 (Grade 12)

Town Planning Supervisor

Request: It is stated that the Town Planning Supervisor works in Urban Local Bodies and the Town Planning and Building Overseer is the initial technical post in the Town Planning Wing. Both attend to multifarious duties and filed work. The request is to equate the post of Town Planning Supervisor with the Assistant Executive Engineer and Town Planning and Building Overseer with the Assistant Engineer. The Director, Town and Country Planning has suggested parity between the Town Planning Supervisor and Assistant Engineer and between Town Planning and Building Overseer and Assistant Technical Officer/Draughtsman 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 Post
₹.						
2600-5580 (15)	5000-10600 (15)	8815-20300 (18)	15280-40510 (18)	31460-84970 (19)	Town Planning and Building Overseer ₹.22460-66330 (12)	Town Planning Officer ₹.37100- 91450 (21)
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)
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)	Assistant Executive Engineer ₹.37100-91450 (21) Deputy Executive Engineer ₹.42490-96110 (23)

					Junior Technical Officer/ Draughtsman Grade III ₹.22460-66330 (12)	
Mode of Appointment: By promotion from the category of Town Planning and Building Overseer or by Direct Recruitment if no qualified and suitable person is available for appointment.						
Qualifications: B.Arch. or B.E. / B.Tech. (Civil) or B. Planning / B. Tech. (Planning) OR must possess a minimum qualification of a Diploma in D.C.E., / L.C.E., / L.A.A						
Town Planning and Building Overseer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
1975-4010 (9)	3750-7650 (9)	5470-12385 (9)	9460-27700 (9)	22460-66330 (12)	Town Planning Tracer ₹.17890-53950 (08)	Town Planning Supervisor ₹.31460-84970 (19)
Compared Post : Assistant Engineer (Progression of pay scales etc. are indicated above)						
Compared Post : 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: 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)
Mode of Appointment: By Direct Recruitment/by appointment by transfer from the category of Town Planning Tracer with not less than three (3) years of service.						
Qualifications: A Diploma in D.C.E./L.C.E./L.A.A. or Degree in B. Arch. or B.E. / B. Tech (Civil) or B. Planning / B. Tech (Planning)						

Recommendations:

The Commission observes that the category of Town Planning Supervisor has, right since the 1993 RPS, an established parity with the category of Assistant Engineer and similarly the post of Town Planning and Building Overseer has an

equation of parity with the post of Junior Technical Assistant/ Draughtsman Grade-III of Engineering Subordinate Service. There is no strong reason to disturb this parity. Accordingly the Commission recommends status quo and assigns the following corresponding pay scales to the two discussed categories:

Town Planning Supervisor ₹. 48440-137220 (Grade 19)

Town Planning and Building overseer ₹. 34580-107210 (Grade 12)

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

Request: It is brought to notice that the category of Administrative Officer is a promotional post from the category of Superintendent. The duties and responsibilities of the Administrative Officer are higher than those of the Superintendent. Currently the difference between the pay scales of the Superintendent and the Administrative Officer is very slender and the scale of pay of the latter is higher by one grade. It is further stated that the Administrative Officer is the first level Gazetted post in the Ministerial Service. The qualifications for the initial entry level post of Junior Assistant has been improved. Also the Administrative Officer has to pass Departmental tests for getting promotion. It is pointed out that the same post in other departments carry higher pay scales. Hence it is requested to assign the pay scale corresponding to ₹.42490-96110 on par with the scale of the Administrative Officer in Police (Intelligence) 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 Post
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Superintendent ₹.28940-78910 (17)	
Compared Post: Administrative Officer Police (Intelligence Branch)						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	42490-96110 (23)	Assistant Administrative Officer ₹.40270-93780 (22)	
Mode of appointment: By promotion from the category **of** Superintendent						

Recommendations:

It is found that the category of Administrative Officer in the two departments of Town Planning and Police (Intelligence) are not at all comparable. Whereas in

the former case this post is filled up by promotion of Superintendents (Grade-17), in the latter the corresponding hierarchy is I.B. Assistant (Grade-17) ➔ Assistant Manager (Grade-19) ➔ Manager (Grade-21)➔ Assistant Administrative Officer (Grade-22) ➔ Administrative Officer (Grade-23). Thus the Administrative Officer in the Police (Intelligence) Department is the fourth level promotion post form the level of I.B. Assistant which is equivalent to the post of Superintendent.

The Commission finds that in a majority of the Government Departments the category of Administrative Officer, positioned as the next promotional post to Superintendents, is carrying a pay grade of 20, which is considered appropriate. Accordingly, this Commission, as a major of rationalisation, assigns a pay scale of ₹.54060-140540 (Grade-20) to this post, thus improving by two grades.

21.(c). ALL MUNICIPAL CORPORATIONS

1. Manager/ Revenue Officer/ Accounts Officer ₹. 28940-78910 (Grade 17)

<table>
<tr><td colspan="7">Request: It is represented that the categories of Manger, Revenue Officer and Accounts officer in the Municipal Corporations are promotion posts to the post of Superintendent. But all these categories have been assigned the same pay scale of ₹. 28940-78910. This has resulted in an anomaly of feeder and promotion posts getting the same scale of pay which resulted in many Superintendents foregoing their promotional opportunities. It is therefore requested to assign a higher pay scale to the category of Manager/Revenue Officer/Accounts Officer.</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Category</td></tr>
<tr><td colspan="5">₹.</td><td></td><td></td></tr>
<tr><td>2930-5960 (17)</td><td>5640-11300 (17)</td><td>8385-19125 (17)</td><td>14860-39540 (17)</td><td>28940-78910 (17)</td><td>Superintendent ₹.28940-78910 (17)</td><td></td></tr>
<tr><td colspan="7">Compared Post: Superintendent</td></tr>
<tr><td>2600-5580 (15)</td><td>5000-10600 (15)</td><td>7770-18575 (16)</td><td>14860-39540 (17)</td><td>28940-78910 (17)</td><td>Senior Assistant ₹.22460-66330 (12)</td><td>Manager/ Revenue Officer/ Accounts Officer ₹. 28940-78910 (17)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Superintendent/ special recruitment by transfer from any other service.</td></tr>
<tr><td colspan="7">Qualification: Bachelor Degree or its equivalent</td></tr>
</table>

Recommendations:

According to the Municipal Corporation Service Rules, 1987, the post of Superintendent forms feeder category for the post of Manager/Revenue Officer/Accounts Officer. Up to the 2005 PRC a pay grade difference was maintained between the two categories. The subsequent assigning of the same pay grade to these promotion categories and their feeder category of Superintendent has resulted in an anomaly. It is also seen that these categories have no further promotional opportunities in the regular line. Keeping in view the grade now assigned (Grade-18) to the feeder category of Superintendent, a higher pay scale of ₹.48440-137220 (Grade- 19) is assigned to these categories, thus improving by two grades.

2. Senior Assistant ₹. 22460-66230 (Grade 12)

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

Request: It is represented that the qualifications for the post of Junior Assistant has been enhanced from Intermediate to Degree with computer knowledge and the Senior Assistants are entrusted with additional work of all Government sponsored schemes and surveys. It is requested to revise the pay scale of Junior Assistant from ₹.16400-49870 (Grade 07) to ₹. 21230-63010 (Grade 11) and revise the pay scale of Senior Assistant accordingly.

Senior 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
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400-49870 (07)	Superintendent ₹.28940-78910 (17)

Mode of Appointment: By promotion from the category of Junior Assistant

Qualification: Graduation degree

Junior Assistant

1993	1999	2005	2010	2015	Feeder Category	Promotion Post
₹.						
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 Assistant ₹.22460-66330 (12)

Mode of Recruitment: By Direct Recruitment/by transfer of Record Assistant

Qualification: Intermediate

Recommendations:

The categories of Senior Assistants and Junior Assistants are discussed separately under Common Categories. The recommendations made thereunder shall apply in this case as well.

4. Sanitary Maistry/ Public Health Maistry ₹. 13000-40270 (Grade 1)

<table>
<tr><td colspan="8">Request: It is represented that the Public Health Maistry is also getting the same scale of pay as that of the PH Worker. Hence it is requested to raise the pay scale of Public Health Maistry.</td></tr>
<tr><td colspan="8">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td colspan="8">Public Health Maistry</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td colspan="2" rowspan="2">Promotion Post</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>1375-2375
(01)</td><td>2550-4550
(01)</td><td>3850-8600
(01)</td><td>6700-20110
(01)</td><td>13000-40270
(01)</td><td></td><td colspan="2"></td></tr>
<tr><td colspan="8">Mode of Appointment: No Service Rule placed before the Commission</td></tr>
<tr><td colspan="8">Qualification: No Service Rule placed before the Commission</td></tr>
</table>

Recommendation:

As per G.O.Ms. No. 218 of Municipal Administration Department dated 15-06-2011, while rationalizing the staffing pattern of Urban Local Bodies, Government have stipulated that there should be three Sanitary Maistries working under each Sanitary Inspector. A tabulation of the staff positions obtaining in different Municipal Corporations reveals that, execpt for Kadapa, Kurnool and Tirupati, where only P.H.Maistries are available and have been assigned pay grades 3, 3, and 2 respectively, in rest of the Corporations Sanitary Maistries have been assigned Grade-1 pay scale, which is the same as that assigned to the Public Health Workers. In some of the Municipalities the category of P.H.Maistry has been assigned the Pay Grade-2 and others 1. No Service Rule for these categories was placed before the Commission. It is understood that at present the senior P.H./ Sanitary Workers are being given the responsibility of P.H./Sanitary Maistries.

In view of the above, the Commission assigns the corresponding revised pay scale of ₹.20000-61960 (Grade-1) to this category.

21.(d). GREATER VISAKHAPATNAM MUNICIPAL CORPORATION

1. Social Worker (UCD Project) ₹. 14600-44870 (Grade-4)

<table>
<tr><td colspan="7">Request: It is represented that according to the draft rules, the posts of Social Workers in Urban Community Development are promotion posts for Class III and Class IV employees and those designated as Social Worker are getting the pay scale of ₹.16400-49870 (07) equivalent to Junior Assistants. They have contended that the Social Workers put in the same magnitude of work as the Community Development Officers, who are drawing the higher pay scale of ₹.23100-67990. It is requested to assign a pay scale on par with that of the Senior Assistants.</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td colspan="7">Social Worker</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Post</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>1535-2840 (04)</td><td>2870-5470 (04)</td><td>4260-9520 (04)</td><td>7520-22430 (04)</td><td>14600-44870 (04)</td><td>Direct Recruitment</td><td>Community Development officer ₹. 23100-67990 (13)</td></tr>
<tr><td colspan="7">Compared Post: Senior Assistant</td></tr>
<tr><td>2195-4560 (11)</td><td>4190-8700 (11)</td><td>6195-14175 (11)</td><td>10900-31550 (11)</td><td>22460-66330 (12)</td><td>Junior Assistant ₹.16400-98710 (07)</td><td>Superintendent ₹.28940-78910 (17)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct Recruitment</td></tr>
<tr><td colspan="7">Qualification: A Master Degree in Sociology or Social work.</td></tr>
</table>

Recommendations:

According to the Greater Visakhapatnam Municipal Corporation Urban Community Development Subordinate Service Rules issued G.O. Ms. No. 124, MA&UD (D1) Department dated 20.05.2015 the post of Social Worker is to be filled in by Direct Recruitment and the qualification prescribed is Master Degree in Sociology or Social work. However it is understood that earlier, in the absence of Service Rules, several employees have been appointed to this post without having the requisite qualification. The Tenth Pay Revision Commission, while observing that Service Rules governing these posts were not placed before it, assigned this category a pay scale of ₹.14600-44870 (Grade 04).

It is further observed from the Service Rules that the Urban Community Development Service has in its hierarchy three categories of posts, namely (1) Assistant Training and Evaluation Officer/Community Organiser, (2) Community Development Officer and (3) Slum Development Officer/ Social Worker. Category (1) is filled up by promotion of category (2) and by deputation of Municipal Commissioners Grade-III (Grade-18) in the ratio of 50:50. Similarly category (2) is filled up by Direct Recruitment and by promotion of category (3) in the ratio of 50:50. The qualifications for these three categories of posts, as prescribed in the relevant Service Rules, are a Bachelor degree, where the mode of appointment is by promotion/ deputation, and a Master Degree in Social Work/ Sociology in case of Direct Recruitment.

Hence, keeping this in mind, these posts in the Greater Visakhapatnam Urban Community Development Service are assigned the pay scales as noted below:

- **Assistant Training & Evaluation Officer/ Community Organiser (qualified)** — **₹. 45830-130580 (Grade-18) (improved by 2 grades)**
- **Community Development Officer (qualified)** — **₹. 38720-118390 (Grade-15) (improved by 2 grades)**
- **Slum Development Officer/ Social Worker (qualified)** — **₹. 34580-107210 (Grade-12) (improved by 8 grades)**

Commensurate with the above, the next higher posts of Deputy Project Officer (appointed, as per GVMC UCD Service Rules, 2015, by promotion of Assistant Training & Evaluation Officer or deputation of Second Grade Municipal Commissioner) and Project Officer (appointed by promotion of Deputy Project Officer or deputation of First Grade Municipal Commissioner), are assigned the pay scales of ₹.54060-140540 (Grade-20) and ₹.61960-151370 (Grade-22) respectively, thus improving by one and two grades respectively.

The Commission further recommends that all the above pay scales/grades shall be applicable only to the employees who have been appointed with the qualification prescribed as per the Service Rules issued in G.O. Ms. No. 124, MA&UD (D1) Department dated 20.05.2015. However, in respect of those employees who do not possess the requisite qualification, the corresponding scales to the existing pay scales/grades shall continue.

21.(e). VIJAYAWADA MUNICIPAL CORPORATION

1. Electrician Grade I : **₹. 21230-63010 (Grade 11) (as personal for those promoted with ITI qualification) ₹. 15460-47330 (Grade 06) (for unqualified)**

Request: It is represented that they have been working in the Engineering section of the Vijayawada Municipal Corporation in Class III for the last 20 years. Their qualifications are SSC plus ITI. It is stated that the Draughtsman in Vijayawada Municipal Corporation and in different government departments as well as in Universities with similar qualifications are drawing the pay scale of ₹.31460-84970. The duties of Electricians are stated to be more onerous than those of the Draughtsman. The Electricians work with heavy machines of 1 HP to 500 HP, which function with power supplied by electric substations with high tension Transformers operating with 100-400 volts whereas the Draughtsman work under natural work atmosphere. It is also stated that the working hours for Electricians are 24X7. It is requested to assign pay scale on par with that of the Draughtsman Grade I.

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 (EI) (08) 1665-3200 (FE) (06)	4190 8700 (EI) (11) 3130 6150 (FE) (06)	6195 14175 (EI) (11) 4595 10285 (FE) (06)	10900 31550 (EI) (11) 7960-23650 (FE) (06)	21230-63010 (EI) (11) 15460-47330 (FE) (06)	No Service Rules placed before the Commission	No Service Rules placed before the Commission
Compared Post: Draughtsman Grade. I /Technical Officer						
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)

Mode of Appointment: No Service Rules.

Qualification: No Service Rules.

Recommendations:

No Service Rules governing the post of Electrician Grade I in the Vijayawada Municipal Corporation was placed before the Commission. It is therefore not possible to make a proper comparison with the cited categories for the purpose of fixation of pay scale. We also find that the compared category of Draughtsman Grade I (Technical Officer) is the third level promotion post to the category of Tracer (Technical Assistant), which bears the same pay scale as that of the Electrician Gr-II. Also the duties and responsibilities attached to the compared category of Draughtsman Gr-I is vastly different compared to that of the Electrician Gr-I. Hence the two posts are also not comparable from the angle of their hierarchical positions.

The Commission is therefore of the view that the present pay scale is adequate and accordingly assigns the corresponding scale of ₹.32670-101970 (Grade-11) to those Electricians Grade I who possess ITI qualifications and ₹.23780-76730 (Grade-6) to those who are unqualified.

21. (f). ALL MUNICIPALITIES

1.	**Managers of Special and Selection Grade Municipalities**	**₹. 28940-78910 (Grade-17)**
2.	**Manager (1st Grade Municipality)**	**₹. 26600-77030 (Grade 16)**
	Revenue Officer (Special/ Selection Grade Municipalities)	**₹. 24440-71510 (Grade 14)**
3.	**Manger (IInd and IIIrd Grade Municipalities), Revenue Officer (Ist/IInd/IIIrd Grade Municipalities)**	**₹. 24440-71510 (Grade-14)**

Request: It is represented that in a typical Government department the hierarchy of posts in the Ministerial Service is from Junior Assistant to Senior Assistant to Superintendent. Similar is the case in Mandal Offices. But in the Municipalities, unhealthy categorization is being followed assigning differential pay scales depending upon the Grade of the Municipality. The role and duties and responsibilities of all the Mangers and Revenue offices are similar in all the Municipalities as enshrined in G.O.Ms.No.659 MA&UD Department dated 17-11-2009. Further, their duties are more complicated when compared to those of similar categories in Municipal Corporations and in sister Government Departments. But it is a matter of great discontent that the Manger/Revenue officers of Municipalities have been assigned lower pay scales. It is therefore requested to abolish categorization of posts of Mangers and Revenue Officers based on grades of Municipalities and treat them as a single category as in the case of Deputy Tahsildars/Superintendents in the Revenue Department and assign all of them uniform pay scale on par with similar categories in Municipal Corporations and Superintendents of other Government departments.

Manager of Special/Selection Grade Municipalities

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)	Managers of I st Grade Municipalities ₹.26600-77030 (16) Revenue Officers of Special and	Municipal Commissioners Grade-II Municipalities ₹.35120-87130 (20)

					Selection Grade Municipalities ₹.24440-71510 (14)	
Mode of Appointment: By promotion from the category of Managers of Grade-I Municipalities, Revenue Officers of Special and Selection Grade Municipalities.						
Manager of Ist Grade Municipalities, Revenue Officer of Special/Selection Grade Municipalities						
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
₹.						
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	12550-35800 (14)	26600-77030 (16)	Managers of Grade-II/III Municipalities, Revenue Officers of Grade-I/II/III Municipalities, Accountants of Selection/Special Grade Municipalities ₹.24440-71510 (14)	Manager Special/ Selection Grade Municipalities ₹.28940-78910 (17)
Mode of Appointment: By promotion from the category of Managers of Grade-II/III Municipalities, Revenue Officers of Grade-I/II/III Municipalities and Accountants of Selection/Special Grade Municipalities.						
Manager (IInd and IIIrd Grade Municipalities)/Revenue Officer of Ist/IInd/IIIrd Grade Municipalities/Accountants of Selection/Special Grade Municipality						
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
₹.						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	11860-34050 (13)	24440-71510 (14)	Accountants of Ist/IInd Grade Municipalities ₹.23100-67990 (13) UDCs/UDRI/UD Steno ₹22460-66330 (12)	Manager Ist Grade Municipality/ Revenue Officer Special & Selection Grade Municipality ₹.26600-77030 (16)

Compared Post: Manager in Municipal Corporations						
1993	1999	2005	2010	2015	**Feeder Category**	**Promotion Category**
₹						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	13660-38570 (16)	28940-78910 (17)	Superintendents of Andhra Pradesh Municipal Corporation Service ₹28940-78910 (17)	
Compared Post: Superintendents in APMS						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	
Mode of Appointment: By promotion from the category of Accountants of First and Second Grade Municipalities						

Recommendations:

The Municipalities in the State have been classified as Selection Grade, Special Grade, First Grade, Second Grade, Third Grade and Nagar Panchayats based on the income level which is a function of the size of habitation/ population and economic activity in the municipal area. Obviously, the work load, span of control, number of functioning wings and citizen interface of the urban Local Bodies differ from town to town depending on its population and physical size. In the Municipal Administration Department, instead of giving uniform nomenclatures to the officials of various seniorities and experience in the Ministerial Service, handling similar functions in different sizes (grades) of urban Local Bodies, the Department has adopted a system of assigning similar designations differentiated by grades. In fact such gradation is reflected at the level of the Municipal Commissioners also. Such a system of nomenclature and hierarchical structuring has both pros and cons. We have been told by the Association of employees that the Government is already revisiting the issue. We consider the request for clubbing of posts and then assigning uniform pay scales to the categories of Managers/ Revenue Officers/ Accountants working across all grades of Municipalities as outside the purview of this Commission and accordingly refrain from delving deeper into the issue.

According to the Municipal Ministerial Service Rules issued vide G.O. Ms. No. 292 Municipal Administration and Urban Development (L-3) dated 16.05.1992.

(i) the Managers of Special and Selection and Grade Municipalities form promotion category to the posts of Managers of First Grade Municipalities and Revenue Officers of Special and Selection Grade Municipalities

(ii) the Managers of Ist Grade Municipalities and Revenue Officers of Special and Selection Grade Municipalities constitute promotion categories to the posts of Managers of IInd/IIrd Grade Municipalities and Revenue Officers of Ist/IInd/IIrd Grade Municipalities

(iii) Mangers of IInd/IIIrd Grade Municipalities and Revenue Officers of Ist/IInd/IIrd Grade Municipalities provide promotion avenue for the categories of Accountants of Ist/IInd Grade Municipalities

Keeping in view the above hierarchy, the following pay scales are assigned :

- **Managers of Selection and Special Grade Municipalities** — **₹. 45830-130580 (Grade-18) (enhanced by one pay grade on par with Superintendents)**
- **Managers of First Grade Municipalities and Revenue Officers of Selection and Special Grade Municipalities** — **₹. 40970-124380 (Grade-16) (Revenue Officers enhanced by two grades)**
- **Managers of Second and Third Grade Municipalities, Revenue Officers of Grade-I, II & III Municipalities and Accountants of Selection and Special Grade Municipalities** — **₹. 37640-115500 (Grade-14)**

4. Municipal Medical Officers (Indian Medicine System)

The Service Association has requested for assigning pay grades on par with that of the Medical Officers of Allopathic system/ Dentists.

Recommendations:

This issue has been sufficiently deliberated upon by the Commission under the Department of Ayush. As has been recommended therein, this category will carry the same pay scale as applicable to the Medical Officers of Ayush.

5. Accounts Officer ₹. 31460-84970 (Grade 19)

6. Junior Accounts Officer ₹. 28940-78910 (Grade 17)

7. Senior Accountant ₹. 21230-63010 (Grade 11)

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

Request: It is represented that 651 posts were created in G.O. Ms. No. 151, Finance (SMPC) Department and 148 more posts were created in G.O. Ms. No. 125 dated 27.05.2013, in the combined State of Andhra Pradesh, in four categories viz., Accounts Officer, Junior Accounts Officer, Senior Accountant and Junior Accountant in then existing pay scales of ₹.16150-42950 (Grade 19); ₹.14860-39540 (Grade 17); ₹.10900-315550 (Grade 11) and ₹.8440-24950 (Grade 07) respectively of the Revised Pay Scales, 2010 in the Accounts Branch of Municipalities. The Andhra Pradesh Municipal Accounts Subordinate Service Rules issued vide G.O. Ms. No. 588, Municipal Administration and Urban Development (G 1) Department dated 31st December, 2011 govern these posts. It is stated that these categories have not been included in the Departmental Schedule for 'Municipalities' in Volume III of the Report of the Tenth Pay Revision Commission and Schedule II of GO implementing the recommendations of the 10th Pay Revision Commission regarding revision of pay scales. Hence these categories are getting corresponding pay scales in the Revised Pay Scales, 2015. It is stated that similar categories, particularly the category of Accounts Officer in other in departments, are carrying higher scale of pay. It is therefore requested to improve the pay scale at least by one stage and include all the posts in the Accounts Wing in the Departmental Schedule of Municipalities.

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

Accounts Officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
-	-	-	16150-42950 (19)	31460-84970 (19)	Junior Accounts Officer ₹.28940-78910 (17)	
Compared Posts: Assistant Accounts Officer in Treasuries and Accounts/Assistant Audit Officer in State Audit Department						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	For Assistant Accounts Officer (Trs. And Accts.) Sub Treasury Officer/ Jr. Accounts Officer ₹.28940-78910 (17)	For Assistant Accounts Officer (Trs. And Accts.) Accounts Officer/ Assistant Director ₹.40270-93780 (22)

					For Assistant Audit Officer State Audit Senior Auditor ₹.22460-66330 (12)	For Assistant Audit Officer State Audit Audit Officer ₹.40270-93780 (22)
Compared Post: Accounts Officer in Treasuries and Accounts Department/Audit Officer in State Audit Department /Assistant Pay and Accounts Officer (Works and Accounts)						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270-93780 (22)	For Accounts Officer Assistant Accounts Officer For Audit Officer Assistant Audit Officer For Assistant Pay and Accounts Officer Divisional Accounts Officer Grade I ₹.35120-87130 (20)	Deputy Director For Accounts Officer/Audit Officer Pay and Accounts Officer for Assistant pay and Accounts Officer ₹.46060-98440 (24)
Mode of Appointment: By Direct Recruitment/ promotion from the category of Junior Accounts Officer						
Qualifications: By Direct Recruitment/promotion: Bachelor's Degree in Commerce						
Junior 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
₹.						
-	-	-	14860-39540 (17)	28940-78910 (17)	Senior Accountant ₹.21230-63010 (11)	Accounts Officer ₹.31460-84970 (19)
Mode of Appointment: By Direct Recruitment/ promotion from the category of Senior Accountant						
Qualifications: By Direct Recruitment/promotion: Bachelor's Degree in Commerce						
Senior Accountant						
-	-	-	10900-31550 (11)	21230-63010 (11)	Junior Accountant ₹.16400-49870 (07)	Junior Accounts Officer ₹.28940-78910 (17)

Mode of Recruitment: By Direct Recruitment/ promotion from the category of Junior Accountant						
Qualifications: By Direct Recruitment/promotion: Bachelor's Degree in Commerce						
Junior Accountant						
-	-	-	8440-24950 (07)	16400-49870 (07)	Bill Collector/ Record Assistant ₹.15030-46060 (05)	Senior Accountant ₹.21230-63010 (11)
Mode of Recruitment: By Direct Recruitment/ transfer from the category of Bill Collectors/Record Assistants						
Qualifications: By Direct Recruitment/transfer: Bachelor's Degree in Commerce						

Recommendations:

a) Accounts Officer

Comparison has been drawn between the Accounts Officer of Municipalities on the one hand and Accounts Officer of Treasuries and Accounts Department/ Audit Officer State Audit Department/Assistant Pay and Accounts Officer Works and Accounts /Assistant Accounts Officer, Treasuries and Accounts Department/ Assistant Audit Officer, State Audit Department on the other. The post of Accounts Officer of Municipalities is borne on the Subordinate Service whereas the posts compared are borne on State Services of the respective departments. The span of control and scope of duty of the posts compared are much wider. Hence the comparison is not apt. Mere commonality of designation cannot be a valid reason for equivalence in pay scales. Keeping in view the duties, responsibilities and positions in the promotional hierarchies of these posts and the compared posts, the Commission is of the view that the existing pay scale (Grade19) assigned to the category of Accounts Officer in Municipalities is appropriate and accordingly the corresponding pay scale in the RPS now recommended is assigned.

b) Junior Accounts Officer, Senior Accountant and Junior Accountant

These categories are equivalent in all respects to the categories of Junior Accounts Officer, Senior Accountant and Junior Accountant in the Treasuries & Accounts Department.

Keeping in view the above, these four categories are assigned par pay scales as follows:

Accounts Officer ₹. 48440-137220 (Grade 19) (status quo)
Junior Accounts Officer ₹. 45830-130580 (Grade 18) (improved by one stage)
Senior Accountant ₹. 37640-115500 (Grade 14) (improved by three stages)
Junior Accountant ₹. 28280-89720 (Grade 09) (improved by two stages)

21. PANCHAYAT RAJ AND RURAL DEVELOPMENT DEPARTMENT
22.(a). PANCHAYAT RAJ DEPARTMENT

1. District Panchayat Officer ₹. 37100-91450 (Grade 21)

2. Divisional Panchayat Officer ₹. 35120-87130 (Grade 20)

Request: It is pointed out that the jurisdiction of the District Panchayat Officer is the whole district and the jurisdiction of the Divisional of Panchayat Officer is a revenue division. The administrative control of both these posts are similar to that of the District Revenue officer and Revenue Divisional Officer respectively. Their powers include release of grants, scrutiny of expenditure and so on. But the pay scale of the District Panchayat Officer is fixed lower than that of the Revenue Divisional Officer and the pay scale of Divisional Panchayat Officer is fixed on par with that of the Mandal Revenue Officer. Hence it is requested to assign the pay scale corresponding to ₹.52590-103290 to the District Panchayat Officer (on par with that of the District Revenue Officer) and the pay scale corresponding to ₹.40270-93780 to the Divisional Panchayat Officer (on par with that of the Revenue Divisional Officer) keeping in in view their respective jurisdictions.

District Panchayat 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)	37100-91450 (21)	Divisional Panchayat Officer ₹.35120-87130 (20)	Deputy Chief Executive officer ₹.42490-96110 (23)
Compared Post: District Revenue Officer/Special Grade Deputy Collector						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000 51760 (26)	52590-103290 (26)	Revenue Divisional Officer ₹.40270-93780 (22)	---

Mode of Appointment: By Direct Recruitment / by promotion from the category of Divisional Panchayat Officer

Qualification: For direct recruitment**-** Graduation; For promotion- Pass in Accounts Tests

Divisional Panchayat Officer

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

Divisional Panchayat Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer ₹.29760-80930 (18) Superintendent ₹.28940-78910 (17)	District Panchayat Officer: ₹.37100-91450 (21)
Compared Post: Revenue Divisional officer						
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)
Mode of Appointment : By promotion of Extension Officers (Panchayat Raj & Rural Development) /By transfer of Superintendents of Commissioner, Panchayat Raj and Rural Employment Office/ Superintendents of District Panchayat Officer's office.						

Recommendations:

The Commission is of the view that comparison with the categories of District Revenue Officer and Revenue Divisional Officer is not correct. The duties and responsibilities of these posts are more complex and wider in scope than those of the District Panchayat Officer and Divisional Panchayat Officer. The Commission is also of the view that administrative jurisdiction alone cannot be the only factor for drawing an equation of parity between two categories of posts. It is also pertinent to note that the source of direct recruitment to both the categories of District Panchayat Officer and Revenue Divisional Officer is the same i.e. Group-I examination of APPSC. Hence comparing the post of District Panchayat Officer with the next promotion post of District Revenue Officer in the Land Administration Department does not stand to reason. Similarly the equation of parity between the Divisional Panchayat Officer and Revenue Divisional Officer does not stand to reason.

Keeping the above aspects and the duties and responsibilities in view, it is considered that the existing pay scales are adequate. Accordingly, the following corresponding pay scales are assigned to the two posts:

District Panchayat Officer ₹.57100-147760 (Grade-21)
Divisional Panchayat Officer ₹.54060-140540 (Grade-20)

22. (b). PANCHAYAT RAJ INSTITUTIONS INCLUDING GRAM PANCHAYATS
(i). ZILLA PRAJA PARISHADS AND MANDAL PRAJA PARISHADS

1. Chief Executive officer ₹. 52590-103290 (Grade 26)
2. Deputy Chief Executive Officer ₹. 42490-96110 (Grade 23)

Request: It is represented that the Chief Executive Officer and Deputy Chief Executive Officer attend to all secretarial work relating to the Zilla Praja Parishad by taking part in in the meetings of the ZPPs and the Standing Committees. In addition they administer the Zilla Praja Paishads and affiliated institutions. Stating that the Chief Executive Officer is in the same cadre as that of the Joint Director of Agriculture/ Animal Husbandry and the Deputy Chief Executive Officer is equivalent to the Deputy Director of Agriculture/ Animal Husbandry, it is requested to assign pay scales on par with these posts.

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

Chief Executive Officer

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 Chief Executive Officer ₹.42490-96110 (23)	Deputy Commissioner including Joint Director (Panchayat Raj) in APARD) ₹.61450-105810 (28)
Compared Post: Joint Director Agriculture/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)

Mode of Appointment: By promotion from Deputy Chief Executive Officer. (50% of posts are earmarked for IAS Officers and remaining equivalent posts are to be filled in by promotion from the category of Deputy Chief Executive Officer).

Deputy Chief Executive 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)	19050-45850 (21)	42490-96110 (23)	Mandal Parishad Development Officer ₹.35120-87130 (20) District Panchayat Officer ₹.37100-91450 (21)	Chief Executive Officer ₹.52590-103290 (26)
Compared Post: Deputy Director Agriculture/Animal Husbandry						
4400-8700 (23)	8400-16525 (23)	13390-28500 (24)	23650-49360 (24)	49870-1100770 (25)	Assistant Director ₹.40270-93780 (22)	Joint director ₹.56870-105810 (27)
Mode of Appointment By promotion of Mandal Parishad Development Officer/ District Panchayat Officer.						

Recommendations:

Comparison of the posts of Chief Executive Officer/ Deputy Chief Executive Officer with those of Joint Director/ Deputy Director of Agriculture and Animal Husbandry Departments is not apt for the reason that their functions are entirely different. Apart from this, the officials manning the latter posts have professional academic qualification which is not the case with the former. Historically speaking, these posts have never been at par since the 1993 RPS. Keeping in above in view the Commission considers the present pay scales as appropriate and according assigns the corresponding pay scales as follows:

Chief Executive officer ₹.80910-166680 (Grade 26)
Deputy Chief Executive Officer ₹.65360-154980 (Grade 23)

3. Mandal Development Officer ₹. 35120-87130 (Grade 20)

Request: It is stated that the present Mandal Parishad Development Officer (MPDO) is the successor to the erstwhile Block Development Officer. In the earlier dispensation officers belonging to the line departments, who used to report to the Block Development Officer (BDO), were drawing a lower pay scale than the pay scale of the BDOs. In successive pay revisions the pay and allowances of the officers of line departments are being enhanced whereas the pay scale of the Mandal Development Officer is stagnant. As a result, the pay scales of the officers of the line department like the Mandal Engineering officials and Mandal Education officer are either equal to or higher than the pay scale of MPDO. Thus the head of the office/ authority is virtually undermined. It is further stated that both the District Panchayat Officer and Mandal Parishad Development Officer are being recruited through Group I examination and both form feeder category to the posts of Deputy Chief Executive Officer, the pay scale of the Mandal Development Officer is one stage below the pay scale of the District Panchayat Officer. Though the jurisdiction of the District Panchayat Officer is a district, the functions are mainly supervisory whereas the duties of Mandal Development Officers are multifarious. It is lamented that though the MPDO has become the second level Gazetted post, it is not getting pay scale on par with same post in other departments. Finally, it is stated that since the promotion chances of Mandal Parishad Development Officers are meagre, the existing pay scale should be increased to a level corresponding tof ₹.40270-93780 (Grade-22) in the Revised Pay Scale.

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

Mandal Development 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)	Extension Officer (PR&RD) ₹.29760-80930 (18) Superintendent ₹.28940-78910 (17)	Deputy Chief Executive Officer ₹. 42490-96110 (23)
Compared post: Mandal Engineering Officer (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)

Compared post: Mandal Educational Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (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)
Compared post: District Panchayat Officer						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Divisional Panchayat Officer ₹.35120-87130 (20)	Deputy Chief Executive officer ₹.42490-96110 (23)
Qualification: Direct Recruitment- Graduation; Promotion- Pass in Accounts Test						

Recommendations:

Comparison with the Mandal Engineering Officer i.e. AEE (Grade-21)/AE (Grade-19) is not appropriate as these are categories possessing technical qualifications and skills and have different functional roles. Pay scale wise the Mandal Educational Officer (Grade-20) is on par with the Mandal Development Officer. The other compared post of District Panchayat Officer has, right since the 1993 RPS, carried a higher pay scale than that of the Mandal Development Officer. The criterion of entering the Government service through a common entrance examination (Group-I of APPSC) cannot be the sole basis for drawing parity in the compensation package.

The Commission finds that the Mandal Development Officer (MDO) has all along been assigned the same pay grade as that of the Mandal Revenue Officer (MRO/Tahsildar). This is so in view of the fact that these two categories form pivotal positions for development administration and land administration respectively at the Mandal level and have to act in perfect co-ordination and unison for effective implementation of Government policies and programmes. The pay grade-22, which has been requested for, has been assigned to the Deputy Collector, which is a Revenue Divisional level post with far greater degree of responsibilities and is the next promotional post for the equivalent category of MRO/Tahsildar (MRO). Considering the above aspects, the Commission feels it would be prudent to continue the existing parity between the MDO and the MRO.

Keeping the duties and responsibilities in view, it is considered that the existing pay scale is adequate. Accordingly, the Commission assigns the corresponding pay scale of ₹.54060-140540 (Grade-20) to this category.

4. Extension officer (PR&RD) ₹. 29760-80930 (Grade 18)

Request: It is stated that the Extension Officer works under the administrative control of the Mandal Parishad Development Officer. He supervises, controls and guides the Gram Panchayats and their executive authorities within the jurisdiction of the Mandal. It is requested to assign a higher pay scale corresponding to ₹.31460-84970 (Grade-19) on par with that of the Assistant Engineer. In another representation a higher pay scale of ₹.35120-87130 (Grade-20), on par with that of the Divisional Panchayat Officer, has been requested.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Extension officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary,Gr-I. ₹.28940-78910 (17) Senior Assistant ₹.22460-66330 (12)	Mandal Parishad Development Officer/ Divisional Panchayat Officer ₹.35120-87130 (20)
Compared Post: Assistant Engineer						
2600-5580 (15)	5000-10600 (15)	8815 20300 (18)	15280 40510 (18	31460 84970 (19)	Draughtsman Grade-II ₹.24440-71510) (14)	Asst. Exe. Engineer ₹.37100-91450 (21) Dy. Exe. Engineer ₹.42490-96110 (23)
Compared Post: Divisional Panchayat Officer						
2930-5960 (17)	5640-11300 (17)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Extension Officer ₹.29760-80930 (18) Superintendent ₹.28940-78910 (17)	District Panchayat Officer: ₹.37100-91450 (21)

Mode of Appointment: By Direct recruitment/by promotion from the category of Panchayat Secretary Grade–I/ by transfer of Senior Assistant of O/o Zilla Parishad/ Mandal Parishad and O/o District Panchayat Officer/Divisional Panchayat Officer.
Qualification: By Direct Recruitment: A Bachelor Degree

Recommendations:

The functions of the Extension Officer (PR&RD) are entirely different from those of the Assistant Engineer. The comparison is not apt. Similarly the category of Divisional Panchayat Officer constitutes the next promotion post to that of Extension Officer and there is no justification for seeking parity with that post. Further, it is observed that there is a channel for direct recruitment of Extension Officers through the Group-II examination of APPSC and in this group the category of Extension Officer already enjoys the highest pay grade of 18.

Keeping all the above aspects in view, it is considered that the present pay scale is adequate. Accordingly the corresponding revised pay scale of ₹.45830-130580 (Grade-18) is assigned to this category.

5. Administrative Officers
(Former Superintendents) ₹. 28940-78910 (Grade 17)

Request: It is represented that discrepancy occurred between the pay scales of the Superintendents working in the MPPs and ZPPs on the one hand and Extension Officer (PR&RD) on the other in the Revised Pay Scales 2015. It is stated that the duties and responsibilities of the Extension Officers (PR&RD) are confined to extension work whereas the duties and responsibilities of the Superintendents include managing and supervising the administrative machinery of the Mandal/Zilla Praja Parishads. Further, both the posts form feeder categories to the post of Mandal Parishad Development Officer and are also filled in from the category of Senior Assistants. Thus, the Senior Assistants, who are promoted as Superintendents, are incurring monetary loss. In a subsequent representation it has been stated that orders have been issued in G.O. MS. No. 242 Panchayat Raj and Rural Development (Estt.IV) department Dated 24-12-2018 conferring Gazetted status to the Superintendents in Mandal Praja Parsishads and Zilla Praja Parishads and re-designating them as Administrative Officers. It is requested to assign them pay scale of ₹.29760-80930 on par with the Extension Officer (PR&RD).

<table>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td colspan="7">Administrative Officers (former Superintendents)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>2600-5580 (15)</td><td>5000-10600 (15)</td><td>7770-18575 (16)</td><td>14860-39540 (17)</td><td>28940-78910 (17)</td><td>Senior Assistant ₹.22460-66330 (12)</td><td>Mandal Parishad Development Officer ₹.35120-87130 (20)</td></tr>
<tr><td colspan="7">Compared Post: Extension officer (PR&RD)</td></tr>
<tr><td>2525-5390 (14)</td><td>5000-10600 (15)</td><td>8385-19125 (17)</td><td>14860-39540 (17)</td><td>29760-80930 (18)</td><td>Panchayat Secretary Gr-I. ₹.28940-78910 (17) Senior Assistant ₹.22460-66330 (12)</td><td>Mandal Parishad Development Officer ₹.35120-87130 (20)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from feeder category Senior Assistants.</td></tr>
</table>

Recommendations:.

This is a promotion post from the category of Senior Assistants. It has always been assigned the same grade as that fixed for the Superintendents in 'Common Categories'. The same parity shall continue in the current Pay Revision also. Accordingly this category is assigned a pay scale of ₹.45830-130580 (Grade-18)

6. Junior Assistant ₹. 16400-49870 (Grade-7)

Request: It is represented that the qualification for the post of Junior Assistants has been enhanced to Graduation Degree and a pass in Proficiency Test in Office Automation with usage of computers and associated software. It is higher than that of the qualification prescribed for the category of Secondary Grade Assistant. Hence it is requested to assign a pay scale above that of the Secondary Grade Teacher.

<table>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td colspan="7">Junior Assistant</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>1745-3420 (07)</td><td>3290-6550 (07)</td><td>4825-10845 (07)</td><td>8440-24950 (07)</td><td>16400-49870 (07)</td><td>Bill collector
Records Assistant
₹.15030-46060
(05)</td><td>Senior Assistant
₹.22460-66330
(12)</td></tr>
<tr><td colspan="7">Compared Post: Secondary Grade Teacher</td></tr>
<tr><td>1975-4010 (09)</td><td>3750-7650 (09)</td><td>5470-12385 (09)</td><td>10900-31550 (11)</td><td>21230-63010 (11)</td><td></td><td>School Assistant
₹.29760-80930
(18)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct Recruitment/transfer from the category of Record Assistant/Bill Collector/Office Subordinate</td></tr>
<tr><td colspan="7">Qualification: Graduation and a pass in Proficiency Test in Office Automation with usage of computers and associated software</td></tr>
</table>

Recommendations:

As has been the practice in the past, the pay scale of the Junior Assistants shall be as fixed for the same post under 'Common Categories'.

7. Laboratory Assistants / Library Assistants ₹. 14600-44870 (Grade 4)

<table>
<tr><td colspan="7">Request: It is represented that orders were issued in G.O. Ms. No. 32, General Administration (Ser.I) Department dated 23.01.1998 re-designating the Laboratory Attenders/Library Attenders as Laboratory Assistants/Library Assistants. It was also ordered that they would be on par with the Record Assistants for all purposes. It is complained that notwithstanding these orders the Laboratory Assistants and Library Assistants were assigned a lower pay scale than that of the Record Assistant. It is requested that they should be assigned pay scale on par with that of the Record Assistants.</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td></td><td></td><td>4260-9520 (4)</td><td>7520-22430 (4)</td><td>14600-44870 (4)</td><td>Office Subordinate or any other post in Last Grade Service
₹.13000-40270
(1)</td><td>Junior Assistant
₹.16400-49870
(7)</td></tr>
</table>

Compared Post: Record Assistant						
1535-2840 (4)	2870-5470 (4)	4260-9520 (4)	7740-23040 (5)	15030-46060 (5)	Office Subordinate or any other post in Last Grade Service ₹.13000-40270 (1)	Junior Assistant ₹.16400-49870 (7)
Mode of Appointment: By transfer from Last Grade Service						
Qualification: Tenth Class/ Class VIII for existing incumbents						

Recommendations:

Orders were issued in G.O. Ms. No.281, Panchayat Raj and Rural Development (Establishment V) Department dated 22.7.1997 re-designating the posts of Laboratory/Library Attenders as Laboratory/Library Assistants and bringing them on par with the Record Assistants for all purposes. Qualifications for these posts were enhanced to Tenth Class but for those who were already holding the posts on the date of the order the minimum qualification was relaxed to VIII Class. Accordingly, the Andhra Pradesh General Subordinate Service Rules were amended vide G.O. Ms. No. 32, General Administration (Services I) Department dated 23.01.1998.

Keeping the above position in view, the Commission recommends that the Laboratory Assistants and Library Assistants should be assigned the same pay scale as that of the Record Assistants in the 'Common Categories'.

(ii). GRAM PANCHAYATS

1.	**Panchayat Secretary Grade I**	**₹. 28940-78910 (Grade 17)**
2.	**Panchayat Secretary Grade II**	**₹. 21230-63010 (Grade 11)**
3.	**Panchayat Secretary Grade III**	**₹. 18400-55410 (Grade 09)**
4.	**Panchayat Secretary Grade IV**	**₹. 16400-49870 (Grade 07)**

Request: It is represented that the job chart of the Panchayat Secretary is so demanding that they start their work before the sun rise with supervision of sanitation work and end after sun set with putting on of street lights. He takes part in implementation of various welfare programmes launched by the State and Central Governments. He has to monitor development activities undertaken by the Gram Panchayat. He identifies beneficiaries for the Pension Schemes, Swatch Bharat Grameena Programme, Gruhakalapa Scheme etc. He assists in holding Grama Sabha for identification of beneficiaries, disbursement of loans and for recovery of dues. He heads the village bureaucracy, maintains records of tax collection, meetings, GP Assessment Registers etc. He coordinates with various agencies and liaises with all Governmental agencies. Further, he motivates people for development and welfare activities and makes arrangements for conduct of all kinds of elections. Thus, the Panchayat Secretaries play a vital role in the Local Bodies at the village level with multiple functions. Finally it is requested to assign pay scales higher by two grades than the present, as suggested by the Association and indicated below:

Panchayat Secretary Grade I (Grade 19)

Panchayat Secretary Grade II (Grade 13)

Panchayat Secretary Grade III (Grade 11)

Panchayat Secretary Grade IV (Grade 09)

Panchayat Secretary Grade I

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
₹.						
2315-4880 (12)	4430-9300 (12)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Panchayat Secretary Grade-II ₹.21230-63010 (11)	Extension Officer (PR &RD) ₹. 29760-80930 (18)

Mode of Appointment: By promotion from the category of Panchayat Secretary Grade-II.

Panchayat Secretary 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 Post
₹.						
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	21230 63010 (11)	Sanitary Inspector Grade-I ₹.22460-66330 (12) Panchayat Secretary Grade III ₹18400-55410 (9) Junior Assistant/ Junior Assistant cum Bill Collector/ ₹.16400-49870 (7)	Panchayat Secretary Grade I Rs.28940-78910 (17)

Mode of Appointment: By promotion from the category of Panchayat Secretary Grade-III/by transfer of Junior Assistant of District Panchayat Office and Divisional Panchayat Office units/Junior Assistants, Junior Assistant-cum-Bill Collectors of Gram Panchayat and Sanitary Inspector Grade-I.

Panchayat Secretary Grade III

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
₹.						
1745-3420 (7)	3290-6550 (7)	4825-10845 (7)	8440-24950 (7)	18400-55410 (9)	Panchayat Secretary Grade-IV ₹.16400-49870 (7) Bill Collector ₹.15030-46060 (5)	Panchayat Secretary Grade-II ₹.21230-63010 (11)

Mode of Appointment: By promotion from the category of Panchayat Secretary Grade IV/ by transfer of Bill Collectors working in Gram Panchayats

Panchayat Secretary Grade IV						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Designation (Same as at the top of the table)						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1535-2840 (4)	2870-5470 (4)	4260-9520 (4)	7520-22430 (4)	16400-49870 (7)		Panchayat Secretary Grade III ₹.18400-55410 (9)
Mode of Appointment: By Direct Recruitment/ by appointment of persons belonging to other categories (excluding Junior Assistants/Junior Assistant-cum-Bill Collector, Sanitary Inspector Grade-I) working in Gram Panchayats whose services were regularized under G.O.Ms.No.212, Finance and Planning (FW PC.III) Department, dated: 22-4-1994).						
Qualification: By Direct Recruitment: Degree						

Recommendations:

The Panchayat Secretaries perform multifarious functions at the Gram Panchayat level including assessment of tax, revenue collection, conduct of Gram Sabhas for identification of deserving beneficiaries for various welfare schemes and other purposes, supervision of village sanitation, inspection of developmental works undertaken by the gram Panchayats, conduct of Panchayat meetings and recording implementation of Panchayat resolutions etc. These functionaries thus have multifarious duties. The qualification prescribed for the lowest level of Panchayat Secretary Grade-IV is a Graduate Degree. As has been shown above, the highest grade of Panchayat Secretary Grade-I gets carrier elevation as Extension Officer (PR & RD) (Pay Grade-18)

Keeping in view the above, the following pay scales are assigned to the various grades of Panchayat Secretaries :

a. Panchayat Secretary Grade I ₹. 44570-127480 (Grade-17)
b. Panchayat Secretary Grade II ₹. 35570-109910 (Grade-13)
c. Panchayat Secretary Grade III ₹. 32670-101970 (Grade-11)
d. Panchayat Secretary Grade IV ₹. 28280-89720 (Grade-9)
(b, c, d enhanced by two grades each)

5. Sanitary Inspector Grade-I ₹. 22460-66330 (Grade 12)

6. Sanitary Inspector Grade-II ₹. 17890-53950 (Grade 08)

Request: It is stated that the job of Sanitary Inspectors working in Gram Panchayats is very risky and needs a lot of skill. The existing pay scale is not at all commensurate and hence it is requested to improve the pay scale by two grades in each case.

Sanitary Inspector Grade I

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
₹.						
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	10020-29200 (10)	22460-66330 (12)	Sanitary Inspector Grade II ₹.17890-53950 (08)	Panchayat Secretary Gr-II ₹.21230-63010 (11)

Mode of Appointment: By promotion from the category of Sanitary Inspector Grade II or by Direct Recruitment if no suitable person is available for promotion.

Qualifications: Direct Recruitment **–**Intermediate and Sanitary Inspector Certificate issued by the Medical & Health Department or its equivalent qualification; By promotion-Sanitary Inspector Certificate issued by the Medical & Health Department or its equivalent qualification

Sanitary Inspector Grade II

1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)	Health Assistants (Death and Birth Registrar-cum Vaccinator) ₹.17890-53950 (08) Sanitary Maistry ₹.13000-40270 (01)	Sanitary Inspector Grade I ₹.22460-66330 (12)

Mode of Recruitment: (i) By transfer of Health Assistants in Mandal Parishads and Zilla Parishads (ii) by transfer of Health Assistant and Birth and Death Registrar cum vaccinator (iii) by transfer of Sanitary Maistry and(iv) by Direct Recruitment

Qualifications: Direct Recruitment: Intermediate and Sanitary Inspector Training Certificate issued by Medical and Health Department or its equivalent

Promotion: Sanitary Inspector Training Certificate issued by Medical and Health Department or its equivalent

Recommendations:

Keeping in view the qualifications and duties and responsibilities, the Commission feels that the existing pay scales are adequate. Hence the corresponding pay scales of ₹.34580-107210 (Grade-12) and ₹.27500-87480 (Grade-8) are assigned to Sanitary Inspectors Grade-I & Grade-II respectively.

7. Junior Assistant-cum-Bill Collector ₹. 16400-49870 (Grade 07)

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

Request: It is represented that these posts are filled by promotion from the category of Record Assistants and other equivalent categories of A.P. General Subordinate Service. The posts are under the 'Common Categories'. It is requested to improve the pay scale by two grades above the existing scales as their duties and responsibilities are arduous and as they face much pressure while discharging their duties.

Recommendations:

The pay scales of Junior Assistants and equivalent categories are discussed separately under the 'Common Categories' and the recommendations thereunder shall apply here also.

9. Bill Collector ₹. 15030-46060 (Grade 05)

Request: It is stated that the Bill Collectors were initially appointed as a NMR Bill Collectors in Gram Panchayats. Later a decision was taken by the Government to regularize the services of all Bill Collectors. However, services of only a few Bill Collectors were regularized. While regularizing the services of the rest of the Bill Collectors, it is requested to allow the benefits accruing on account of regularization of services and also allow pension on par with regular Government employees as they were appointed prior to the introduction of CPS Scheme. Further, it is requested to improve the pay scale by two stages.

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
₹.						
1595-3020 (05)	2990-5810 05)	4370-9775 (05)	7740-23040 (05)	15030-46060 (05)	Office Subordinate ₹.13000-40270 (01)	Junior Assistant ₹.16400-49870 (07)

Mode of Recruitment: By transfer from the category of Office Subordinate/Direct Recruitment, if no suitable candidate is available for appointment by transfer

Qualifications: By transfer/Direct Recruitment: Pass in 10th Class or equivalent

Recommendations:

The issues of regularization of services of daily wage workers and conferring on them other benefits have been discussed separately in Voume-1 of our report. Coming to the request for enhancement of remuneration, in terms of qualification and pay scales assigned to the feeder and promotion categories the post is comparable with that of Record Assistant in 'Common Categories'. At present there is parity between these two categories and there is no ostensible reason to disturb the same. As such the Commission assigns the corresponding scale of ₹.23120-74770 (Grade-5) to this category.

10. Electrician Grade II **₹. 17890-53950 (Grade-8) (P)**
₹. 13780-42490 (Grade-3) (FE)

Request: It is represented that the duties of Electrician Grade II working in Gram Panchayats are very risky and needs much skill. The existing scale is not reasonable. Hence it is requested to enhance 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 Post
₹.						
1875-3750 (08) 1475-2675 (03)	3550-7150 (08) 2750-5150 (03)	5200-11755 (08) 4050-9050 (03)	9200-27000 (08) 7100-21250 (03)	17890-53950 (08) 13780-42490 (03)		
Mode of Appointment: By Direct Recruitment						
Qualifications: (1) Pass in 10th Class or equivalent (2) ITI certificate						

Recommendations:

The Pay Revision Commission 1986 introduced what it called 'New Common Categories' and brought the post of Electrician Grade-II under it. It recommended that the employees who occupied this post in Departments, in which the relevant Service Rules prescribed the minimum qualification as ITI Certification, would be entitled for the then pay scale of ₹.1010-1800 (Grade-8) and others who were unqualified would get a scale of ₹.740-1150 (Grade-1). The Pay Revision Commission, 1993 assigned a pay scale of ₹.1875-3750 (Grade-8) and ₹.1475-2675 (Grade-3) to the above two categories of employees. However, it was mentioned in their report that the higher pay scale would be personal to the existing incumbents and the lower scale would be applicable to the future entrants. The subsequent Pay Revision Commissions maintained this distinction and awarded corresponding pay scales.

This Commission is of the view that the distinction made by the 1986 PRC on the ground of qualification was materially altered by the subsequent PRCs. The 1993 RPS onwards a distinction is being made between the pay scales of existing and future employees occupying this post without reference to their qualifications. This has resulted in complete distortion of the original intention of the 1986 PRC..

Keeping this in view this Commission assigns the following pay scales to this category:

Electrician (Grade-II) **₹. 27500-87480 (Grade-8) (ITI Qualified)**
₹. 21200-65360 (Grade-3) (Unqualified)

11. Record Assistant ₹. 14600-44870 (Grade 04)

Request: It is represented that the Record Assistant working in Gram Panchyats discharges the duties equivalent to that of Junior Assistant. It is requested to recommend to the Government to upgrade the post of Record Assistant to that of Junior Assistant and assign the pay scale applicable to the 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 Post
₹.						
1535-2840 (04)	2870-5470 (04)	4260-9520 (04)	7520-22430 (04)	14600-44870 (04)	Office Subordinate or any other post under AP Last Grade Service ₹. 13000-40270 (01)	Junior Assistant ₹.16400-49870 (07)
Compared Post:Record Assistant in 'Common Categories'						
1535-2840 (04)	2870-5470 (04)	4260-9520 (04)	7740-23040 (05)	15030-46060 (05)	Office Subordinate or any other post under AP Last Grade Service ₹. 13000-40270 (01)	Junior Assistant ₹.16400-49870 (07)

Mode of Appointment: By transfer of a person from the Andhra Pradesh Last Grade Service/Roneo Operator/Xerox Operator.

Qualifications: Tenth Class

Recommendations:

The post of Record Assistant does not compare with that of Junior Assistant as the qualifications and duties and responsibilities of the latter are much higher. It is noticed that the Record Assistants in Gram Panchayats used to carry the same scale of pay as the Record Assistants under 'Common Categories' till the 2005 Pay Revision. In the 2010 Revised Pay Scales, the pay scale of Record Assistant under 'Common Categories' was enhanced by one grade but this was not extended to the Record Assistants of the Panchayat Raj institutions. In the 10th Pay Revision, the Record Assistant under 'Common Categories' as well the Record Assistant in P.R. bodies were assigned corresponding scales and thus the gap in pay scales continued.

Considering the above, the Commission recommends that the anomaly should be resolved and this category shall carry the same pay scale/grade as applicable to this category under 'Common Categories'.

12. Sanitary Maistry ₹. 13000-40270 (Grade 01)

<table>
<tr><td colspan="7">Request: It is represented that it is a highly skilled post. The scale of this category needs to be improved by two stages above the existing scale</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Post</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>1375-2375 (01)</td><td>2550-4550 (01)</td><td>3850-8600 (01)</td><td>6700-20110 (01)</td><td>13000-40270 (01)</td><td></td><td>Sanitary Inspector Grade II</td></tr>
<tr><td colspan="7">Mode of Appointment: Direct Recruitment</td></tr>
<tr><td colspan="7">Qualification: 10th Class with Sanitary Inspector Training Certificate issued by Medical and Health Department or equivalent.</td></tr>
</table>

Recommendations:

Keeping in view the qualifications and the duties and responsibilities attached to the post, the following pay scales are assigned to this category:

Sanitary Maistry **<u>₹. 22460-72810 (Grade-4) (Qualified)</u>**
₹. 20000-61960 (Grade-1) (Unqualified)

23. PLANNING DEPARTMENT
23.(a). DIRECTORATE OF ECONOMICS AND STATISTICS

The Bureau of Economics and Statistics, Andhra Pradesh was constituted in 1956 amalgamating the Statistical Branch of Board of Revenue of the erstwhile Andhra State and the Bureau of Economics and Statistics of the erstwhile Hyderabad State. The Bureau of Economics and Statistics was later re-designated as the Directorate of Economics and Statistics. Its main functions are:

- Collection, classification, analysis, tabulation and presentation of data on various socio-economic parameters of the State in a systematic manner and disseminating the information through periodic publications and to draw inferences for planning and policy purposes to the extent required.
- Conduct of sample surveys, census and other adhoc field enquiries etc. on various socio economic activities.
- Coordinating the statistical activities of various departments of the State Government and rendering technical guidance.
- Administrative evaluation of execution of plan works in Grampachnyats/ Mandals/ Districts.

The Department operates from a 3-tier structure namely the Head Office, District Offices and Mandal Offices. At Mandal level an Assistant Statistical Officer helps the Mandal Revenue Officer to compile the necessary data. The Directorate is headed by a Director and supported by Joint Directors, Deputy Directors, Assistant Directors, Statistical Officers, Deputy Statistical Officers, Assistant Statistical Officers and the ministerial staff.

The Andhra Pradesh Economic and Statistical Service Rules issued vide G.O. Ms. No.68, Finance and Planning (PW Esst) Department dated 30th December, 1991 and the Andhra Pradesh Economic and Statistical Subordinate Service Rules issued vide G.O. Ms. No.42, Finance and Planning (PW Esst) Department dated 11th June, 1991 govern various cadres in the department.

1. Director ₹. 80930-110850 (Grade 31)

Request: It is stated that there are three posts of Director. Of these, one is Director of Economics and Statistics, Head of the department, who is the nodal officer for State Statistics and is identified as the State Statistical Authority. He is responsible for the estimation of Gross State Domestic Product (GSDP), Census of Land Holdings, Minor Irrigation Census, Economic Census, Agriculture Census, Industrial Statistics, National Sample Survey etc. The remaining two are Director, Planning and Director, MR working under the Special Chief Secretary/Principal Secretary/ Secretary to Government, Planning Department, which co-ordinates with all the Departments of Secretariat and Heads of

Departments for preparation of Outcome Budget, MPLADS, SDF, Flagship Programmes, Twenty Point Programme, SC Sub Plan, TSP, various surveys like Socio Economic Survey, evaluation studies, monitoring the performance of departments through Key Performance Indicators, Real Time Outcome Monitoring System (ROMS), Samajavikasam, Kutumbavikasam etc. To accomplish the tasks assigned, all the Directors have to co-ordinate and interact with Principal Secretaries/Secretaries to Govt.,/Commissioners/ Heads of Departments. The Directors are discharging duties which are important next only to the Secretary to Government and are equivalent to the Additional Secretary to Government and they report to the Principal Secretary to Government/Secretary to Government similar to the Additional Secretary to Government. Hence it is requested to assign a pay scale on par with that of the Additional Secretary to Government.						
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
₹.						
6610-9820 (29)	12550-18625 (29)	19675-30765 (29)	37600-54360 (30)	80930-110850 (31)	Joint Director ₹.52590-103290 (26)	
Compared Post: Additional Secretary to Government						
8140-10380 (32)	15475-19675 (32)	25600-30765 (32)	44740-55660 (32)	87130-110850 (32)	Joint Secretary to Government ₹.73270-108330 (30)	
Mode of Appointment: By transfer from the category of Joint Director						

Recommendations:

The functions of the Director, Economics and Statistics are different from those of the Additional Secretary to Government. The Additional Secretary is a circulating officer to the Cabinet Minister and contributes substantially to policy formulation at the top echelon of administration. He represents the Government at various levels in the absence of the Secretary. Hence these categories are not comparable. It is also pertinent to note that the category of Director is the next promotion post to the category of Joint Director in the hierarchy of Economics and Statistical Service officers, there being no position of Additional Director, which is unlike the position obtaining in most other Government Departments. Historically speaking, there has always been a gap in the pay scales of the two compared posts. While in the 1993, 1999 and 2005 RPS there was a difference of three pay grades between the two categories, by the 2015 RPS the gap has narrowed down to one pay grade. It is also seen that except for the Engineering, Town Planning and Health

Departments no other Head of Department has been assigned the highest pay grade of 32. Keeping the above aspects in view, this Commission is of the view that the present pay scale is adequate and accordingly decides to fix the corresponding scale of ₹.124380-179000 (Grade-31) for the post of Director, Economics and Statistics.

2.	**Joint Director**	**₹. 52590-103290 (Grade 26)**
3.	**Deputy Director**	**₹. 46060-98440 (Grade 24)**
4.	**Assistant Director**	**₹. 37100-91450 (Grade 21)**
5.	**Statistical Officer**	**₹. 31460-84970 (Grade 19)**

Request: It is represented that with the advent of decentralised planning, the officers of the department have to coordinate with their counterparts in other departments for implementation of various developmental and welfare schemes such as MP Lads, Assembly Constituency Development Programme (ACDP), Janmaboomi-Maa Vooru, Gramadarsini – Gramavikasam, perception survey etc. They supervise the Crop Cutting Experiments in general and under Pradhan Mantri Fasal Bhima Yojana (PMFBY) in particular. It is requested to assign pay scales from Joint Director to Assistant Director on par with similar cadres in Agriculture/Animal Husbandry Department (as mentioned below) and to assign the pay scale of ₹.37100-91450 (Grade 21) to the Statistical Officer.

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

Joint Director of Economics & Statistics

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)	Director ₹.80930-110850 (31)
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 feeder category of Deputy Director.

Deputy Director of Economics & Statistics

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 of 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)

Mode of Appointment: By promotion from the feeder category of Assistant Director.

Assistant Director of Economics & Statistics

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)	Statistical Officer ₹.31460-84970 (19)	Deputy Director ₹.46060-98440 (24)
Compared Post: Assistant Director of Statistics, Animal Husbandry Department.						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Veterinary Assistant Surgeon ₹. 35120-87130 (20)	Deputy Director (Statistics) ₹.49870-100770 (25)

Mode of Appointment: By Direct recruitment and by promotion from the category of Statistical Officer.

Qualification: Direct Recruitment - Post Graduation in Mathematics, Pure Mathematics, Statistics, Economics with Statistics, Pure Economics, Applied Economics, Applied Statistics, Applied Mathematics, Econometrics or Computer Science.

<table>
<tr><td colspan="7">Statistical Officer of Economics & Statistics Department.</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Category</td></tr>
<tr><td colspan="5">₹.</td><td rowspan="2"></td><td rowspan="2"></td></tr>
<tr><td>3310-6840 (19)</td><td>6350-13000 (19)</td><td>9285-21550 (19)</td><td>16150-42590 (19)</td><td>31460-84970 (19)</td><td>Deputy Statistical Officer/ Superintendents ₹.28940-78910 (17)</td><td>Assistant Director ₹.37100-91450 (21)</td></tr>
<tr><td colspan="7">No corresponding cadre in Animal Husbandry Department</td></tr>
<tr><td colspan="7">Mode of Appointment: By transfer from the category of Deputy Statistical Officer /Superintendents.</td></tr>
<tr><td colspan="7">Qualification: Degree in one of the subjects of Mathematics / Statistics / Economic/ Pure Economics/ Applied Statistics and must have passed Account Test for Executive Officers.</td></tr>
</table>

Recommendations:

Comparison of the Joint Director/ Deputy Director of Economics and Statistics with the Joint/Deputy Director of Agriculture is not apt since the latter have technical qualifications [B.Sc. (Agri) /M.Sc (Agri)]. It is also seen that the Deputy Director of Statistics (Agriculture) has been assigned a pay grade of 24 which is the same as that assigned to the Deputy Director, Economics and Statistics. Similarly comparison of the post of Assistant Director (Eco & Stat) with the Assistant Director (Statistics) of the Animal Husbandry Department is not tenable since the latter is from a technical background with a basic degree in B.V.Sc. apart from having qualification/ experience in statistical field. The Commission feels, after considering the qualifications prescribed and scope of responsibilities attached, that the existing pay grades for the posts of Joint Director, Deputy Director and Assistant Director of Economics and Statistics (Grades 26, 24 and 21) are adequate and do not require any revision. Similarly considering the qualification prescribed and the pay grades assigned to the feeder and promotion categories for the post of Statistical Officer there is no justification for awarding a higher pay grade to it. Accordingly status quo in terms of pay grade (Grade-19) shall continue in respect of the post of Statistical Officer also. Accordingly the following corresponding pay scales are assigned:

Joint Director	**₹. 80910-166680 (Grade 26)**
Deputy Director	**₹. 70850-158880 (Grade 24)**
Assistant Director	**₹. 57100-147760 (Grade 21)**
Statistical Officer	**₹. 48440-137220 (Grade 19)**

6. Deputy Statistical Officer ₹. 28940-78910 (Grade 17)

7. Assistant Statistical Officer ₹. 24440-71510 (Grade 14)

Request: It is represented that the Deputy Statistical Officer is a key functionary monitoring all statistical matters furnished by the Assistant Statistical Officers through the concerned Tahsildars. He/ she co-ordinates with other line departments like Agriculture, Horticulture etc for obtaining Crop Cutting Forms within the stipulated time and with departments like Irrigation (Water Works), Industries, Fisheries, Animal Husbandry, Welfare Departments etc. on implementation of various welfare and developmental programmes. The Deputy Statistical Officer monitors all census and adhoc surveys like Economic Census, Employment Survey, Socio Economic Survey etc. The role of Deputy Statistical Officer has attained greater significance with the implementation of Pradhan Manthri Fasal Bima Yojana (PMFBY).

The Assistant Statistical Officer is stationed in Mandals, District offices and the Directorate. He is the basic functionary of all statistical work. He is responsible for submission of rainfall data online. He guides the Agriculture Extension Officer Grade I during crop cutting experiments in general and in implementation of Prime Minister Fasal Bima Yojana (PMFBY) in particular, throughout the year. The jurisdiction of the Agriculture Extension Officer Gr I is one village whereas the jurisdiction of Assistant Statistical Officer is a Mandal.

They have requested to assign pay scales on par with that of the Horticulture Officer i.e. ₹35120 -87130 to the post of Deputy Statistical Officer and the pay scale of ₹.29760 - 80930 to the Assistant Statistical Officer i.e. on par with the Agricultural Extension Officer Gr I.

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

Deputy Statistical Officer of Economics & Statistics Department.

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)
Compared Post: Horticulture Officer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Supervisor Grade-I ₹. 28940-78910 (17) Sub Assistant Grade-I Sub Assistant Grade-II ₹.16400-49870 (07)	Assistant Director ₹. 40270-93780 (22)

					Subject to possession of Degree in Horticulture or M.Sc. (Agl) with specialization in Horticulture	
Mode of Appointment: By promotion from the feeder category of Assistant Statistical Officer.						
Qualification: Degree in one of the subjects of Economics, Mathematics, Statistics, Commerce Applied Statistics, Applied Maths or Computer Science.						
Assistant Statistical Officer of Economics & Statistics 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
₹.						
2195-4560 (11)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Initial Recruitment	Deputy Statistical Officer 28940-78910 (17)
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 Grade-II ₹.22460-66330 (12)	Agriculture Officer ₹35120-87130 (20)
Mode of Appointment: Direct Recruitment						
Qualification: Bachelor's Degree with Statistics as one of the main subjects or Bachelor's Degree with Mathematics or Economics or Computer Science (with Statistics as a paper in one year or two years or all three years as the case may be) as one of the main subject.						

Recommendations:

The posts of Deputy Statistical Officer is not comparable with that of Horticulture Officer. Similarly, the Assistant Statistical Officer is not comparable with the Agricultural Extension Officer Grade I. The duties of these posts and the qualifications prescribed are entirely different. Moreover, the officers of Horticulture/ Agriculture Departments have technical qualifications. Conducting crop cutting experiment is just one of the items in the job chart attached to the post of Agriculture Extension Officer Grade I. Further the post of Agriculture Extension Officer (Gr-I) is the topmost position in the hierarchy of Agriculture Subordinate Service for which the corresponding post in the Economic and Statistical Service is the Deputy Statistical Officer, the post of Assistant Statistical Officer being the second level post from the top.

Keeping in view the above position and the qualifications and nature of duties attached to the posts, the following pay scales are assigned to them:

Deputy Statistical Officer (benefit of one grade)	**₹. 45830-130580 (Grade 18)**
Assistant Statistical Officer (benefit of one grade)	**₹. 38720-118390 (Grade 15)**

24. REVENUE DEPARTMENT
24.(a). CHIEF COMMISSIONER OF LAND ADMINSTRATION

The Chief Commissioner of Land Administration (CCLA) is the chief controlling authority for the revenue administration consisting of Revenue, Survey, Settlement & Land Records and Urban Land Ceiling Departments. He exercises statutory functions and general superintendence over all his subordinates. In the case of Survey, Settlement & Land Records and Urban Land Ceiling Departments he has a supervisory and statutory role. The Secretary to CCLA, Joint Secretary to CCLA, Project Director (CMRO), Project Special Commissioner, Joint Commissioner KRC, Joint Secretary Vigilance, Assistant Secretaries in the Cadre of Special Grade Deputy Collectors/ Deputy Collectors with supporting staff assist the CCLA at the Commissionerate.

At the District level the Land Revenue Administration is handled by the District Collector, Joint Collector and Special Grade Deputy Collectors. The Deputy Collectors, Tahsildars, Deputy Tahsildars, Revenue Inspectors, Village Revenue Officers and Village Assistants handle the land administration and other assigned functions at the sub-district levels right down to the village level.

The key functions of the Revenue Department are –

- Maintaining and updating Land Records
- Acquisition of lands for public purposes
- Assignment/Alienation of Government Lands to various institutions/ organizations/ Individuals
- Transfer of Government lands between departments
- Conservation of Government lands and trees
- Relief operations and rehabilitation in case of natural calamities and disasters
- Issue of licenses and regulation of arms license, explosive licence etc.
- Agriculture land ceiling matters
- Issue of Caste/Community/Possession certificates
- Determination of beneficiaries and disbursement of freedom fighters' pension
- Identification of beneficiaries and allotment of plots under various housing schemes
- Collection of Water Cess
- Effecting Revenue Recovery
- Managing the public distribution of essential items through ration cards

Representations received from the departmental employees are discussed below:

1. Joint Collector – II
(Former Additional Joint Collector) ₹. 52590-103290 (Grade 26)

<table>
<tr><td colspan="7">Joint Collector – II</td></tr>
<tr><td colspan="7">Request: It is represented that the Tenth Pay Revision Commission observed that 'since there is no separate service rules for the newly created post of Additional Joint Collector (Non Cadre), the Commission is unable to provide a separate scale of pay to this category, though this category may be performing duties involving higher responsibility. The commission assigns to this category a pay scale of ₹.52590-103290 corresponding to ₹.27000-51760 which is the pay scale of Special Grade Collectors.' Based on the above observations, a representation was made to amend Rule (3) of AP Civil Service (Ex. Br) Rules and the proposals are under active consideration of the Government. It has been requested to assign the scale of Additional Secretary subject to the condition of amendment of Rules.</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td></td><td></td><td>14600-29250 (25)</td><td>27000-51760 (26)</td><td>52590-103290 (26)</td><td></td><td></td></tr>
<tr><td colspan="7">Compared Post: Additional Secretary to Government</td></tr>
<tr><td>8140-10380 (32)</td><td>15475-19675 (32)</td><td>25600-30765 (32)</td><td>44740-55660 (32)</td><td>87130-110850 (32)</td><td>Joint Secretary to Government ₹.73270-108330 (30)</td><td></td></tr>
<tr><td colspan="7">Mode of Appointment: Service Rules have not yet been framed. The Special Grade Deputy Collectors are being posted as Additional Joint Collector/Joint Collector II.</td></tr>
</table>

Recommendations:

It is observed that in G.O.Ms. No.282, Finance (SMPC) Department dated 19.11.2009 Government have accorded sanction for creation of posts of Additional Joint Collectors (Non-Cadre) in each District in the pay scale of 14600-29250 (Grade 25 in the 2005 RPS). In G.O. Ms.No.31 Revenue (SER-I) Department dated 11.01.2010 Government have issued orders assigning certain subjects of work to the Additional Joint Collector. Again, in G.O. Ms. No. 175, Revenue (SER-I) Department dated 18-05-2015 orders were issued redesignating the Additional Joint Collector as Joint Collector-II and entrusting 'Primary Sector including Micro Irrigation' subjects to his/ her charge. All these years the Additional Joint Collectors/ Joint Collectors-II have been drawing pay in the scale of pay

assigned to the category of Special Grade Deputy Collector. It is felt that comparison of this post with the post of Additional Secretary to Government is not apt as they perform functions of different nature. **The Commission understands that Service Rules have not yet been framed for the post of Joint Collector-II. In the absence of Service Rules, the post of Joint Collector-II cannot be termed as a promotion post to the post of Special Grade Deputy Collector. As such the Commission recommends status quo in respect of pay grade assigned to this post at present i.e. pay grade 26 (on par with that of the Special Grade Deputy Collector) with associated corresponding pay scale of ₹.80910-166680 (Grade-26)**

2. Special Grade Deputy Collector/
District Revenue Officer ₹. 52590-103290 (Grade 26)

3. Deputy Collector/
Revenue Divisional Officer ₹. 40270-93780 (Grade 22)

Request: It is represented that the Deputy Collectors, who are posted as Revenue Divisional Officers, are designated as Sub Divisional Magistrates and Special Grade Deputy Collectors, who are posted as District Revenue Officers, are designated as Additional District Magistrates. They assist the District Magistrates in maintaining Law and Order in the District. The functions of the Special Grade Deputy Collectors and Deputy Collectors include matters relating to land administration, issue of licenses under the Petroleum Products Act, Renewal of B Form licenses to Cinema Halls, issue of pawn broker license, arm license, issue of temporary license under the Explosives Act, protocol duty on important occasions and during the visits of VIPs/VVIPs, safety of public during fairs and festivals, collection of dues of various departments under the Revenue Recovery Act etc. In times of occurrence of natural calamities the Revenue Department stands at the fore front to extend relief and rehabilitation. It is requested to assign pay scales on par with that of the Joint Secretary to Government and Deputy Secretary to Government to the Special Grade Deputy Collectors and Deputy Collectors respectively.

Special Grade Deputy Collector/District Revenue 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
₹.						
5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	27000-51760 (26)	52590-103290 (26)	Deputy Collector ₹. 40270-93780 22)	

Compared Post: Joint Secretary to Government						
7070-10100 (30)	13450-19150 (30)	21550-30765 (30)	37600-54360 (30)	73270-108330 (30)	Deputy Secretary to Government ₹.56870-105810 (27)	₹.87130-110850 (32)
Mode of Appointment: By promotion from the category of Deputy Collector						
Revenue Divisional Officer/Deputy Collector						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Tahsildar/ Superintendent Grade I ₹.35120-87130 (20) Section Officer ₹.37100-91450 (21)	Special Grade Deputy Collector ₹.52590-103290 (26)
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)
Mode of Recruitment: By Direct Recruitment (Group-I exam. Of APPSC)/ by promotion from the category of Tahsildar /transfer of Superintendent Grade I/ transfer of Section Officer of AP Secretariat Service other than Law and Finance						
Qualifications: By Direct Recruitment – A Degree						

Recommendations:

Comparison of the post of Special Grade Deputy Collector with the post of Joint Secretary to Government and similarly the post of Deputy Collector with that of the Deputy Secretary to Government are not apt. Their functions and ambit of operation are entirely different. It is noticed that the post of Deputy Collector has been assigned pay grade-22, which is the highest among the APPSC Group-I recruitees along with the post of Deputy Superintendent of Police and Assistant Commissioner of State Tax. Keeping in view the nature of duties and responsibilities and position in the departmental hierarchy, it is felt that the existing pay scales are adequate. Hence, the corresponding pay scales of ₹.80910-166680 (Grade-26) and ₹.61960-151370 (Grade-22) are assigned to the Special Grade Deputy Collector and Deputy Collector respectively.

4. Tahsildar/
Superintendent Grade I ₹. 35120-87130 (Grade 20)

Request: It is represented that the Tahsildar has more onerous duties than any other officer working at the Mandal level. He exercises the powers of an Executive Magistrate and discharges quasi-judicial functions as well as revenue functions. During elections he acts as Assistant Electoral Registration officer and Assistant Returning officer. He represents the State Governments at the Mandal Level. It is requested to assign the scale of Junior Civil Judge (Pay Grade-23).

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 Tahsildar/ Superintendent ₹. 28940-78910 (17)	Revenue Divisional Officer ₹.40270-93780 (22)

Mode of Appointment : By promotion from the category of Deputy Tahsildar or by deputation of Superintendents

Recommendations:

There is very little similarity in the functioning of the Tahsiladar and the Junior Civil Judge. Moreover the pay scale and conditions of service of the Civil Judge are not within the purview of the State Government. Considering the duties and responsibilities and the position in the vertical hierarchy of Land Revenue Department, the Commission is of the view that the existing pay scale for the post of Tahsildar is adequate and hence it is assigned the corresponding pay scale of ₹.54060-140540 (Grade-20).

5. Deputy Tahsildar ₹. 28940-78910 (Grade 17)

Request: It is represented that the Deputy Tahsildar implements and interprets various Acts and codes. The post was conferred Gazetted status vide G.O. Ms. No. 98 Revenue (Services II) Department dated 19.2.2014. He exercises general control and supervision over the Mandal Revenue Inspectors, Village Revenue Officers and Village Assistants and other subordinate special staff working at the Mandal level. While upgrading the posts of Head Assistant in the Tehsil Office as Deputy Tahsildar, the items relating to Public Distribution system and Survey have been entrusted to the Deputy Tahsildar. He acts as the Superintendent in the Tahsil Office and supervises the work of Ministerial staff. The post is filled up by direct recruitment through Group II examination of APPSC along with the Municipal Commissioner Grade III,

Extension Officer Grade II (PR&RD) and Assistant Registrar of Co-operative Societies which are in the pay scale of ₹.29760-80930 (Pay Grade-18). It is requested to assign a higher 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
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Tahsildar ₹ 5120-87130 (20)
Compared Post: Municipal Commissioner Grade III						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Managers/ Sanitary Supervisors/ Revenue Officers ₹.24440-71510 (14)	Municipal Commissioner Grade II ₹. 35120-87130 (20)
Compared Post: Extension Officer PR&RD						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary Grade-I. ₹.28940-78910 (17)	Mandal Parishad Development Officer ₹. 35120-87130 (20) Divisional Panchayat Officer ₹. 35120-87130 (20)
Compared Post: Assistant Registrar Co-operative Societies						
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)

Mode of Appointment - By direct recruitment/ transfer from the category of Senior Assistant

Qualification: By Direct recruitment – A Degree; By transfer- Pass in (i) Revenue Test- Parts-I, II and III (ii) Civil Judicial test- Part-II (iii) Criminal Judicial Test (iv) Indian Evidence Act (v) Accounts Test for Sub-ordinate Officers Part-I

Recommendations:

This post is of crucial importance at the Mandal level and has been assigned several onerous responsibilities in the Mandal Revenue Office as well as in the field. One of the modes of appointment is by direct recruitment through the Group-II examination conducted by the APPSC and thus this post provides young and fresh blood to the Revenue set up which is of crucial importance in the administration at the District level. It is true that the posts cited in the representation, and filled up by the same Group-II examination of APPSC, are carrying pay scale higher than that of the Deputy Tahsildar. In terms of the Revenue Sub-ordinate Service Rules, the Service shall consist of the category of Deputy Tahsildars including Huzur Head Clerks, Magisterial Head Clerks in the Collectorates, Special Deputy Tahsildars on settlement duty, Naib Tahsildars, Superintendents in the offices of the Collectors and Revenue Divisional Offices in the rank of Deputy Tahsildars and Special Deputy Tahsildars on other special duties. This post has always been assigned the same pay grade as that of Superintendents in the 'Common Category'.

Keeping in view the above mentioned aspects, the interchangeability and equivalence of various posts mentioned above and multifarious duties and responsibilities attached to the post of Deputy Tahsildar, the Commission assigns the improved pay scale of ₹.45830-130580 (Grade-18) to this and other equivalent categories mentioned above.

6.	**Senior Assistant/ Senior Steno/ Revenue Inspector**	**₹. 22460-66330 (Grade 12)**
7.	**Junior Assistant/ Typist/ Junior Steno/ Telephone Operator**	**₹. 16400-49870 (Grade 07)**

Senior Assistant/Senior Stenographer/Revenue Inspector
Request: It is represented that these employees work from dawn to dusk and they are subject to considerable stress and strain. Their role assumes considerable importance in emergencies like natural calamities, disaster management, General Elections, conduct of elections to Water Users Associations, law and order issues, and in settlement of land disputes, preparation of various reports under the Land Acquisition Act etc. Their duties are different from those of similar categories in other departments. As Revenue Inspector, the Senior Assistant performs executive duties touring all the villages under his jurisdiction supervising Village Revenue Officers and Village Revenue Assistants. It is requested to assign corresponding scale of ₹.26600-77030 (Grade-16) on par with Senior Inspectors in Co-operation 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
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant Junior Stenographer ₹. 16400-49870 (7)	Deputy Tahsildar/ Superintendent ₹.28940-78910 (17)
Compared Post: Senior Inspector in Co-operation Department						
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	12910-36700 (15)	26600-77030 (16)	Junior Inspector ₹. 22460- 66330 (12)	Asst. Registrar ₹.29760-80930 (18)

Mode of Appointment

Senior Assistant **-** by promotion from the category of Junior Assistant /Typist.

Senior Stenographer - by direct recruitment/by promotion from the category of Junior Stenographer

Qualification: Senior Stenographer - By Direct Recruitment **-** Graduation with a pass in Government Technical Examination in short hand and typewriting by higher grade in concerned language**.**

Junior Assistant/Junior Stenographer/Telephone Operator

Request: It is stated that in the last pay revision the Village Revenue Officer was equated with the Junior assistant though the post of Village Revenue Officer is equivalent to that of the Record Assistant. Moreover, the qualification for the post of Junior Assistant is a pass in Degree whereas the qualification for the post of Village Revenue Officer is a pass in SSC with ITI qualification. The Village Revenue Officer is a village level functionary whereas the Junior Assistant in Revenue Department is at the Mandal/District level. Hence it is requested to rectify the anomaly by assigning a higher pay scale to post of Junior Assistant in Revenue Department. Further they have requested to delete the category of Junior Assistant from 'Common Categories' as the nature of job of the Junior Assistant in Revenue Department is different and they are having greater responsibilities**.**

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 (7)	3290-6550 (7)	4825-10845 (7)	8440-24950 (7)	16400-49870 (7)	Record Assistant	Senior Assistant ₹.22460-66330 (11)

Mode of Appointment - By direct recruitment and by transfer of Record Assistants and other equivalent categories in the Andhra Pradesh General Subordinate Service.
Qualification: Junior Assistant- Direct Recruitment – A Degree; Typist- Direct Recruitment – A Degree and a pass in Government Technical Examination in Typewriting by the Higher Grade in Telugu; Junior Stenographer- Direct Recruitment - A Degree and a pass in Government Technical examination in typewriting and short hand by higher grade in the relevant language.

Recommendations:

These posts are governed by the Andhra Pradesh Ministerial Service Rules. Hence the recommendations of the Commission for the equivalent 'Common Category' posts will apply equally to these posts also.

8. Village Revenue Officer ₹. 16400-49870 (Grade 07)

Request: It is represented that the qualifications for the post of Village Revenue Officer have been enhanced vide G.O. Ms. No. 482 dated 30.10.2017 prescribing 10th Class with two years Draughtsman Civil Course and pass in computer course examination conducted by the APPSC/DSC. The jurisdiction of the Village Revenue Officer is a Revenue cluster (Group of Revenue villages/Revenue Wards). It is stated that the job chart comprises of 54 items which include policing duties (7 subjects) , community development and social welfare functions (16 subjects) and other miscellaneous functions as ordered by the higher officers/Government from time to time. Many posts in other departments like that of Agriculture Extension Officer Grade II with Tenth Class pass qualification and two years Agriculture Diploma Course, Technical Assistant in Irrigation Department with Tenth Class pass and two Years ITI Certificate Course are getting the pay scale of ₹. 22460-66330. The pay scale of Grade I Panchayat Secretary is ₹. 28940-78910 which is equivalent to the pay scale applicable to Deputy Tahsildars. The qualification for this post till recent past was Intermediate and now enhanced. They have also compared the post of Police Constable, whose qualification is Intermediate and he is carrying a pay scale of ₹.16400-49870. Even the pay scale of the Secondary Grade Teacher is ₹. 21230-63010. It is lamented that the pay scale of Village Revenue Officers was never beyond the pay scale of the Junior Assistant right since the abolition of the Village Officers system in 1985. It is further stated that there are no promotional avenues and so the Village Officers are retiring in that category. In Kerala, the posts of Village Officers have been upgraded to that of Deputy Tahsildars. It is requested to assign the pay scale of Deputy Tahsildar or a pay scale in between the pay scales of Senior Assistant and Deputy Tahsildar.

<table>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td colspan="7">Village Revenue Officer</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Category</td></tr>
<tr><td colspan="5">₹.</td><td></td><td></td></tr>
<tr><td>---</td><td>---</td><td>4260-9520 (4)</td><td>7520-22430 (4)</td><td>16400-49870 (7)</td><td></td><td></td></tr>
<tr><td colspan="7">Compared Post: Agriculture Extension Officers Grade II</td></tr>
<tr><td>1745-3420 (7)</td><td>3290-6550 (7)</td><td>4825-10845 (7)</td><td>11530-33200 (12)</td><td>22460-66330 (12)</td><td>Agriculture Extension Officer Grade III ₹. 13780-42490 (3)</td><td>Agriculture Extension Officer Grade I ₹.29760-80930 (18)</td></tr>
<tr><td colspan="5">Compared Post: Technical Assistant</td><td></td><td></td></tr>
<tr><td>1745-3420 (7)</td><td>3290-6550 (7)</td><td>4825-10845 (7)</td><td>8440-24950 (7)</td><td>17890-53950 (8)</td><td>Printing Technician ₹.14600-44870 (4)</td><td>Junior Technical Officer ₹.22460-66330 (12)</td></tr>
<tr><td colspan="7">Compared Post: Police Constable</td></tr>
<tr><td>1595-3020 (5)</td><td>2990-5810 (5)</td><td>4825-10845 (7)</td><td>8440-24950 (7)</td><td>16400-49870 (7)</td><td></td><td>Head Constable ₹.21230-63010 (11)</td></tr>
<tr><td colspan="7">Compared Post: Secondary Grade Teacher</td></tr>
<tr><td>1975-4010 (9)</td><td>3750-7650 (9)</td><td>5470-12385 (9)</td><td>10900-31530 (11)</td><td>21230-63010 (11)</td><td></td><td>School Assistant ₹.28940-78910 (17)</td></tr>
<tr><td colspan="7">Compared Post: Senior Assistant</td></tr>
<tr><td>2195-4560 (11)</td><td>4190-8700 (11)</td><td>6195-14175 (11)</td><td>10900-31550 (11)</td><td>22460-66330 (12)</td><td>Junior Assistant/ Junior Stenographer ₹.16400-49870 (7)</td><td>Deputy Tahsildar ₹.28940-78910 (17)</td></tr>
<tr><td colspan="7">Mode of Appointment: Direct recruitment /Village Administrative Officers/Part Time Assistants/Village Assistants with five years of service with requisite qualifications.</td></tr>
<tr><td colspan="7">Qualification: (a) Secondary School Certificate Examination or its equivalent</td></tr>
</table>

(b) Must have obtained National Council of Vocational Training Certificate in Draughtsman (Civil) Trade (two years) Course with Surveying as one of the subjects in any ITI and (c) Pass in Proficiency Test in Automation with usage of Computer and Associated Software conducted by the APPSC or the District Selection Committee, as the case may be

Recommendations:

It would not be appropriate to compare the posts cited since their scope of duties and responsibilities are entirely different. However, keeping in view the revised qualifications, freshly prescribed for the post, which include skills in surveying and computer operations, multifarious duties and responsibilities attached to the post and limited chances of promotion, the Commission assigns a higher pay scale of ₹.27500-87480 (Grade-8) to this category, thus improving by one pay grade.

24. (b). SURVEY, SETTLMENTS & LAND RECORDS DEPARTMENT

The Chief Commissioner of Land Administration is the controlling authority having overall supervision of Survey, Settlements and Land Records Department. The Commissioner/Director, Survey, Settlements and Land Records is the Head of the Office and implements the following statutes:

A.P. Survey and Boundaries Act, 1923
A.P. (Andhra Area) Estates (Abolition & Conversion into Ryotwari) Act, 1948
A.P. Mahals (Abolition & Conversion into Ryotwari) Regulation, 1969
A.P. Scheduled Areas Ryotwari Settlement Regulation, 1970 (2/70)

The Commissioner is assisted by the Joint Director, Deputy Directors and Assistant Directors. There are two wings in the department – one is the Settlement wing and the other one is Survey and Land Records wing. There is an office in every district under the control of the Joint Collector who is assisted by an Assistant Director. The Deputy Inspectors of Survey and Mandal Surveyors are the technical personnel and work at the Revenue Divisional and Mandal levels respectively. The Department is entrusted with the task of surveying and settling the status of all lands throughout the State to enable effective land administration.

The representations received from the Departmental employees are discussed below:

1.	**Joint Director (Survey)**	**₹. 52590-103290 (Grade 26)**
2.	**Deputy Director**	**₹. 46060-98440 (Grade 24)**
3.	**Assistant Director**	**₹. 37100-91450 (Grade 21)**

Request: It is represented that the categories of Joint Director, Deputy Director and Assistant Director are equivalent to the Superintending Engineer, Executive Engineer and Deputy Executive Engineer respectively working in Engineering Departments but there is disparity in the pay scales. Further, the job in the Survey, Settlement and Land Records department requires usage of modern/advanced electronic equipment like Engineering Tools Software (ETS), *Global Positioning System* (*GPS*) along with Computer Aided Design and Drafting (CADD) and Bhumathi Software. It is therefore requested to assign higher pay scales on par with that of the compared posts in the Engineering Departments.

<table>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td colspan="7">Joint Director</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Category</td></tr>
<tr><td colspan="5">₹.</td><td></td><td></td></tr>
<tr><td></td><td></td><td></td><td>25600-50560 (25)</td><td>52590-103290 (26)</td><td>Deputy director ₹. 46060-98440 (24)</td><td>----</td></tr>
<tr><td colspan="7">Compared Post: Superintending Engineer</td></tr>
<tr><td>5770-9260 (27)</td><td>10950-17575 (27)</td><td>18025-30765 (28)</td><td>31550-53060 (28)</td><td>66330-108330 (29)</td><td>Executive Engineer ₹.49870-100770 (25)</td><td>Chief Engineer ₹. 80930-1108503 (31)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Deputy Director</td></tr>
<tr><td colspan="7">Deputy Director</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Category</td></tr>
<tr><td colspan="5">₹.</td><td></td><td></td></tr>
<tr><td>4400-8700 (23)</td><td>8400-16525 (23)</td><td>12385-27750 (23)</td><td>21820-48160 (23)</td><td>46060-98440 (24)</td><td>Assistant Director ₹.37100-91450 (21)</td><td>Joint Director ₹.52580-103290 (26)</td></tr>
<tr><td colspan="7">Compared Post: Executive Engineer</td></tr>
<tr><td>4400-8700 (23)</td><td>8400-16525 (23)</td><td>13390-28500 (24)</td><td>23650-49360 (24)</td><td>49870-100770 (25)</td><td>Deputy Executive Engineer ₹.42490-96110) (23)</td><td>Superintending Engineer ₹.66330-108330 (29)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Assistant Director.</td></tr>
</table>

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)	Inspector of Survey ₹. 31460-84970 (19)	Deputy Director ₹. 46060-98440) (24)
Compared Post : Deputy Executive Engineer						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	42490-96110 (23)	Asst. Executive Engineer ₹.37100-91450) (21)	Executive Engineer ₹..49870-100770 (25)
Mode of Appointment: By direct recruitment or by transfer of Inspectors in the Andhra Pradesh Survey and Land Records Subordinate Service.						
Qualification: - D.R.- B.E./ B. Tech Degree in Civil Engineering or equivalent**;** Transfer**-** Pass in Survey Inspector's Test (I/II) and Accounts Test for Sub-ordinate Officers (Part I/II) or for Executive Officers						

Recommendations:

The categories of Joint Director, Deputy Director and Assistant Director of Survey, Settlements and Land Records are the three successive cadres in the administrative hierarchy of the Department with initial entry at the level of Assistant Director. Function-wise there are wide differences with the compared categories of Engineering Department personnel. As far as hierarchical comparison in the State cadres of these Services is concerned, the same is presented below (Pay Grade in brackets):

Joint Director (26)
↑
Deputy Director (24)
↑
Assistant Director (21)

Executive Engineer (25)
↑
Deputy Executive Engineer (23)
↑
Assistant Executive Engineer (21)

It is observed that at the entry level (i.e. Assistant Director and Assistant Executive Engineer) the modes of appointment are the same i.e. both by Direct Recruitment as well as by transfer from the highest category in the respective sub-ordinate services (i.e. Inspector of Survey and Assistant Engineer). The next two higher positions in the hierarchy are also similarly filled up by promotion from the

respective lower categories. In respect of the prescribed qualification for direct recruitment at entry level, the two above mentioned categories have the same requirement. In the representation received comparison has been sought to be drawn with a higher category in the Engineering Services, which is not logical. Hence keeping in view the above factual position in mind, it is felt that the existing pay scales are adequate. Accordingly, the following corresponding scales are assigned:

Joint Director (Survey)	**₹. 80910-166680 (Grade-26)**
Deputy Director	**₹. 70850-158880 (Grade-24)**
Assistant Director	**₹. 57100-147760 (Grade-21)**

4.	**Inspector of Survey / Head Draughtsman**	**₹. 31460-84970 (Grade 19)**
5.	**Deputy Inspector of Survey/ Senior Computer Draughtsman**	**₹. 28940-78910 (Grade 17)**
6.	**Surveyor Computer Draughtsman Grade I**	**₹. 24440-71510 (Grade 14)**
7.	**Deputy Surveyor Computer Draughtsman Grade II**	**₹. 22460-66330 (Grade 12)**

Request: It is represented that the Inspector of Survey/Head Draughtsman, Deputy Inspector of Survey/Senior Computer Draughtsman, Surveyor/Computer Draughtsman Grade I and Deputy Surveyor/Computer Draughtsman Grade II are equivalent in rank to the Assistant Executive Engineer, Assistant Engineer, Assistant Technical Officer and Junior Technical Officer respectively . But there is disparity in the pay scales. Further, the job in the Survey, Settlement and Land Records department requires usage of modern/advanced electronic equipment like Engineering Tools Software (ETS), *Global Positioning System* (*GPS*) along with Computer Aided Design and Drafting (CADD) and Bhumathi Software. It has been requested to assign higher pay scales on par with the compared posts in the Engineering Departments.

Inspector of Survey/ Head Draughtsman

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)	15280-40510 (18)	31460-84970 (19)	Deputy Inspector of Survey ₹. 28940-78910 (17)	Assistant Director ₹. 37100-91450 (21)

<table>
<tr><td colspan="7">Compared Post: Assistant Executive Engineer</td></tr>
<tr><td>3110-
6380
(18)</td><td>5980-
12100
(18)</td><td>9285-
21550
(19)</td><td>16150-
42590
(19)</td><td>37100-
91450
(21)</td><td>Initial recruitment</td><td>Deputy Executive Engineer
₹.42490-96110
(23)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Deputy Inspector of Survey & Land Records /Senior Computer Draughtsman</td></tr>
<tr><td colspan="7">Deputy Inspector of Survey /Senior Computer Draughtsman</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>2315-
4880
(12)</td><td>4430-
9300
(12)</td><td>6505-
15025
(12)</td><td>12910-
36700
(15)</td><td>28940-
78910
(17)</td><td>Surveyor
₹.24440-71510
(14)</td><td>Inspector of survey
₹.31460-84970
(19)</td></tr>
<tr><td colspan="7">Compared Post: Assistant Engineer</td></tr>
<tr><td>2600-
5580
(15)</td><td>5000-
10600
(15)</td><td>8815-
20300
(18)</td><td>15280-
40510
(18)</td><td>31460-
84970
(19)</td><td>Technical Officer/ Draughtsman Grade I
₹.31460-84970
(19)
Asst. Technical Officer / Draughtsman Grade II
₹.24440-71510
(14)
Junior Technical Officer/ Draughtsman Grade III
₹.22460-66330
(12)</td><td>Deputy Executive Engineer
₹.37100-91450
(21)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct recruitment or by promotion from feeder category of Surveyor/ Computer Draughtsman Grade-I</td></tr>
<tr><td colspan="7">Qualification: For Direct Recruitment – Intermediate Exam and Diploma in Civil Engineering.
Promotion- Survey Inspector’s Test (Part-I/II) and Accounts Test for sub-ordinate officers (Part-I/II)</td></tr>
</table>

Surveyor/ Computer Draughtsman Grade I

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)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Deputy Surveyor ₹22460-66330 (12)	Deputy Inspector of Survey ₹28940-78910 (17)
Compared Post: Assistant Technical Officer (Engineering)						
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)

Mode of Appointment: By promotion of Deputy Surveyor including Computer Draughtsman Grade-II

Qualification: Must have passed Surveyors Test (Higher Grade) Parts I and II or Survey and Settlement Surveyors Test (Higher Grade) Part I and II and Computer Draughtsman Test (Higher Grade) (Part I & II)

Deputy Surveyor/ Computer Draughtsman 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
₹						
1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	9460-27700 (9)	22460-66330 (12)		
Compared Post: Junior Technical Officer (Engineering)						
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)

Mode of Appointment: By (i) Direct Recruitment (ii) By appointment by transfer of Chainmen and Attender

Qualification: D.R.-Vocational Training certificate in Draughtsmen (Civil) Trade (Two years course with surveying as one of the subjects;

Promotion- (i) Must possess minimum General Educational Qualifications specified in the A.P.State and Subordinate Service Rules (ii) Must have passed Surveyors Test (Lower

Grade) Parts I and II or Survey and Settlement Surveyor's Test (Lower Grade) Parts I and II Computer Draftsman Test (Lower Grade)

Recommendations:

These posts are not comparable with the categories in Engineering Departments as their functions are different. However the categories of Deputy Surveyor and Surveyor are at present carrying the same pay grades as those of the Junior Technical Officer and Assistant Technical Officer respectively of the Engineering Departments.

Similarly the post of Inspector of Survey has been having parity with the category of Assistant Engineer, both being the highest categories of posts in the respective subordinate services. The category of Deputy Inspector of Survey does not have an equivalent position in the Engineering subordinate service.

In the representation parity has been sought with a higher equivalent rank in the Engineering Departments., which does not stand to reason. Hence, keeping in view the qualification levels, duties and responsibilities, existing parities and hierarchical positions, the Commission recommends status quo and assigns the following corresponding pay scales/ grades:

Inspector of Survey / Head Draughtsman	**₹. 48440-137220 (Grade-19)**
Deputy Inspector of Survey/ Senior Computer Draughtsman	**₹. 44570-127480 (Grade-17)**
Surveyor/ Computer Draughtsman Grade I	**₹. 37640-115500 (Grade-14)**
Deputy Surveyor/ Computer Draughtsman Grade II	**₹. 34580-107210 (Grade-12)**

8. Chainman ₹. 13780-42490 (Grade-3)

Request: There is a representation received from the Employees' Association stating that the Chainmen of the Traverse Survey Party have to walk through difficult terrain carrying heavy instruments. They are also exposed to the rain and sun and despite the arduous working conditions their pay scale has not been equated with that of the Fieldmen (Grade-5) of the Agriculture Department who perform similar duties. They have further stated that although the 10th PRC recommended assignment of a pay scale of ₹.13780-42490 (Grade-3) to them, the same has not yet been implemented. Finally they have requested for a higher pay scale.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Chainman						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1375-2375 (1)	2550-4550 (1)	3850-8600 (1)	6700-20110 (1)	13780-42490 (3)	-----	----
Method of Appointment: By direct recruitment						
Qualification: Must be able to read and write Telugu or Urdu or English or Hindi.						

Recommendations:

The Commission did not find any post designated as Fieldman in Agriculture Department. There are however such posts in the Fisheries, Animal Husbandry and Tribal Welfare Departments and these posts have been assigned different pay scales. Further, it is true that a pay scale of ₹13780- 42490 (Grade-3) was assigned by the 10th PRC to the category of Chainman. The Commission has also been given to understand that the recommendations of the 10th PRC was duly sent by the Government to the Survey, Settlement and Land Records Department for implementation. The Commission reiterates the same decision. It has already assigned the corresponding pay scale of ₹.21200-65360 (Grade-3) to the post of Chainman under 'Common Categories'.

24. (c). COMMERCIAL TAX DEPARTMENT

The Commercial Tax Department is the largest revenue generator to the State Exchequer. It contributes more than 70% of the State's revenues. The endeavor of the department is to implement an assessee friendly tax regime with greater transparency and fairness. It strives to achieve the highest level of tax efficiency through the use of Information Technology. It administers the recently introduced Goods and Services Tax (GST), which is a major reform in indirect taxation. The GST has subsumed the indirect taxes levied by both the Union and the State with the concept of One Nation One Tax. The Department issues registrations to assessees, ensures filing of returns under the GST Act and Rules, conducts assessments, audits tax payer's accounts and collects tax revenues.

The Andhra Pradesh State Tax Service Rules issued vide G.O. Ms. No. 231, Revenue (CT –I) Department dated 10.05.2018, the Andhra Pradesh State Tax Subordinate Service Rules issued vide G.O. Ms. No. 232 Revenue (CT –I) Department dated 10.05.2018 and the Special Rules for the posts of Superintendent Grade-I (Gazetted) and Private Secretary to Chief Commissioner of State Tax issued vide G.O. Ms. No. 233 Revenue (CT –I) Department dated 10.05.2018 govern various categories of employees of State Tax Department .

The Department is headed by the Chief Commissioner, who is assisted by the Commissioner, Additional/ Joint Commissioners and other Ministerial staff. At the field level GST is administered by the Deputy/ Assistant/ Deputy Assistant Commissioners and the GST Officers.

The representations received are discussed below:

1.	**Commissioner of State Tax (Former Additional Commissioner of Commercial Taxes)**	**₹. 73270-108330 (Grade 30)**
2.	**Additional Commissioner of State Tax (Former Joint Commissioner of Commercial Taxes)**	**₹. 61450-105810 (Grade 28)**
3.	**Joint Commissioner of State Tax (Former Deputy Commissioner of Commercial Taxes)**	**₹. 56870-105810 (Grade 27)**
4.	**Deputy Commissioner of State Tax (Former Assistant Commissioner of Commercial Taxes)**	**₹. 52590-103290 (Grade 26)**
5.	**Assistant Commissioner of State Tax (Former Commercial Tax Officer)**	**₹. 40270-93780 (Grade 22)**

6. Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer) ₹. 35120-87130 (Grade 20)

Request It is represented that the role of tax personnel in the Commercial Tax Department revolves round monitoring of Returns, making prompt and correct assessments, persuading collection of current as well as arrears of taxes, initiating action, wherever necessary, under the Andhra Pradesh Revenue Recovery Act by attaching immovable and movable properties, arresting leakage of revenues etc. The Commercial Taxes Gazetted Officers from the cadre of Deputy Assistant Commissioners (former Deputy Commercial Tax Officers) to the Commissioner of State Taxes (former Additional Commissioner of Commercial Taxes) play a crucial role in effective tax administration for realization of the desired objectives. It is requested to treat the Commercial Tax Department staff on a separate footing and assign higher pay scales in comparison with the other State Government employees as a token of encouragement and motivation. It is also suggested to implement a pay structure which is at par with that of the Central Government employees.

Recommendations:

No anomaly has been pointed out nor parity with any specific categories of State Government employees has been requested. The demand for assigning pay scales on par with those applicable to the Central Government employees is an isolated request not echoed by any other sections of State Government employees. Hence considering this issue in isolation for a particular section of employees is not possible.

It is noted that the above mentioned categories constitute the vertical hierarchy of posts in the Commercial Tax Department. On comparison, it is seen that in no other revenue earning department the corresponding levels of posts have been assigned a higher pay grade than those assigned in the Commercial Tax Department. **Hence, keeping in view the above aspects and the qualifications, duties and responsibilities, the Commission feels that the present pay grades assigned to the various cadres mentioned above are appropriate and accordingly the following corresponding pay scales/ pay grades are assigned:**

Commissioner of State	**₹. 112610-174790 (Grade-30)**
Additional Commissioner of State Tax	**₹. 94500-170580 (Grade-28)**
Joint Commissioner of State Tax	**₹. 87480-170580 (Grade-27)**
Deputy Commissioner of State Tax	**₹. 80910-166680 (Grade-26)**
Assistant Commissioner of State Tax	**₹. 61960-151370 (Grade-22)**
Deputy Assistant Commissioner of State Tax	**₹. 54060-140540 (Grade-20)**

7. Superintendent Grade I/ Private Secretary to Commissioner ₹. 31460-84970 (Grade 19)

Request: It is stated that the post of Superintendent Grade I (Gazetted) was created by upgrading the post of Superintendent vide GO Ms. No.456, Finance (SMPC) Department dated 02.12.2008. The post is stated to be equivalent to that of Deputy Commercial Tax Officer (now redesignated as Deputy Commercial Tax Officer) which is the first level Gazetted post in the department carrying the pay scale of ₹.9285-21550 in pre 2010 pay scales and ₹.16150-42590 in the Revised Pay Scales, 2010. But in the Revised Pay Scales, 2015 the pay scale of Deputy Commercial Tax Officer is ₹.35120-87130 (Grade 20) whereas that of the Superintendent Grade I is ₹.31460-84970 (Grade 19). It is therefore requested to assign a pay scale to the Superintendent Grade I on par with that of the Deputy Assistant Commercial Tax Officer.

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

Superintendent Grade I (Gazetted)/ P.S. to Chief Commissioner

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
		9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Superintendent/ Special Category Stenographer ₹.28940-78910 (17)	Assistant Commissioner of State Tax (Former Commercial Tax Officer) ₹.40270-93780 (22)

Compared Post: Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer)

3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Goods and Services Tax Officer (Former Assistant Commercial Tax Officer) ₹. 28940-78910 (17)	Assistant Commissioner of State Tax (Former Commercial Tax Officer) ₹. 40270-93780 (22)

Recommendations:

It is seen that in G.O. Ms. No. 456 dated 2-12-2008 Government have upgraded certain posts of Superintendents and Special Category Stenos to the cadre of Deputy Commercial Tax Officer (now Deputy Assistant Commissioner) and redesignated them as Superintendent Grade-I (Gazetted) and P.S. to the Chief Commissioner of State Tax. In G.O. Ms. No. 607 dated 1-7-2010 Service Rules were issued for these categories. In view of this, the Commission assigns the pay scale of ₹.54060-140540 (Grade-20) to these categories on par with same for the post of Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer).

8. Goods and Services Tax Officer (Former Assistant Commercial Tax Officer) ₹. 28940-78910 (Grade 17)

Request It is represented that the Goods and Services Tax Officer is a separate and distinct category in AP Commercial Taxes Subordinate Service. The GSTO is a Registration Authority under the provisions of the Goods and Services Act, 2017 and it has also been notified as proper officer to exercise the vital function of check of goods vehicles to arrest tax evasion. Besides, he collects arrears, conducts street surveys, performs audit, does assessments and obtains GST returns. These duties and responsibilities develop stress and strain. Further the duties are risk prone as he is supposed to check vehicles on the road. But while assigning a pay scale, instead of preferential treatment, they have got a raw deal. The Assistant Motor Vehicle Inspector, Assistant Engineer and Municipal Commissioner Grade-III, who were on par till the 1993 Pay Revision, got higher pay scales in the subsequent Pay Revisions leaving out the GST Officer. It is therefore requested to assign the pay scale corresponding to ₹.31460-84970.
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

ods and Services Tax Officer (Former Assistant Commercial Tax 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 Executive Officer (Former Senior Assistant) ₹.22460-66330 (12)	Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer) ₹.35120-87130 (20)

<table>
<tr><td colspan="7">Compared post: Assistant Engineer</td></tr>
<tr><td>2600-5580 (15)</td><td>5000-10600 (15)</td><td>8815-20300 (18)</td><td>15280-40510 (18)</td><td>31460-84970 (19)</td><td>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)</td><td>Deputy Executive Engineer ₹.42490-96110 (23)</td></tr>
<tr><td colspan="7">Compared Post: Asst. Motor Vehicle Inspector:</td></tr>
<tr><td>2600-5580 (15)</td><td>5000-10600 (15)</td><td>8815-20300 (18)</td><td>15280-40510 (18)</td><td>31460-84970 (19)</td><td>Transport Head Constable ₹.21230-63010 (11)
Senior Assistant ₹.22460-66330 (12)</td><td>Motor Vehicle Inspector ₹.35120-87130 (20)</td></tr>
<tr><td colspan="7">Compared Post: Municipal Commissioner Grade-III:</td></tr>
<tr><td>2930-5960 (17)</td><td>5640-11300 (17)</td><td>8385-19125 (17)</td><td>15280-40510 (18)</td><td>29760-80930 (18)</td><td>Sanitary Supervisor ₹.24440-71510 (14)
Sanitary Inspector ₹.22460-66330 (12)</td><td>Municipal Commissioner Grade II ₹.35120-87130 (20)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct Recruitment/transfer from the category of Assistant Executive Officer (Former Senior Assistant)</td></tr>
<tr><td colspan="7">Qualifications: By Direct recruitment – A Degree</td></tr>
</table>

Recommendations:

Comparison with the Assistant Motor Vehicle Inspector (Grade 19) and Assistant Engineer (Grade 19) is not apt as they have technical qualification and as their functions are entirely different. The Commission observes that the Municipal Commissioner Grade-III (Grade 18) has different nature of duties but has a common source of direct recruitment as that of the GST Officer, namely the Group-II APPSC examination. Keeping in view the importance attached to the duties and responsibilities associated with the post and the need for attracting bright and meritorious direct recruits to it, it is considered appropriate to enhance the present pay grade by one grade. Accordingly, the pay scale of ₹.45830-130580 (Grade-18) is assigned to this category.

9. **Assistant Executive Officer (Former Senior Assistant)** — **₹. 22460-66330 (Grade 12)**
10. **Executive Tax Assistant (Former Junior Assistant)** — **₹. 16400-49870 (Grade 07)**

Request: It is stated that the State Tax Department needs more technically oriented knowledge in administration of Taxes. The members of 'Common Categories' are not equipped with that sort of technical knowledge. It is requested that higher pay scales than those applicable to the Common Categories should be assigned to these categories.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Assistant Executive Officer (Former Senior Assistant)						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Executive Tax Assistant ₹.16400-49870 (07)	Goods and Services Tax Officer (Former Assistant Commercial Tax Officer) ₹.28940-78910 (17)
Mode of Appointment: By promotion from the category of Executive Tax Assistant						
Executive Tax Assistant (Former Junior Assistant)						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)		Assistant Executive Officer (Former Senior Assistant) ₹.22460-66330
Mode of Appointment: By Direct recruitment/transfer from the category of Record Assistant.						
Qualifications: By Direct recruitment – A Degree and pass in Computer Proficiency Test						

Recommendations:

The Commission notes that consequent upon the replacement of the erstwhile Value Added Tax by the Goods and Services Tax Act, resulting in integration of several Union and State administered indirect taxes into a single tax structure, the designations of all the posts in the vertical hierarchies of the State and Sub-ordinate Services of the Commercial Taxes Department have been changed by the Government by issuing suitable orders. Pursuant thereto, in G.O. Ms. No. 472 Revenue (CT.I) Department dated 18-09-2018, Government have changed the nomenclature of the posts of Senior Assistant and Junior Assistant as " Assistant Executive Officer" and Executive Tax Assistant" respectively. Government have further ordered that the incumbents of these posts shall continue to draw salaries and allowances as applicable to the posts of Senior Assistants and Junior Assistants only. The Commission is of the view that a change in the nomenclature of a post alone does not alter the nature of functions associated with that post. Also consequential amendments to the Andhra Pradesh State Tax Sub-ordinate Service Rules and the Andhra Pradesh Ministerial Service Rules have yet to be issued.

Since there is no distinct material change in the duties and responsibilities of the categories of Assistant Executive Officer and Executive Tax Assistant and since these posts continue to be governed by the Andhra Pradesh Ministerial Service Rules, they are assigned the same pay scales/ pay grades as those assigned to the equivalent 'Common Category' posts of Senior Assistant and Junior Assistant respectively.

24. (d). PROHIBITION AND EXICISE DEPARTMENT

Prohibition and Excise Department is the second highest revenue earning department for the State Government. Some of the main functions of the department are as under:

- Regulation of production, import, export, sale and consumption of IMFL, production and distribution of alcohol for potable purposes, distribution of industrial grade alcohol.
- Control of non-duty paid liquor, spurious liquor and illicitly distilled liquor
- Control of production and sale of Narcotic Drugs and Psychotropic Substances including cultivation of Ganja
- Prevention of adulteration of Toddy
- Welfare of Toddy tappers
- Collection of Excise revenues in the shape of Duty, Licence Fee, Fees etc.

The department enforces the following Acts :

- A.P. Excise Act
- A.P. Intoxicating Liquors (Prohibition and Advertisement) Act, 1978
- A.P. (Regulation of Wholesale Trade and Distribution and Retail Trade in Indian Liquor, Foreign Liquor, Wine and Beer) Act, 1993
- A.P. Prohibition Act
- NDPS Act

The department is headed by the Commissioner of Prohibition and Excise who is assisted by the Additional Commissioner, Joint Commissioners and ministerial staff at the Head Office. At the District and sub-district levels the Departmental functions are handled by the Deputy Commissioners, Assistant Commissioners, Excise Superintendents, Assistant Excise Superintendents, Excise Inspectors & Sub-Inspectors, Head Constables and Constables.

1.	**Joint Commissioner**	**₹. 61450-105810 (Grade 28)**
2.	**Deputy Commissioner**	**₹. 56870-105810 (Grade 27)**
3.	**Assistant Commissioner**	**₹. 52590-103290 (Grade 26)**
4.	**Prohibition and Excise Superintendent**	**₹. 46060-98440 (Grade 24)**
5.	**Assistant Prohibition and Excise Superintendent**	**₹. 35120-87130 (Grade 20)**

Joint Commissioner

Request: It is stated that the Joint Commissioner of Prohibition and Excise is the second highest non cadre post. The maximum of the time scale of this post as well as the promotion post is the same. It is requested to assign the pay scale of ₹.80930-110850 (Grade-31) on par with that of the Inspector General of Police /Director of Police Communications (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
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53060 (28)	61450-105810 (28)	Deputy Commissioner ₹.56870-105810 (27)	Additional Commissioner ₹.73270-108330 (30)
Compared Post: Inspector General of Police /Director of Police Communications						
7580-10100 (31)	4425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Deputy General of Police ₹.66330-108330 (29)	

Mode of Appointment: By promotion from the category of Deputy Commissioner of Prohibition and Excise

Deputy Commissioner

Request: It is stated that the jurisdiction of the Deputy Commissioner is a revenue district comprising of two to three excise districts. He grants licenses to Bars and Restaurants and exercises quasi-judicial powers. He has power to confiscate the contrabands and vehicles seized in the prohibition and excise related crimes. It is a divisional post like that of the Deputy Inspector General of Police. It is requested to assign the pay scale of ₹.66330-108330 on par with that of the Deputy 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
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Assistant Commissioner ₹.52590-103290 (26)	Joint Commissioner ₹.61450-105810) (28)

<table>
<tr><td colspan="7">Compared Post: Deputy Inspector General of Police</td></tr>
<tr><td>6610-9820 (29)</td><td>12550 18625 (29)</td><td>19675-30675 (29)</td><td>34050-54360 (29)</td><td>66330-108330 (29)</td><td>Superintendent of Police (Non Cadre) ₹.56870-105810 (27)</td><td>Inspector General of Police ₹.80930-110850 (31)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Assistant Commissioner of Prohibition and Excise</td></tr>
<tr><td colspan="7">Assistant Commissioner</td></tr>
<tr><td colspan="7">Request: It is represented that the jurisdiction of the Assistant Commissioner is the entire district and he is fully responsible for prevention, detection and control of crime like illicit distillation, unauthorized sale of IML and cultivation, transport and sale of ganza. He collects intelligence on all excise crimes and conducts raids to control all types of excise crimes. It is requested to assign the pay scale of ₹.56870-105810 on par with the Superintendent of Police (non-cadre).</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>5040-8700 (25)</td><td>9600-16525 (25)</td><td>14600-29250 (25)</td><td>27000-51760 (26)</td><td>52590-103290 (26)</td><td>Prohibition & Excise Superintendent ₹.46060-98440 (24)</td><td>Deputy Commissioner ₹.56870-105810) (27)</td></tr>
<tr><td colspan="7">Compared Post: Superintendent of Police (Non- cadre)</td></tr>
<tr><td>5390-8980 (26)</td><td>10250-17050 (26)</td><td>15500-30000 (26)</td><td>29200-53060 (27)</td><td>56870-105810 (27)</td><td>Additional Superintendent of Police ₹.52590-103289 (26)</td><td>Deputy Inspector General of Police (Non-cadre) ₹.66330-108330) (29)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Excise Superintendent</td></tr>
<tr><td colspan="7">Prohibition and Excise Superintendent</td></tr>
<tr><td colspan="7">Request: It is stated that the jurisdiction of the Excise Superintendent is 20 to 28 Mandals and he is the licensing authority for IML Retail Shops (A4), Bars and Restaurants (2B), Toddy Tappers Co-operative Societies (TCS) and Tree for Tappers (TFT). He collects excise revenue by way of license fee and realizes arrears also. He controls excise crimes like smuggling of non-duty paid liquor, brewing and sale of arrack, adulteration of toddy and illegal sale of other intoxicants. It is requested to assign the pay scale of ₹.52590-103289 on par with that of the Additional Superintendent of Police (Non cadre).</td></tr>
</table>

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	46060-98440 (24)	Assistant Prohibition and Excise Superintendent ₹.35120-87130 (20)	Assistant Commissioner ₹.52590-103290 (26)
Compared Post: Additional Superintendent of Police Non Cadre						
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 (non-cadre) ₹.56870-105810) (27)

Mode of Appointment:

Assistant Prohibition and Excise Superintendent

Request It is represented that the jurisdiction for this post is spread over 20 to 30 Mandals in an Excise District and he controls over 5 to 11 Prohibition and Excise stations. The Jurisdiction and the area of operation is more than that of a Revenue Divisional officer and a Deputy Superintendent of Police. He has to supervise and review the revenue collections besides control of crime. He investigates grave crime cases involving inter-district, inter–state crime or cases assigned to him by the higher authorities. He organizes raids with ESTF teams apart from participating in inter-district and inter-state raids. Thus the duties involve both revenue and police functions. They have requested for parity with that of the Deputy Superintendent of Police, Revenue Divisional Officer and 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
₹.						
3310-6840 (19)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Inspector Prohibition and Excise ₹.29760-80930) (18)	Excise Superintendent ₹.46060-98440 (24)
Compared Post: Deputy Superintendent of Police (Non- cadre)/ Revenue Divisional Officer/ Assistant Commissioner of State Tax						
3880-8140 (21)	7400-15475 (21)	10845-25600 (21)	20680-46960 (22)	40270-93780 (22)	Corresponding feeder post ₹.35120-87130 (20)	Corresponding promotion post ₹.52590-103290 (26)

Mode of Appointment: By direct recruitment/by transfer from the categories of Excise Inspectors, Superintendents, Assistant Chemical Examiner (former Laboratory Assistant) and Chemical Examiner.
Qualification Direct recruitment – Graduation and fulfillment of prescribed physical measurements.

Recommendation:

The duties performed by the personnel of Prohibition and Excise Department are undoubtedly very challenging and sensitive in nature. They have to deal with a so called 'sin' goods and regulate all kinds of transactions in it. They are mandated to eradicate production and consumption of illicit liquor while licensing authorised outlets for sale and consumption of permitted brands of duty paid IML. The department follows a policy of restricting the number of licensed sale outlets while attempting to optimise revenue realisation from the authorised licensees. The departmental officers have requested for parity with the compared ranks of Police department. The Commission is of the view that the scope and width of duties and responsibilities shouldered by the functionaries of the Police Department and the degree of risk under which they have to work are at a relatively higher level than that of the personnel of the Prohibition and Excise Department. An effective policing is a sine qua non for the orderly functioning of a civilised society. In fact the Police is called upon for duty to regulate/control the crowd/mob in any public gathering, whether peaceful or violent. Recognising this, the Police Department has been given wide powers of regulation and enforcement under several statutes which are administered even by other departments of the Government. Hence the Commission is of the view that a marginal gap in pay grades between the corresponding cadres of the Police and Excise Departments would be in order. In fact the various categories of posts of the Police Department, compared with the mentioned categories of Excise Department, never had an equation of parity in the past (as seen from the table above).

Now, we proceed to enlist the comparable hierarchical positions in the set up of State Services of Excise, Police and Commercial Tax department (the highest revenue earning department), basing on their entry levels, and the same are as follows:

	Level Excise	**Police (non-cadre)**	**Commercial Tax**
1.	Addl. Commissioner (30)	I.G. (31)	Commissioner (30)
2.	Joint Commissioner (28)	D.I.G. (29)	Addl. Commissioner (28)
3.	Deputy Commissioner (27)	S.P. (27)	Joint Commissioner (27)
4.	Asst. Commissioner (26)	Addl. S.P. (26)	Deputy Commissioner (26)
5.	Excise Superintendent (24)	----------	----------
6.	Asst. Excise Superintendent (20)	Dy S.P. (22)	Asst. Commissioner (22)

It is seen from the above that the post of Excise Superintendent (level 5) is an additional level which does not have any corresponding parallel position in the Police/Commercial Tax Departments. In respect of most of the counterpart posts the existing pay grades are either at the same level (levels 3 and 4 for Police and levels 1-4 for Commercial Tax) or are marginally higher (levels 1 and 2 in case of Police Department). Only in respect of level 6 there is a gap of two pay grades which deserves to be reduced. Now, all the three posts of Assistant Excise Superintendent, Deputy Superintendent of Police and Assistant Commissioner of State Tax have direct recruitment channels through the Group-I examination of APPSC and their essential academic qualification requirements are also the same. Most other Government posts, for which the source of direct recruitment is the same Group-I examination, are in pay grade 21 while three posts (Deputy Collector, Deputy Superintendent of Police and Assistant Commissioner of State Tax) are in pay grade 22. **Hence with a view to attract bright young direct recruits to the post of Assistant Excise Superintendent the Commission assigns to it a pay scale of ₹.57100-147760 (Grade-21) , thus improving by one grade. The same pay scale and grade are also assigned to the post of Chemical Examiner, which is having parity with the category of Assistant Excise Superintendent. In respect of the remaining categories listed above the Commission recommends status quo in so far as their pay grades are concerned as follows:**

Joint Commissioner	**₹. 94500-170580 (Grade 28)**
Deputy Commissioner	**₹. 87480-170580 (Grade 27)**
Assistant Commissioner	**₹. 80910-166680 (Grade 26)**
Prohibition and Excise Superintendent	**₹. 70850-158880 (Grade 24)**

6. Staff Officer ₹. 31460-84970 (Grade19)

Request: It is represented that the Staff officer posts were sanctioned at nodal Deputy Commissioner's office. Previously the Assistant Prohibition and Excise Superintendents worked as P.A. to Deputy Commissioner of Prohibition and Excise and the post has since been redesignated as Staff Officer. Parity existed between the post of Assistant Excise Superintendent and Staff Officer in the earlier Pay Revisions. However that parity was disturbed subsequently with the Assistant Excise Superintendents getting higher pay scale. It is therefore requested to enhance the pay scale of the Staff Officer.

<table>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td colspan="7">Staff Officer</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td></td><td></td><td>9285-21550 (19)</td><td>16150-42590 (19)</td><td>31460-84970 (19)</td><td>Superintendent ₹.28940-78910 (17)</td><td>Assistant Secretary (Distilleries) ₹.46060-98440 (24)</td></tr>
<tr><td colspan="7">Compared Post: Assistant Prohibition and Excise Superintendent</td></tr>
<tr><td>3310-6840 (19)</td><td>6350-13000 (19)</td><td>9285-21550 (19)</td><td>16150-42590 (19)</td><td>35120-87130 (20)</td><td>Inspector Prohibition and Excise ₹.29760-80930) (18)</td><td>Prohibition and Excise Superintendent ₹.46060-98440 (24)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Superintendent.</td></tr>
</table>

Recommendations:

The Staff Officer is equivalent to the post of Administrative Officer available in the staffing pattern of several government departments. In a majority of these departments the pay grade 20 has been assigned to the post of Administrative Officer. The post of Staff Officer is in the administrative wing of the department as the next supervisory post to the post of Office Superintendent and has no functional similarity with that of the Assistant Excise Superintendent. Hence, on par with the category of Administrative Officers it is assigned the pay scale of ₹.54060-140540 (Grade-20), thus improving by one pay grade.

7. Prohibition and Excise Inspector ₹. 29760-80930 (Grade 18)

8. Prohibition and Excise Sub- Inspector ₹. 26600-77030 (Grade 16)

Request: It is represented that like Police, the officers of the Excise Department are empowered to exercise power under the provisions of Criminal Procedure Code, make arrests, conduct searches, issue FIRs, send the accused for remand, investigate, book cases, file charge sheets and prosecute criminals. Lack of infrastructure, vast jurisdiction, difficult geographical conditions, old modes of communication, non-updating of statutes in line with the demands of the day, assaults and physical threats etc. are the hurdles for the officers of Excise Department to discharge their functions. It is further stated that till the 1960s a logical parity was maintained between the salary structure of the officers of the department with other departments like Police, Revenue, Commercial Taxes, Fire, Forests and Prisons. It is requested to assign pay scales on par with equivalent cadres in other departments.

Prohibition and Excise 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
₹.						
2750-5960 (16)	5300-11300 (16)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Excise Sub-Inspector ₹.26600-77030 (16)	Assistant Excise Superintendent ₹. 35120-87130 (20)
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)
Compared Post: Jailor						
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: Forest Range Officer						
2750-5960 (16)	5300-11300 (16)	8385-19125 (17)	15280-40510 (18)	31460-84970 (19)	Deputy Range officer ₹.26600-77030 (16)	Assistant Conservator of Forest ₹.40270-93780 (22)
Compared Post: Assistant Controller (Former District Inspector/Senior Inspector)						
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: Sub Registrar Grade I						
2750-5960 (16)	5300-11300 (16)	8385-19125 (17)	16150-42590 (19)	31460-84970 (19)	Sub-Registrar Grade II ₹.28940-78910 (17)	District Registrar ₹. 37100-91450 (21)

<table>
<tr><td colspan="7">Compared Post: Tahsildar</td></tr>
<tr><td>3110-6380 (18)</td><td>5980-12100 (18)</td><td>9285-21550 (19)</td><td>16150-42590 (19)</td><td>35120-87130 (20)</td><td>Deputy Tahsildar ₹.28940-78910 (17)</td><td>Revenue Divisional Officer ₹.40270-93780 (22)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion of Excise Sub-Inspector (90%) / by Transfer from Senior Assistant/by transfer from Assistant Section Officer of Secretariat other than Law and Finance (10%)</td></tr>
<tr><td colspan="7">Prohibition and Excise Sub- Inspector</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>2375-5040 (13)</td><td>4550-9600 (13)</td><td>6675-15500 (13)</td><td>12910-36700 (15)</td><td>26600-77030 (16)</td><td>Prohibition and Excise Head Constable ₹.21230-63010 (11)</td><td>Prohibition & Excise Inspector ₹. 29760-80930 (18)</td></tr>
<tr><td colspan="7">Compared Post: Sub-Inspector of Police</td></tr>
<tr><td>2525-5390 (14)</td><td>4850-10250 (14)</td><td>7200-16925 (14)</td><td>14860-39540 (17)</td><td>28940-78910 (17)</td><td>Assistant Sub Inspector ₹.23100-67990 (13)
Head Constable ₹.21230-63010 (11)</td><td>Inspector of Police ₹. 35120-87130 (20)</td></tr>
<tr><td colspan="7">Compared Post: Sub Registrar Grade II</td></tr>
<tr><td>2600-5580 (15)</td><td>5000-10600 (15)</td><td>7770-18575 (16)</td><td>14860-39540 (17)</td><td>28940-78910 (17)</td><td>Senior Assistant ₹. 22460-66330 (12)</td><td>Sub- Registrar Grade-I ₹. 31460-84970 (19)</td></tr>
<tr><td colspan="7">Compared Post: Goods and Services Tax Officer (Former Assistant Commercial Tax Officer)</td></tr>
<tr><td>2600-5580 (15)</td><td>5000-10600 (15)</td><td>7770-18575 (16)</td><td>14860-39540 (17)</td><td>28940-78910 (17)</td><td>Assistant Executive Officer (Former Senior Assistant) ₹.22460-66330 (12)</td><td>Deputy Assistant Commissioner of State Tax (Former Deputy Commercial Tax Officer) ₹.35120-87130 (20)</td></tr>
</table>

Compared Post: Deputy Tahsildar						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Tahsildar ₹.35129-87130 (20)
Mode of Appointment: By Direct recruitment and by promotion from the category of Prohibition and Excise Head Constable and also by transfer of Junior Assistants working in Excise Department.						
Qualification: By Direct Recruitment - A Bachelor's Degree						

Recommendations:

The views of this Commission regarding the appropriate equation that may obtain between the pay scales of the Police and other uniformed department personnel of equivalent positions, including those of Excise Department, in the hierarchy of State and Sub-ordinate services has been adequately articulated in the previous paras. Consistent with that view and after considering the qualifications and relative duties and responsibilities attached to the various posts included in the above table, the Commission assigns the following pay grades to the two categories:

Prohibition and Excise Inspector	**₹. 48440-137220 (Grade-19) (enhanced by one grade)**
Prohibition and Excise Sub- Inspector	**₹. 44570-127480 (Grade-17) (enhanced by one grade)**

The post of Assistant Chemical Examiner, which has had parity over the last five PRCs with the category of the Excise Sub-Inspector, is also assigned the pay scale of ₹.44570-127480 (Grade-17).

9.	**Prohibition and Excise Head Constable**	**₹. 21230-63010 (Grade 11)**
10.	**Prohibition and Excise Constable**	**₹. 15460-47330 (Grade 06)**

Request: It is represented that the Excise uniformed service has been declared as emergency service vide GO Ms. No.66 Revenue Department dated 17.01.1996. The prohibition and excise department officials have been treated as police officials in all respects but have been discriminated in pay scales. There are fifteen branches in Police Department but in the Excise Department, Inspectors to Constables are dealing with multiple functions of participating in raids, gathering intelligence, assisting the investigating officer etc. along with collecting revenue. Citing the observations of the Tenth Pay Revision Commission that qualification comes in the way of equation of Excise and

Forest Constables with Police Constables, it has been stated that the qualification of Excise Constables has since been enhanced vide G.O. Ms. No. 318, Revenue Department dated 19.06.2018. It is requested to assign the pay scale of ₹.16400-49870 to the Prohibition and Excise Head Constable/Constable on par with the Police Head Constable/ Constable.

Prohibition and Excise Head Constable

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)	P & E Constable ₹.15460-47330 (06)	Probation and Excise Sub-Inspector ₹.26600-77030 (16)
Compared Post: Police Head Constable						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	10900-31550 (11)	21230 63010 (11)	Police Constable ₹.16400-49870) (07)	Sub-Inspector of Police ₹.28940-78910 (17)

Mode of Appointment: By promotion from Prohibition and Excise Constable/by transfer from Drivers (HV/LV) working in the Excise Department

Qualification: By promotion**:** Intermediate or its equivalent.

Prohibition & Excise 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
₹.						
1535-2840 (04)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	15460-47330 (06)	Attenders ₹.13000-40270 (01)	Probation and Excise Head Constable ₹.21230-63010 (11)
Compared Post: Police Constable						
1595-3020 (05)	2990-5810 (05)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	---	Police Head C constable ₹.21230-63010 (11)

Mode of Appointment: By direct recruitment and by transfer of Attenders in the Excise Department.

Qualification: By Direct Recruitment/Transfer: Intermediate or equivalent. Fulfill physical standards prescribed.

Recommendation:

Considering the enhancement in educational qualifications the Commission assigns the following pay scales to the two categories of posts under discussion. This would also establish parity in pay grades among the Constabulary and equivalent categories across five uniformed departments, namely Excise, Transport, Prison & Correctional Service, Fire Service and Forest, as given below:

1. Excise Head Constable, Transport Head Constable, Head Warder, Leading Fireman, Forest Section Officer
2. Excise Constable, Transport Constable, Warder, Fireman and Forest Beat Officer

Prohibition and Excise Head Constable	**₹. 32670-101970 (Grade 11) (status quo)**
Prohibition and Excise Constable	**₹. 25220-80910 (Grade 07) (improved by one grade)**

11.	**Office Superintendent**	**₹. 28940-78910 (Grade-17)**
12.	**Senior Assistant**	**₹. 22460-66330 (Grade-12)**

The Office Superintendents have requested for parity in pay scale with the Excise Inspectors stating that they were the same in the 2005 and 2010 PRCs. Similarly the Senior Assistants have stated that both the posts of Senior Assistant and Excise Sub-Inspector are common feeder categories for the post of Excise Inspector and therefore they should have the same pay scale.

Recommendation: It is observed that both the posts under discussion were treated as part of the 'Common Categories' in all the previous PRCs and appropriately so because of the nature of jobs performed by them. This Commission is also of the view that they should continue to remain a part of the 'Common Categories' and enjoy the same pay scale/grade as assigned to the same ranks in "Common Categories'.

24. (e). REGISTRATION AND STAMPS DEPARTMENT

The Registration and Stamps Department is an age old department functioning since the year 1864. The department registers documents and acts as a repository of authentic recorded information which enables the public at large to verify the records and enquire therefrom the right, title and obligations if any on any immovable property. Further the department preserves old records and provides copies thereof as proof of genuineness in the Court of Law. The department collects revenue for the State exchequer by way of Stamp Duty, Transfer Duty and Registration Fees. The Department deals with the following statutes:

- Registration Act, 1908
- Indian Stamp Act, 1989
- A.P. Societies Registration Act, 2001
- Indian Partnership Act, 1932
- Hindu Marriages Act, 1955
- Special Marriages Act, 1954
- The Indian Christian Marriages Act, 1954
- The Chit Funds Act, 1982
- The Non Trading Companies Act, 1962
- The Notaries Act, 1952

The Department is headed by the Commissioner and Inspector General who acts as the Chief Controlling Registration Authority and is assisted by one Additional Inspector General, two Joint Inspector Generals and four Assistant Inspector Generals. The Deputy Inspector General is the Head of Zonal administration which consists of one or two districts. The District Registrar is the Head of the District Administration. Thirty eight Registration Districts have been created in the thirteen Revenue Districts in the State. There are 291 Sub Registrar Offices across the State.

1.	**Joint Inspector of General**	**₹. 56870-105810 (Grade 27)**
2.	**Deputy Inspector General**	**₹. 46060-98440 (Grade 24)**
3.	**District Registrar**	**₹. 37100-91450 (Grade 21)**

Request: It is requested to fix the pay scale of Joint Inspector General on par with that of the Joint Commissioner of Commercial Tax (Now Additional Commissioner of State Tax) and Deputy Inspector General on par with that of the pay scale of the Deputy commissioner of Commercial Tax department (now Joint Commissioner of State Tax)

Joint Inspector General

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)	56870-105810 (27)	Deputy Inspector General ₹.46060-98440 (24)	Additional Inspector General ₹.73270-108330 (30)

Compared Post: Additional Commissioner of State Tax (Former Joint Commissioner of Commercial Tax)

5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53060 (28)	61450-105810 (28)	Joint Commissioner Commercial Tax (Former Deputy Commissioner Commercial Tax) ₹. 56870-105810 (27)	Commissioner of State Tax (Former Additional Commissioner of Commercial Taxes) ₹.73270-108330 (30)

Mode of Appointment: By promotion from category of Deputy Inspector General

Deputy Inspector General

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)	District Registrar ₹.37100-91450 (21)	₹.Joint Inspector General of Registration ₹. 56870-105810 (27)

Compared Post: Joint Commissioner Commercial Tax (Former Deputy Commissioner Commercial Tax)

5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Deputy Commissioner of State Tax (Former Assistant Commissioner of Commercial Taxes) ₹.52590-103290 (26)	Additional Commissioner of State Tax (Former Joint Commissioner Commercial Tax) ₹.61450-105810 (28)

Mode of Appointment: By promotion from the category of District Registrar

District Registrar

Request: It is represented that the District Registrars are recruited directly through the Group I Examination along with the Deputy Collectors in Revenue Department and Commercial Tax Officer (now Assistant Commissioner of State Tax). It is stated that the duties and responsibilities of all the three posts are more or less similar and they should be treated equally. But there is disparity in their pay structure. The Ninth Pay Revision Commission recommended for increase in the pay scale of the post of Commercial Tax Officer (now re-designated as Assistant Commissioner of State Tax) duly maintaining parity with that of the Deputy Collector of Revenue Department. At the same time the Commission assigned the scale of Rs.19050-45850 to the post of District Registrar as against the earlier pay scale of Rs.10285-24200. It is contended that unfortunately and erroneously the corresponding scale has not been correctly shown and assigned resulting in glaring anomaly causing injustice to the District Registrars. Hence they have requested to revise the scale on par with that of the CTO/Deputy Collector of Revenue 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
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Sub-Registrar Grade I ₹. 31460-84970 (19)	Deputy Inspector General of Registration and Stamps ₹. 46060-98440 (24)
Compared Post: 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 Comml. Tax Officer) ₹.35120-87130 (20)	Deputy Commissioner of State Tax (Former Assistant Commissioner of Commercial Tax) ₹.52590-103290 (26)
Compared Post: 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)

Mode of Appointment: By direct recruitment/by promotion from the category of Sub-Registrar Grade-I.

Qualification: For direct recruitment: A Graduation

Recommendations:

It is observed that the Commercial Tax Department has six levels in its State Service whereas the Registration and Stamps Department has only five. The above table indicates that the pay grades of the compared categories in the Commercial Tax and Revenue Departments were always higher than those of the corresponding posts in the Registration and Stamps department mentioned here. The Ninth Pay Revision Commission improved the pay scales of the Joint Inspector General, Deputy Inspector General and District Registrar by one stage each but did not equate them with their counter parts in Revenue and Commercial Tax Departments. The Tenth Pay Revision Commission maintained that relativity. It is apparent that successive Pay Revision Commissions have thought it fit to assign relatively higher pay grades to the functionaries of Commercial Tax Department, which is the highest revenue earner for the State Government and the Revenue Department, which assumes a leadership role in most administrative contingencies at the District level e.g., natural calamities, elections, law and order situations, handling VIPs etc. **This Commission concurs with the considered common view taken by the previous Pay Revision Commissions in this regard and decides to continue the existing relativities and accordingly assigns the following corresponding pay scales:**

Joint Inspector of General	**₹. 87480-170580 (Grade-27)**
Deputy Inspector General	**₹. 70850-158880 (Grade-24)**
District Registrar	**₹. 57100-147760 (Grade-21)**

4. Sub-Registrar Grade I ₹. 31460-84970 (Grade 19)

5. Sub Registrar Grade II ₹. 28940-78910 (Grade 17)

Request: It is stated that the Sub-Registrars administer important enactments. They are the key officers at the filed level with onerous responsibilities of providing citizen centric services like registration of documents, preservation of valuable records, issue of Certificates of Encumbrances and certified copies. They are instrumental for the department to get the unique distinction to be the first department in the country to be totally computerized by effective and successful implementation of CARD Project. The Sub-Registrars, in recent times, have been discharging multifarious functions and have emerged as a dynamic work force in the Government providing valuable services to about one crore citizens every year and in collecting more than ₹.400 Crores of Revenue for the State exchequer. The Ninth Pay Revision Commission equated the category of Sub Registrar Grade I with the Labour Officer, Tahslidar and Mandal Parishad Development Officer and the Sub Registrar Grade II with the Assistant Registrar Co-operative Societies, Extension Officer PR&RD and Assistant Labour Officer. But that equation was disturbed by the Tenth Pay Revision Commission which assigned them lesser pay scales. It is therefore requested to assign a pay scale to the Sub Registrar Grade I on par with that of the Tahsildar, Mandal

Parishad Development Officer and Deputy Commercial Tax Officer and the Sub Registrar Grade II on par with the Assistant Registrar Co-operative Societies, Extension Officer PR&RD and Assistant Labour Officer.

Sub-Registrar Grade I

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)	16150-42590 (19)	31460-84970 (19)	Sub-Registrar Grade II ₹.28940-78910 (17)	District Registrar ₹. 37100-91450 (21)
Compared Post: Tahslidar						
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 Parishad Development Officer (MPDO)						
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)

Mode of Appointment: By promotion from the category of Sub-Registrar Gr-II.

Sub-Registrar 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
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹. 22460-66330 (12)	Sub- Registrar Grade-I ₹. 31460-84970 (19)

Compared Post: Assistant Registrar, Cooperation						
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)
Compared Post: Extension Officer PR&RD						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary Grade-I. ₹.28940-78910 (17)	Mandal Parishad Development Officer/ Divisional Panchayat Officer. ₹.35120-87130 (20)
Compared Post: Assistant Labour Officer						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Assistant Commissioner ₹.37100-91450 (21)
Mode of Appointment: By direct recruitment or by transfer from the category of Senior Assistant						
Qualification: For Direct Recruitment **-** A Degree						

Recommendations:

The category of Sub-Registrar Grade-I is a promotion post from the category of Sub-Registrar Grade-II. Except for the 9th PRC, in the other PRCs this category enjoyed a pay scale slightly lower than that of the other Mandal level functionaries like Tahsildar and Mandal Development Officer. Moreover the next promotion post in the hierarchy (District Registrar) has been assigned pay grade-21.

The post of Sub-Registrar Grade-II has a Direct Recruitment channel for appointment and the recruitment process is conducted by the APPSC through its Group-II examination. Some of the other posts, which are under the umbrella of Group-II Executive Posts, are Deputy Tahsildar, GST Officer, Assistant Labour Officer, Assistant Registrar, Co-operation, Municipal Commissioner Grade III, Excise Sub-Inspector, E.O. (P.R.&R.D.) etc. The Commission is of the view that the entry through a common entrance examination cannot be the sole criterion for drawing parities between different categories of posts. The Group-II posts mentioned above have accordingly been assigned different pay grades ranging from 16 to 18 depending on the assessment of their nature and complexity of duties and responsibilities by various PRCs. The Commission however

observes that the category of Senior Assistant is the feeder category for this post and also the category has existing parity with the post of Deputy Tahsildar.

Hence keeping in view the qualifications, duties and responsibilities and existing parities, the Commission assigns the following pay scales:

Sub Registrar Grade I	**₹. 48440-137220 (Grade-19)**
Sub Registrar Grade II	**₹. 45830-130580 (Grade-18) (improved by one pay grade)**

24. (f). ENDOWMENTS DEPARTMENT

The Endowments Department administers the registered and unregistered Charitable and Hindu Religious Institutions and Endowments duly ensuring that their income is properly appropriated for objects for which they are established. The following are the functions of the Department:

- Protection of the valuable properties endowed to the Charitable and Religious Institutions
- Maintenance of sanctity at religious places in order to uphold the sentiments of the devotees
- Day to day administration in temples and other religious places ensuring smooth functioning of these institutions without disturbance and public outcry
- Providing basic amenities and taking up developmental works through the Engineering wing of the department.
- Eviction of encroachments
- Inculcation of Vedic culture

The department is headed by the Commissioner who is assisted by two Additional Commissioners, one Joint Commissioner, one Deputy Commissioner, one Assistant Commissioner with supporting staff at the Commissionerate and in the field there are two Joint Commissioners at Tiruapathi and Rajahmundry, four Deputy Commissioners at Visakhapatnam, Kakinada, Guntur and Kurnool, thirteen Assistant Commissioners at District level and Inspectors in Divisions. The Executive Officers are in charge of individual temple management.

The Andhra Pradesh Charitable and Hindu Religious Institutions and Endowments Service Rules, 2002 issued vide G.O. Ms. No. 245, Revenue (Endt. 1) Department dated 08.05.2002 and The Andhra Pradesh Charitable and Hindu Religious Institutions and Endowment Subordinate Service (Non-Gazetted) Rules issued vide G.O. Ms. No. 262, Revenue (Endowments) Department dated 20.05.2002 govern various cadres of Endowments Department.

1. Assistant Commissioner / Jewelry Verification Officer ₹. 31460-84970 (Grade 19)

Request: It is represented that the Assistant Commissioner /Jewellery Verification Officer (First level Gazetted) carried the pay scale of Rs.18030-43630 for which the corresponding scale in the Revised Pay Scales of 2015 should have been ₹.35120-87130. But the pay scale assigned to this category in the Revised Pay Scales, 2015 was only ₹.31460-84970. It is therefore requested to rectify the same.

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)	31460-84970 (19)	Superintendent Executive Officer Grade I ₹.28940-78910 (17)	Deputy Commissioner ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment/ by transfer from the category of Superintendent or Executive Officer Grade-I/ by transfer of a person, who has been holding an equivalent post of Asst. Commissioner in any of the Charitable or Hindu Religious Institutions and Endowments						
Qualification: By Direct Recruitment - practice as an advocate in the High Court of Andhra Pradesh for not less than nine years; By promotion/ transfer - Must have passed Accounts Test for Executive Officers or Accounts Test for Sub-ordinate Officers Part-I & II and the Andhra Pradesh Endowment Department Test Papers- I & II						

Recommendations:

On a verification of past records it is evident that this category was assigned a pay scale of ₹18030-43630 (Grade-20) by the 9th PRC (as discussed in Vol. II/2) but the same was by mistake not incorporated at the appropriate place in Volume III of the 9th PRC report. However, the mistake was subsequently rectified vide GO Ms No.52, Finance (PC I) Department dated 25.2.2010. Later, since there was no representation from this category, the 10th PRC did not discuss any revision of pay scale for it in Volume II/2 of its report and in Volume III of its report, under Schedule-2, the Existing Scale and Revised Scale were shown as ₹16150-42590 and ₹.31460-84970 (Grade-19) respectively. Apparently the subsequent rectification done at the Government level through issue of a G.O., as quoted above, was not brought to the notice of the 10th PRC. There is thus an evident error on the face of the record and it has been aptly pointed out for rectification. The Commission agrees with the request and accordingly assigns a pay scale of ₹.54060-140540 (Grade 20) in the current RPS to the post of Assistant Commissioner, Endowments/ Jewelry Verification Officer.

The same pay scale/ pay grade shall also apply to the posts of Gazetted Superintendents/ Gazetted Special Category Stenographer, which were given equivalent status with that of the Assistant Commissioner of Endowments vide G.O. Ms. No.572, Revenue (Endowments-I) Department dated 16-11-2018 read with

G.O.Ms. No.42, Finance (SMPC) Department dated 13-04-2010 and G.O.Ms. No.443, Revenue (Endowments-I) Department dated 13-04-2006.

2. Executive Officer Grade I ₹. 28940-78910 (Grade 17)

Request: It is represented that the post of Executive officer Grade I is one of the most important ones and plays a key role in the Department. He is the custodian of the temple assets, accounts for the incomes, is in charge of public auctions of temple properties, attends to court cases and manages Temple Festivals on a large scale. It is requested to assign a higher pay scale of ₹.29760-80930 on par with that of the Municipal Commissioner Grade III, Assistant Registrar of Co-operation and Extension officer (PR&RD).

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

Executive officer Grade I

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2750-5960 (16)	5300-11300 (16)	7770-18575 (16)	14860-39540 (17)	28940-78910 (17)	Executive Officer Grade II ₹. 22460-66330 (12)	Assistant Commissioner ₹. 31460-84970 (19)
Compared Post: Municipal Commissioner Grade III						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Manager ₹.26600-77030 (16) Sanitary supervisors ₹.24440-71510 (14) Sanitary Inspector ₹.22460-66330 (12)	Municipal Commissioner Grade II ₹.35120-87130 (20)
Compared Post: Extension Officer PR&RD						
2525-5390 (14)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Panchayat Secretary Grade-I. ₹.28940-78910 (17)	Mandal Parishad Development Officer/ Divisional Panchayat Officer. ₹.35120-87130 (20)

Compared Post: Assistant Registrar of Co-operative Department						
2600-5580 (15)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	29760-80930 (18)	Senior Inspector ₹.26600-77030 (16)	Deputy Registrar 37100-91450 (21)
Mode of Appointment : By Direct recruitment/ by promotion from the category Executive Officer Grade II/ by transfer of Superintendents						
Qualification: By Direct Recruitment - A Bachelor's degree or equivalent; By promotion/ Transfer - Must have passed Accounts Test for Sub-ordinate Officers Part-I (ii)Must have passed Endowments Department test Part-I and Part-II						

Recommendations:

This category has a channel for direct recruitment through Group-II examination of the APPSC along with other categories such as Deputy Tahsildar, GST Officer, Assistant Labour Officer, Sub-Registrar Grade-II, Assistant Director (H&T), Excise Sub-Inspector etc. In the past this post has been having parity with that of Superintendents in APMS. Considering the qualification prescribed and duties and responsibilities attached to the post, pay scale assigned to the feeder and promotion categories and some of the peer Group-II recruits, the Commission feels that it would be appropriate to enhance the existing pay scale by one grade and accordingly assign the pay scale of ₹.45830-130580 (Grade-18) to the category of Executive Officer Grade-I of the Endowment Department.

3. Senior Assistant /U.D. Inspector ₹. 21230-63010 (Grade 11)

Request: It is represented that the post of Senior Assistant/ U.D. Inspector of Endowments Department used to carry the same scale of pay as that of the Executive officer Grade II since a long time. But in last pay revision, the Executive Officer Grade II was assigned a higher pay scale of ₹. 22460-66330 whereas the Senior Assistant/UD Inspector was assigned a lower scale of ₹. 21230-63010. It is requested to assign a higher pay scale as applicable to the post of Senior Assistants under Common 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
₹.						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	Junior Assistant ₹16400-49870 (7)	Superintendent ₹28940-78910 (17)

Compared Post: Senior Assistant						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹16400-49870 (7)	Superintendent ₹28940-78910 (17)
Executive Officer Grade-II						
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Executive Officer Gr-III/ Junior Assistant ₹16400-49870 (7)	Executive Officer Gr-I 28940-78910 (17)
Mode of Appointment: By promotion from the category of Junior Assistant.						

Recommendations:

The Senior Assistant post constitutes a part of the Common Category and is governed by the APMS Rules. Right from the 1993 RPS to the 2010 RPS they were assigned the same pay scale as that of the Senior Assistants in the 'Common Category'. As has been pointed out by the Association, the category of Executive Officer Gr-II was also being assigned the same pay scale. It is only in the 2015 RPS that the Senior Assistants were given a lower pay scale compared to the Senior Assistants in the Common Category/ Executive Officer Grade-II. As such the earlier parity is restored and a pay scale on par with the Senior Assistants in 'Common Categories' (i.e. ₹.37640-115500) (Grade-14) is assigned to this post.

The same pay grade (Grade-14) shall also be assigned to the category of Executive Officer Grade-II (appointed by transfer of Senior Assistants).

Similarly the pay grade of the Executive Officer Grade-III (appointed by transfer of Junior Assistants and with the same qualification of Graduate Degree), which is the feeder category to the post of Executive Officer Grade-II, shall be the same as that of the Junior Assistant (₹.28280-89720) (Grade-9) in the 'Common Categories'.

25. SCHOOL EDUCATION DEPRTMENT
25. (a). SCHOOL EDUCATION DEPRTMENT

The School Education Department administers the schools and institutions which impart elementary education and training to teachers under the Government, aided and private managements. It aims at educating and nurturing all students, promoting enrollment and retention and improving quality of education and school infrastructure. There are 62,182 Schools including Primary Schools, Upper Primary Schools and High Schools. The total students enrollment from Primary to High School is 69,91,634. The total Teachers strength is 2,86,311. The Department is headed by the Director/ Commissioner of School Education. Various cadres of the department are governed by the Andhra Pradesh Educational Service Rules issued vide G.O. Ms. No. 73, Education (SE Ser. I) Department dated 20.09.2017 and Andhra Pradesh Educational Subordinate Service Rules, issued vide G.O. Ms. No. 74, Education (SE Ser. I) Department dated 20.09.2017.

1.	**Director**	**₹. 80930-110850 (Grade 31)**
2.	**Additional Director**	**₹. 61450-105810 (Grade 28)**
3.	**Joint Director**	**₹. 52590-103290 (Grade 26)**
4.	**District Educational Officer/ Deputy Director**	**₹. 46060-98440 (Grade 24)**
5.	**Deputy Educational Officer/ Head Master/Head Mistress**	**₹. 40270-93780 (Grade 22)**
6.	**Assistant Director**	**₹. 40270-93780 (Grade 22)**

Request: In reply to the Questionnaire circulated by the Commission the Teachers Associations have suggested revised pay scales to the above mentioned categories.

Director (if held by departmental 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
₹.						
7580-10100 (31)	14425-19150 (31)	23500-30765 (31)	41550-55660 (31)	80930-110850 (31)	Additional Director ₹.61450-105810 (28)	

Mode of Appointment: By promotion from the category of Additional Director or by transfer from other services

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)	11650-18625 (28)	18025-30765 (28)	31550-53060 (28)	61450-105810 (28)	Joint Director/ Regional Joint Director ₹.52590-103290 (26)	Director ₹.80930-110850 (31)

Mode of Appointment: By promotion from the category of Joint Director/ Regional Joint Director.

Joint Director/ Regional 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)	Deputy Director/ District Educational Officer ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)

Mode of Appointment: By promotion from the category of Deputy Director/ District Educational Officer

Qualification: Graduate degree in Arts/Science/ Commerce and a Graduate Degree in Education

Deputy Director/ District Educational 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)	Deputy Educational Officer / Senior Lecturer DIET/ Assistant Director ₹.40270-93780 (22)	Joint Director, Regional Joint Director ₹.52590-103290 (26)

					Lecturer SCERT/IASE/CTE ₹.37100-91450 (21)	
Mode of Appointment: By Promotion 0f Deputy Educational Officer, Headmaster/ Headmistress, Lecturer, SCERT/IASE/CTE, Senior Lecturer DIET, Assistant Director						
Qualification: (1) Graduate degree in any subject and a Graduate Degree in Education (2) Service of one year as Deputy Educational Officer						
Deputy Educational Officer, Gazetted Head Master/Head Mistress Grade-I						
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)	40270-93780 (22)	Gazetted Head Master Grade-II, Mandal Education Officer, Deputy Inspector of Schools ₹.35120- 87130 (20)	District Educational Officer / Deputy Director ₹.46060-98440 (24)
Mode of Appointment: By Direct recruitment/ by promotion of Gazetted Head Master/ Head Mistress Grade-II, Mandal Education Officer						
Qualification: Direct Recruitment- A first or second class Post Graduate Degree in any subject suitable for admission into B.Ed. Course, **Promotion/Transfer-** Graduate degree in Arts/Science/ Commerce and a Graduate Degree in Education						
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)	10285-21835 (20)	18030-43630 (20)	40270-93780 (22)	Recruitment by transfer from Superintendent / Auditor of A.P.M.S. ₹.28940-78910 (17)	District Educational Officer/ Deputy Director ₹.40270-93780 (22)
Mode of Appointment: By transfer from Superintendent / Auditor in A.P.M.S.						
Qualification: A Graduate degree in Arts/Science/ Commerce						

Recommendations:

After taking into account the qualification levels prescribed, job profile and parities with equivalent categories in other similar Departments, the Commission assigns the following corresponding pay scales to all the categories, except the Additional Director, in whose case the pay scale is enhanced by one Grade:

- **Director** **₹. 124380-179000 (Grade-31)**
- **Additional Director** **₹. 101970-174790 (Grade-29)**
- **Joint Director** **₹. 80910-166680 (Grade-26)**
- **District Educational Officer / Deputy Director** **₹. 70850-158880 (Grade-24)**
- **Deputy Educational Officer Head Master/Head Mistress** **₹. 61960-151370 (Grade-22)**
- **Assistant Director** **₹. 61960-151370 (Grade-22)**

7. Lecturer (DIET) ₹. 35120-87130 (Grade 20)

Request: It is represented that the DIET Lecturers take classes for the two year Diploma in Elementary Education course for those who have completed the two year Intermediate course whereas the Junior Lecturers take classes for the two year Intermediate course after passing out in the SSC examination. The qualification for the DIET Lecturers is Double Post Graduation i.e. M.A./M. Ed. or M.Sc. /M. Ed whereas the qualification for Junior Lecturers is single Post Graduation only. Further the nature of duties of DIET Lecturers are more onerous than those of the Junior Lecturers. In the Revised Pay Scales of 2010, both DIET Lecturers and Junior Lecturers carried the same scale of pay but in the Revised Pay Scales of 2015 the DIET Lecturers were assigned a lower pay scale than that of the Junior Lecturers. They have requested to restore 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 Post
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	School Assistants and Head Masters of Primary Schools ₹.29840-78910 (17)	Joint Director ₹. 52590-103290 (26)

Compared Post: Junior Lecturer						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	School Assistant ₹.28940-78910 (17)	Principal Junior Colleges ₹.42490-96110 (23)
Mode of Appointment: By Direct Recruitment/ by transfer from School Assistants and Head Masters of Primary Schools in School Education Subordinate Service						
Qualifications: A first or second class Post Graduate Degree in concerned subject and a first or second class Post Graduate Degree in Education with the concerned subject as one of the methodologies.						

Recommendations:

The District Institutes of Educational Training DIET) were established in each District by the Government to help in coordinating and implementing Government policies. They impart training for orientation of teachers to innovation in teaching and learning at school level. They are meant to train primary and elementary school teachers. They have been established as centres of guidance for educational institutions of a District. They do research and experimental work in educational domain, conduct pre-service/ in-service training of teachers of elementary school, act as District Resource Units and help in curriculum material development and evaluation. They also train and orient heads of institutions in institutional planning and management and micro-level planning.

The Commission fully appreciates the rationale advanced by the Lecturers, DIET for restoration of parity with the Junior Lecturers of Intermediate Education Department. In fact these two categories were at par from the 1993 RPS till the 2010 RPS but the same was disturbed only in the 2015 RPS. Considering this the Commission assigns pay scale of ₹.57100-147760 (Grade-21) to this category on par with that of the Junior Lecturers, thus elevated by one pay grade. The same pay scale shall also be applicable to the categories of (i) Lecturer in Physical Education, DIET (ii) Regional Inspector of Physical Education

Consequentially the pay scale of the categories of Lecturer in Library Science (IASE/CTE) and Lecturer in Fine Arts/Performing Arts, DIET is improved by one grade to ₹.54060-140540 (Grade-20), i.e. elevated by one pay grade.

A brief outline about DIET and its functions are given above. The School Education department also has under its fold the College of Teacher Education (CTE) and the Institutes of Advanced Studies in Education (IASE), opened under the Government of India (MHRD) sponsored scheme of 'Teacher Education'. The main purpose of these

Institutions is to improve the quality of teacher education at the Secondary/ Senior Secondary level. They conduct pre-service and in-service training courses for teachers at the High School level. Similarly the State Council of Educational Research and Training (SCERT) prepares modules for teacher training and conducts specialized courses for teacher educators and school teachers. They also provide academic guidance to schools through extension services and undertake evaluation and research studies to find out the impact of educational programmes in the State.

We now proceed to examine the hierarchy of posts in the set-up of all the teacher training related institutes i.e. DIET, CTE, IASE, SCERT and also the Government College of Physical Education (GCPE). They are as follows (current Pay Grades in brackets):

Principal, DIET/CTE/GCPE (Grad-24)
Professor IASE/SCERT (Grade-24)

Senior Lecturer, DIET (Grade-22)
Lecturer IASE/CTE/SCERT,
Lecturer in P.E., GCPE/IASE/CTE (Grade-21)

Lecturer, DIET (Grade-20)

School Assistant (Grade-17)

It is observed from above that the categories of Lecturer IASE/CTE/SCERT have the same qualification as well as feeder and promotion categories as the Senior Lecturer, DIET. All these are first level promotion posts in the School Education Service. Hence they should be at par. Hence considering the horizontal parities, vertical hierarchical structure, promotional ladders as per extant Service Rules as well as qualification levels, the Commission assigns the following pay scales to the categories mentioned below:

- **Lecturer IASE/CTE/ SCERT**
  Lecturer in Physical Education (GCPE/IASE/CTE)
  Inspector of Physical Education
  ₹. 61960-151370 (Grade-22) (improved by one grade on par with Senior Lecturer, DIET)

The same pay scale ₹.61960-151370 (Grade-22) shall be applicable to the category of Statistical Officer who is appointed by transfer from the categories of (a) Deputy Educational Officer/Head Master/Head Mistress (b) Parishad

Educational Officer (c) Lecturer, IASE/CTE/ SCERT and (d) Senior Lecturer, DIET, all of whom have also been assigned the same pay scale (i.e. Grade-22).

8. Mandal Education Officer/ Head Master/Head Mistress in Government/ Zilla Parishad High Schools ₹. 35120-87130 (Grade-20)

<table>
<tr><td colspan="7">Request: It is requested to assign the pay scale of as applicable to the Junior Lecturers</td></tr>
<tr><td colspan="7">Mandal Education Officer</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder category</td><td>Promotion Post</td></tr>
<tr><td colspan="5">₹.</td><td></td><td></td></tr>
<tr><td>3110-6380 (18)</td><td>5980-12100 (18)</td><td>9285-21550 (19)</td><td>16150-42590 (19)</td><td>35120-87130 (20)</td><td>School Assistants and Head Masters of Primary Schools ₹.28940-78910 (17)</td><td>Deputy Educational Officer, Head Master and Head Mistress Grade-1, Parishad Educational Officer ₹.40270-93780 (22) Lecturer SCERT/IASE/CTE ₹.37100-91450 (21)</td></tr>
<tr><td colspan="7">Compared Post: Junior Lecturer</td></tr>
<tr><td>3110-6380 (18)</td><td>5980-12100 (18)</td><td>9285-21550 (19)</td><td>18030-43630 (20)</td><td>37100-91450 (21)</td><td>Superintendent ₹.28940-78910 (17) Senior Assistant ₹22460-66330 (12) Junior Assistat ₹.16400-49870 (7)</td><td>Principal Junior Colleges ₹.42490-96110 (23)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct Recruitment/transfer from School Assistants and Head Masters of Primary Schools</td></tr>
<tr><td colspan="7">Qualification: Bachelor Degree in Arts, Science or Commerce and a Degree in Education</td></tr>
</table>

Recommendations:

Comparison of the category of Mandal Education Officer and Head Master/Head Mistress in Government a Zilla Parishad High Schools with the Junior Lecturers is not apt as the qualifications for the latter are higher (second class Post Graduation Degree in the relevant subject with a minimum 50% marks or B.A.(Hons) / B.Sc. (Hons.) / B.Com (Hons)). Further, the duties and responsibilities of these categories are different. The Commission also finds that the category of Mandal Education Officer has all along been assigned a pay scale on par with that of the Mandal Development Officer. Keeping in view the qualifications and duties and responsibilities, it is considered that the existing pay scale is adequate. Accordingly, a corresponding pay scale of ₹.54060-140540 (Grade-20) is assigned to these categories.

9. Secondary Grade Teacher/ Language Pandit/ Physical Education Teacher/ Specialist Teachers ₹. 21230-63010 (Grade 11)

<table>
<tr><td colspan="7">Secondary Grade Teacher/Language Pandit/Physical Education Teacher/Specialist Teacher</td></tr>
<tr><td colspan="7">Request: It is represented that the gap in the pay scales of the Secondary Grade Assistants and School Assistants Grade-I is very wide and requested to reduce the gap by improving the pay scale of the former. Various Associations have proposed various scales of pay in Grades 12 to 15. One request among them is for parity with the Senior Assistants (Grade-12).</td></tr>
<tr><td>1975-4010 (09)</td><td>3750-7650 (09)</td><td>5470-12385 (09)</td><td>10900-31550 (11)</td><td>21230-63010 (11)</td><td>Direct Recruitment</td><td>School Assistant/ Headmaster of Primary School ₹.28940-78910 (17)</td></tr>
<tr><td colspan="7">Compared Post: Senior Assistant</td></tr>
<tr><td>2195-4560 (11)</td><td>4190-8700 (11)</td><td>6195-14175 (11)</td><td>10900-31550 (11)</td><td>22460-66330 (12)</td><td>Junior Assistant Typist ₹.16400-49870 (07)</td><td>Superintendent ₹.28940-78910 (17)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct Recruitment</td></tr>
<tr><td colspan="7">Qualifications: Intermediate or its equivalent qualification and two year D.Ed. Certificate</td></tr>
</table>

Recommendations:

Historically, in various previous PRCs the Senior Assistants have been placed at a relatively higher pay scale compared to the Secondary Grade Teachers and equivalent categories. Their job profiles differ. Also the category of Senior Assistant is the first level promotion post in the APMS whereas Secondary Grade Teacher is an entry level post in the School Education Sub-ordinate Service. Moreover the qualification prescribed for appointment to the feeder category for Senior Assistant, i.e. the Junior Assistant, has since been enhanced to Graduation Degree with a pass in Proficiency Test in Office Automation with usage of computer and associated software and this is higher than the qualification prescribed for the Secondary Grade Teacher. Keeping the above aspects in view, the Commission is not inclined to agree with the request for parity with the category of Senior Assistant. However keeping in view the importance of elementary education in laying a firm foundation for the future citizens of the country and the need for attracting better quality of talent to the profession of elementary teaching the Commission assigns the pay scale of ₹.34580-107210 (Grade-12) to this category, thus improving the same by one pay grade.

25. (b). ADULT EDUCATION DEPARTMENT

The major focus of the Adult Education Department has been on implementation of Saakshar Bharat Programme, a Centrally Sponsored Programme, in the State. The Programme had four-fold aims, i.e. to promote

1. Basic Literacy
2. Basic Education
3. Vocational Skills
4. Continuing Education

The Programme also endeavoured to reduce the gender disparities in the literacy level. In Andhra Pradesh, 10 districts, except West Godavari, Krishna and East Godavari Districts, which are having more than 50% of female literacy, were covered under the Saakshar Bharat Programme. The programme has however been discontinued with effect from 1-4-2018. In its place the new programme christened 'Padhna Likhna Abhiyan' has been announced for implementation by the Government of India.

The Department is headed by the Director/ Joint Director, who is supported by the Deputy Director, Assistant Directors, Assistant Project Officers and other Ministerial staff.

The representations received from the employees are discussed below:

1.	**Director**	**₹. 56870-105810 (Grade-27)**
2.	**Joint Director**	**₹. 52590-103290 (Grade-26)**
3.	**Deputy Director**	**₹. 46060-98440 (Grade-24)**
4.	**Assistant Director/ Project Officer**	**₹. 37100-91450 (Grade-21)**

Request: It is informed that the post of Director has been allocated to Telangana State at the time of division of cadres. A common request has been made to grant pay scales and other facilities to the categories of Director, Joint Director, Deputy Director and Assistant Director on par with those of similar categories in other Departments. Another request has been made for creation of new posts in the discussed categories for the smooth functioning of the department.

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 Post
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	29200-53060 (27)	56870-105810 (27)	Joint Director ₹.52590-103290 (26)	

Mode of appointment: (i) By promotion of Joint Director (ii) By transfer on tenure basis on an Officer of not below the rank of Joint Director School Education

Joint Director

5040-8700 (25)	9600-16525 (25)	14600-29250 (25)	25600-50560 (25)	52590-103290 (26)	Deputy Director ₹.46060-98440 (24)	Director ₹.56870-105810 (27)

Mode of appointment: By promotion from the category of Deputy Director. If no qualified Deputy Director is available by transfer on tenure of a Joint Director of School Education Department.

Deputy Director

4400-8700 (23)	8400-16525 (23)	12385-27750 (23)	21820-48160 (23)	46060-98440 (24)	Assistant Director/ Project Officer ₹.37100-91450 (21)	Joint Director ₹.52590-103290 (26)

Mode of Appointment: By promotion from the category of Assistant Director/Project Officer and if no qualified Assistant Director is available, by transfer on tenure of Deputy Director of School Education Department.

Assistant Director/ Project Officer

3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Assistant Project Officer ₹.29760-80930 (18) Superintendent ₹.28940-78910 (17)	Deputy Director ₹.46060-98440 (24)

Mode of Appointment: By Direct Recruitment/by transfer from the category of Assistant Project Officer/by transfer of Superintendent of Ministerial Service

Qualifications: By Direct Recruitment/transfer**:** Degree along with a Degree in Education/Adult Education

Recommendation:

The above mentioned posts are in the direct line of promotion in the State Service of Adult Education Department. It is seen that the pay scales/ grades assigned to the categories of Joint Director, Deputy Director and Assistant Director of Adult Education Department are the same as those fixed for the equivalent categories in many other Government Departments including the Departments of Intermediate Education and Collegiate Education. These pay scales are apt for the posts discussed. With regard to the post of Director, it is understood that the same has been allocated to the Telangana State at the time of cadre division post bifurcation of the former State. Even otherwise, considering the departmental size, span of control and extent of activities undertaken by the Department, the Commission feels that the present pay grades are appropriate. Accordingly the following corresponding scales are assigned:

Director	**₹. 87480-170580 (Grade-27)**
Joint Director	**₹. 80910-166680 (Grade-26)**
Deputy Director	**₹. 70850-158880 (Grade-24)**
Assistant Director	**₹. 57100-147760 (Grade-21)**

5. Assistant Project Officer ₹. 29760-80930 (Grade-18)

Request: The Employees Association has stated that the Assistant project Officers (APO) are working at the Revenue Division level and play a key role in training and guidance of the Mandal level functionaries and coordinating their work. The APO has to tour extensively in his/her jurisdiction and ensure the success of the Adult Education Programme. He gives feedback to the District level officials about the activities undertaken and their impact. It is finally requested to assign a higher 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)						
1993	1999	2005	2010	2015	Feeder category	Promotion Post
₹						
2525-5390 (14)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Statistical Assistant ₹.24440-71510 (14) Supervisors (Adult Edn.) ₹.22460-66330 (12)	Project Officer ₹.37100-91450 (21)

Mode of appointment: By promotion of Statistical Assistant and Supervisor OR by deputation on tenure basis from School Education Dept. of officers working in identical posts OR by direct recruitment.
Qualification: Graduation. Preference is given to those who underwent training in Adult Education or have degree/ diploma in Adult Education Programmes etc, worked with disadvantaged groups and whose experience indicates an ability to work patiently for long terms goals in Adult Education Department.

Recommendation:

Considering the nature and scope of work, qualification prescribed and the pay scales attached to the feeder and promotion categories the Commission is of the view that the current pay grade is adequate. Accordingly the corresponding pay scale of ₹.45830-130580 (Grade-18) is assigned to this category.

6. Statistical Assistant ₹. 24440-71510 (Grade-14)

Request: It is stated that this category of posts exists in each District Office @ one each and another one in the Directorate. The Statistical Assistant has to look after most of the office administration in the District Offices since there are no supporting Ministerial staff. He prepares pay bills, looks after accounts and consolidates all reports and statistics. He also assists in preparation of action plans. It is finally requested to assign a higher pay scale corresponding to ₹.26600-77030 (Grade-16).						
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)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Supervisors (Adult Edn.) ₹.24440-70 (12)	Assistant Project Officer ₹.29760-80930 (18)
Mode of appointment: By transfer of Senior Assistants and promotion of Supervisors OR by transfer on tenure basis of staff working in similar posts in the Economics and Statistics Department OR by direct recruitment						
Qualification: By transfer - Bachelor's Degree with Mathematics or Statistics as one of the subjects and 2 years of service in the feeder category.; Direct Recruitment- Bachelor's Degree in Mathematics or Statistics						

Recommendation:

This post has similar function and qualification as that of the category of Assistant Statistical Officer in the Economics and Statistics Department. Considering this, it is assigned a pay scale of ₹.38720-118390 (Grade-15) on par with that of the cited category, thus improving by one pay grade.

7. Supervisor ₹. 22460-66330 (Grade-12)

Request: It is stated that the Adult Education Supervisor is a field level functionary who plays a pivotal role in the implementation of various programmes like Adult Education, Continuing Education, Open Basic Education etc. He also coordinates with other departments in the implementation of welfare programmes such as Vanam Manam. Neeru Chettu, Swachhh Bharat, Janma Bhoomi Maa Vooru, school children enrolment etc. It is stated that his services have direct impact on improving literacy levels. Finally, the request is to assign a higher pay scale corresponding to ₹.24440-71510 (Grade-14).

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
₹						
2075-4270 (10)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	22460-66330 (12)	Junior Assistant ₹.16400-49870 (7) Secondary Grade Teachers ₹.21230-63010 (11)	Statistical Assistant ₹.24440-71510 (14)

Mode of appointment: (1) By transfer of Junior Assistants/ Typists OR (2) by transfer of Secondary Grade Teachers/Language Pandit in School Education Dept OR by deputation of employees in identical category in School Edn./Agrl./M&H/WD&CW Dept. OR (3) by direct recruitment.

Qualification (Before amendment of Rules in June, 2019): By transfer- Should have worked in the field/ department of Adult Education for at least two years, **By promotion**- S.S.C. (preference for experienced Adult Education Teachers, Extension Workers, NSVS/NSS and community social service volunteers and those having academic qualification in adult Education) and three years service experience in feeder post; **Direct Recruitment-** S.S.C. (preference for experienced Adult Education Teachers, Extension Workers, NSVS/NSS and community social service volunteers and those having academic qualification in adult Education). **Modified in G.O.Ms. No.38, S.E.Dept. dt. 04-06-2019 to Graduation.**

Recommendation:

Considering the nature and scope of work, responsibilities attached, qualification prescribed (qualification modified very recently in June, 2019 to Graduation) and the pay scales attached to the feeder and promotion categories the Commission assigns the improved pay scale of ₹.35570-109910 (Grade-13) to this category.

25. (c). DIRECTORATE OF GOVERNMENT EXAMINATIONS

The Directorate of Government Examinations is an independent body which conducts SSC and Vocational SSC examinations. These are the major examinations with a registration of lakhs of candidates for the Annual and Advanced Supplementary Examinations. The other examinations conducted by the Directorate are the D.Ed. Public Examination, Primary Teacher Training Certificate Examination, Certificate examination in Library Sciences and Accounts Tests for Head Masters etc. The following are the other services i.e., issue of Duplicate Certificates, issue of Compartmental Pass Certificate, issue of Memos, Age and Migration Certificate, Corrections in certificates etc.

1. Assistant Commissioner ₹. 37100-91450 (Grade-21)

Request: A representation has been filed stating that in the 2015 RPS the pay scale for the post of Assistant Commissioner for Government Examinations, working in the offices of District Educational Officer, has been raised to ₹.40270-93780 (Grade-22) on par with the scale of the Deputy Educational Officer and Gazetted Head Master Grade-I. However in the office of the Director of Government Examinations the same post has been assigned a revised pay scale of ₹.37100-91450 (Grade-21). This has resulted in an anomaly with the same rank officer drawing two different pay scales at the District level and the Head Office level. It has therefore been requested to enhance the pay scale of the Assistant Commissioner for Government Examinations in the office of the Director of Government Examinations to Grade-22.

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

1993	1999	2005	2010	2015
₹.				
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)

Mode of appointment: By transfer of Superintendents in APMS.

Qualification: Graduate degree and pass in Accounts Test for Executive Officers or for Sub-ordinate Officers Part-I

Recommendations:

It is observed that the Tenth PRC assigned the pay scale ₹37100-91450 (Grade-21) to the category of Assistant Commissioner for Government Examinations after discussing its request at page-148 of Vol- II/1 of its report. The same pay scale/ grade was also indicated at page-73 of Vol.-III. However a different pay scale of ₹.40270-93780 (Grade-22) was assigned at page-67 of Vol.-III to the same category functioning in the School Education Department without any corresponding discussion in Vol-II/1. This has resulted in an anomaly.

The Commission finds that the Ninth PRC assigned the same pay scale of ₹.18030-43630 (Grade-20) to the category of Assistant Commissioner for Government Examinations working in the DEO Offices (under the School Education Department) as well as the Directorate of Government Examination. The same scale was also extended to the categories of Assistant Director, Deputy Educational Officer and Gazetted Head Master Grade-I of School Education Department. However in the 2015 RPS (Tenth PRC), except for the post of Assistant Commissioner for Government Examinations in the office the Director of Government Examinations, all other categories mentioned above were assigned a higher pay scale (Pay Grade-22).

The Commission finds that the post of Assistant Director, School Education department is an equivalent category to the category under discussion and both have the same feeder category of Superintendent in APMS. The Commission therefore recommends that the Assistant Commissioner for Government Examinations be assigned the revised pay scale of ₹.61960-151370 (Grade-22) irrespective of the location of the post, thereby removing the anomaly.

2.	**Superintendent**	**₹. 28940-78910 (Grade-17)**
3.	**Senior Assistant**	**₹. 22460-66330 (Grade-12)**

A request was received from the Ministerial employees to assign pay scales to the categories of Superintendents and Senior Assistants on par with those fixed for the Section Officers and Assistant Section Officers of the Andhra Pradesh Secretariat Service.

The Commission is of the view that the angles from which various issues are dealt with and the manner in which they are presented for decision making by the Section Officers and Assistant Section Officers in the State Secretariat are quite different from those at the level of the Directorate. The Commission has dealt with the matter of assignment of appropriate pay scales to the captioned categories under the Heading 'Common Categories'. The same recommendations shall be applicable to the above listed categories also.

25. (d). INTERMEDIATE EDUCATION

The two-year Intermediate Course was introduced vide G.O. Ms. No.1458, Education (V) Department dated 28.06.1969. The Junior College system started functioning from the year 1969-70 under the control of Director of Public Instruction. A separate Directorate of Intermediate Education was formed vide G.O. Ms. No. 343, Education Department dated 31.10.1989 by segregating it from the Director of Public Instructions.

1.	**Additional Director**	**₹. 61450-105810 (Grade 28)**
2.	**Joint Director**	**₹. 52590-103290 (Grade 26)**
3.	**Deputy Director**	**₹. 46060-98440 (Grade 24)**
4.	**District Vocational Educational Officer**	**₹. 46060-98440 (Grade 24)**

Request: It is represented that the pay scales of the Additional Director, Joint Director, Deputy Director and District Vocational Officer be enhanced by one stage each and the following Revised Pay Scales, as suggested by the Association, be assigned:

Additional Director	₹. 151350-265150 (Grade 29)
Joint Director	₹. 127850-257150 (Grade 27)
Deputy Director/ District Vocational Officer	₹. 110950-242150 (Grade 25)

In another representation it was requested to assign the pay scale of ₹.52590-103290 (Grade 26) to the Deputy Director and District Vocational Officer.

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 Post
₹.						
5770-9260 (27)	10950-17575 (27)	16925-30765 (27)	31550-53060 (28)	61450-105810 (28)	Joint Director ₹.52590-103290 (26)	

Mode of Appointment: By promotion from the category of Joint Director and, if not available, by transfer on tenure basis an Officer of equivalent rank from the Directorate of Collegiate Education/ School Education

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 Post
₹.						
5040-8700 (25)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590-103290 (26)	Deputy Director/ District Vocational Educational Officer ₹.46060-98440 (24)	Additional Director ₹.61450-105810 (28)

Mode of Appointment: By promotion from the category of Deputy Director (Academic) and, if not available, by transfer on tenure basis an Officer of equivalent rank from the Directorate of Collegiate Education/ School Education

Deputy Director (Administration)/ Deputy Director (Academic)

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)	Principal ₹.42490-96110 (23) Assistant Director (Admin)/ Chief Auditor/ Administrative Officer ₹.37100-91450 (21)	Joint Director ₹.52590-103290 (26)

Mode of Appointment: Deputy Director (Administration)-By promotion from the Category of Assistant Director/Chief Auditor/ Administrative Officer; Deputy Director (Academic)- By promotion of Principal, Government Junior College

District Vocational Educational 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)	Principal, Govt. Junior College ₹.42490-96110 (23)	Joint Director ₹.52590-103290 (26)

					Deputy District Vocational Educational Officer ₹.37100-91450 (21)	
Mode of Recruitment: By promotion from the category of Principal Junior College/ Deputy District Vocational Educational Officer						

Recommendations:

No anomaly has been pointed and no comparison has been drawn with any post. The Commission observes that in most other major non-technical departments the Additional Director, Joint Director and Deputy Directors are at Pay Grades 29, 26 and 24 respectively. The same pay grades are justifiable in Intermediate Education Department also.

Keeping the above aspect in view, the Commission assigns the following pay scales:

Additional Director	**₹. 101970-174790 (Grade-29) (improved by one grade)**
Joint Director	**₹. 80910-166680 (Grade-26)**
Deputy Director/ District Vocational Educational Officer	**₹. 70850-158880 (Grade-24)**

In respect of the category of Additional Director, School Education Department also the Commission recommends maintenance of the same parity and accordingly the pay scale of ₹.101970-174790 (Grade-29) is assigned to it.

5.	**Principal of Junior College**	**₹. 42490-96110 (Grade 23)**
6.	**Junior Lecturer**	**₹. 37100-91450 (Grade 21)**

Principal Junior College
Request: It is represented that the Principal is responsible for supervision, execution and administration of Junior Colleges. The Principal is a source of inspiration for students and staff in regard to knowledge, character and culture. Apart from the administrative and academic duties, he is the coordinator between the institution and different agencies outside the institution. He has to submit various reports like academic inspection reports, educational reports etc. to the District Vocational Education Officer and Regional Joint Director of Intermediate Education. The Principal takes responsibility for all the students

and staff, has to be well aware of their requirements including infrastructural facilities and puts all efforts to provide them either from Government sources or local philanthropists/voluntary organizations etc. Despite several pressures the Principal has to exhibit patience and acts as a guide, philosopher, psychologist, motivator and role model to the students who hail from different sections of society. It is stated that the Tenth Pay Revision Commission assigned the corresponding scale to the Principal of Junior College while assigning a higher scale of ₹.46060-98440 (Grade 24) to various cadres, including District Vocational Education Officer, which were in the same pay scale of ₹.21820-48160 (Grade 23) in the Revised Pay Scales 2010) as that of the Principal. It is requested to assign a Revised Pay Scale corresponding to the scale of ₹.46060-98440.

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
₹.						
4140-8140 (22)	7900-15475 (22)	11755-26300 (22)	21820-48160 (23)	42490-96110 (23)	Junior Lecturer ₹.37100-91450 (21)	Deputy Director (Aca) District Vocational Officer ₹.46060-9844022 (24)

Mode of Recruitment: By promotion of Junior Lecturer

Junior Lecturer

Request: It is represented that Intermediate Education is a crucial stepping stone for the students of Science and Commerce taking up professional courses. Most of the students of the State are taking up professional courses in reputed institutions which is a pride for the State. While the Junior Lecturers take classes for the first and second year Intermediate students, the Lecturers of Polytechnic take classes for a single year. It is requested for a pay scale on par with that of the Senior Lecturers (Former Lecturers) in the non-engineering sections of Polytechnics.

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
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17) Senior Assistant ₹22460-66330 (12)	Principal Junior Colleges ₹.42490-96110 (23)

					Junior Assistant ₹.16400-49870 (07)	
Compared Post : Senior Lecturer (Former Lecturer) of Polytechnic in non-Engineering Section						
3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Lecturer (Former Associate Lecturer) ₹.35120-87130 (20)	Head of Section (Polytechnics / State vide Institutions) ₹.46060-98440 (24)
Mode of Appointment: By Direct Recruitment (90%) /by transfer of Superintendents, Senior Assistants, Senior Stenos. Junior Assistants and Junior Stenos in the APMS (10%)						
Qualifications: A second class Post Graduation Degree in the relevant subject with a minimum 50% marks or B.A.(Hons)/ B.Sc.(Hons.)/ B.Com (Hons)						

Recommendations:

The Tenth Pay Revision Commission had improved the pay scale of the post of District Vocational Education Officer keeping in view the fact that its feeder post of Principal, Government Junior College was also carrying the same scale of pay in the 2010 RPS, thus resolving the then existing anomaly. Compliance with the request made now would in effect re-establish the same anomaly unless the pay scale of the promotion post of District Vocational Education Officer is also improved! Now the District Vocational Education Officer enjoys parity with the equivalent promotion post of Deputy Director, who is at the same level as the Deputy Directors in most other Departments. Hence the request is not tenable.

As far as the category of Junior Lecturers is concerned, the Commission observes that there are some differences with the Polytechnic Senior Lecturers. Firstly, the qualification standard required of the latter category is a first class Post Graduation Degree while that for the Junior Lecturer is a second class at the Post Graduate level. Secondly, while the Junior Lecturer post is the entry level post in the Andhra Pradesh Intermediate Education Service the category of Senior Lecturer in Polytechnics is the second level post (first level promotion post) in the Andhra Pradesh Technical Education Service.

Keeping the above in view and the relative parities, the Commission feels that the existing pay scales are adequate. Accordingly, the corresponding pay scales of ₹.65360-154980 (Grade-23) and ₹.57100-147760 (Grade-21) are assigned to the Principal and Junior Lecturer, Government Junior College respectively.

7. Physical Director ₹. 37100-91450 (Grade 21)

8. Librarian ₹. 37100-91450 (Grade 21)

Request: They have requested to maintain parity with Junior Lecturers.

Physical 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
₹.						
3110-6380* (18) 2525-5390** (14)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Physical Director Grade II in School Education ₹.28940-78910 (17)	Physical Director in Degree Colleges ₹.40270-93780 (22)

*for those who possess the qualification mentioned in G.O. Ms. 159 Education Department dated 24.02.1991 **unqualified

Librarian

2600-5580 (15)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Junior Assistants Typist ₹.16400-49870 (07) Senior Assistant ₹22460-66330 (12)	Librarian in Government Degree colleges ₹.40270-93780 (22)

Compared Post: Junior Lecturer

3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	School Assistant ₹.28940-78910 (17)	Principal Junior Colleges ₹.42490-96110 (23)

Mode of Recruitment:

Physical Directors: By Direct Recruitment/By transfer of Physical Directors Grade II of School Education Subordinate Service

Librarians: By Direct Recruitment/by transfer of Junior Assistant/Typist/ Senior Assistant

Qualifications:

a) Physical Directors

Direct Recruitment: Post Graduation Degree (M.A./MSc/M.Com) with Master's Degree in Physical Education with not less than 50% marks.

Transfer: A Degree in any faculty and M.P.Ed. first or Second Class with not less than 50% of marks

b) Librarians:

Qualifications: Direct Recruitment/Transfer: Bachelors' Degree in Arts/Science/ Commerce and Post Graduate Degree in Library Science in first or second class with not less than 50% of marks.

Recommendations:

Parity exists between Physical Directors/ Librarians of Junior Colleges and Junior Lecturers at present. The same is continued and the corresponding pay scale of ₹. 57100-147760 (Grade-21) is assigned to the two categories discussed here.

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

Request: It is requested to assign a pay scale on par with that of the Assistant Director in School Education

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/ Auditor ₹. 28940-78910 (17)	Deputy Director 46060-98440 (24)
Compared Post: Assistant Director (School Education)						
3640-7580 (20)	6950 14425 (20)	10285 24200 (20)	18030-43630 (20)	40270-93780 (22)	Superintendent Auditor ₹. 28940-78910 (17)	Deputy Director 46060-98440 (24)

Mode of appointment :By transfer of Superintendent/Auditor in AP Ministerial Service

Recommendations:

As can be seen from the above comparison table, the categories of Assistant Director in the School Education and Intermediate Education Departments were having parity (Grade-20) till the 2010 RPS. The qualification prescribed, feeder and promotion categories and nature of job handled etc. are similar. However, in the 10th PRC, the pay scale of the Assistant Director, School Education Department was improved by two stages to Grade-22, 'on par with that of the Deputy Educational Officer and Gazetted Head Master/Gazetted Head Mistress Grade-I' whereas the pay scale of the Assistant Director of Intermediate Education was enhanced by one pay grade to Grade-21. However no logical argument/ specific reason was indicated for this disparity.

The Commission finds that in a vast majority of the non-technical departments, including the Intermediate Education, Collegiate Education, Technical Education and Adult Education, the category of Assistant Director (Administration) has been assigned the pay grade of 21. Hence, the Commission feels it appropriate to assign the corresponding pay scale of ₹.57100-147760 (Grade-21) to the category of Assistant Director, Intermediate Education.

10. Minimum Time Scale Employees (Senior Instructors (Vocational), Junior Lecturers and Computer Technicians)

11. Part-time Laboratory Attenders (Vocational)

Request: They have requested to extend the benefit of the Minimum of Time Scale of pay to them from the date of implementation of the recommendations of the Eleventh PRC to the regular employees of the Government.

The Commission's views in these matters have been articulated in Volume-I of its Report.

25. (e). DIRECTORATE OF PUBLIC LIBRARIES AND ZILLA GRANDHALAYA SAMSTHSAS

Directorate of Public Libraries

The Department of Public Libraries came into existence with effect from 01.04.1960 with the enactment of Andhra Pradesh Public Libraries Act, 1960. The main object of the Department is to implement various provisions of the said Act, monitor the functioning of the public libraries and provide necessary infrastructure. The Andhra Pradesh Grandhalaya Samstha is the Apex body of the department which formulates the policies and schemes for development of Library Service in the State. There are four Libraries maintained exclusively by the Government of Andhra Pradesh – State Regional Library, Guntur, Regional Library at Visakhapatnam, Sri Gowthami Regional Library, Rajahmundry and Regional Library, Tirupathi. Efforts are being made to establish the State Central Library, an apex Library in the Capital Region. The department is headed by the Director, who is assisted by the Deputy Directors, Assistant Director/Gazetted Librarian and other supporting staff.

Zilla Grandhalaya Samasthas

There are thirteen Zilla Grandhalaya Samasthas, one in each district, and thirteen libraries under each Zilla Grandhalaya Samastha. There are 887 branch libraries, 252 village libraries and 1234 book deposit centers functioning under the Grandhalaya Samsthas. The pay and allowances of the employees of Zilla Grandhalaya Samsthas are being paid through Grant in Aid.

Request: It is represented that the Librarians in Zilla Grandhralaya Samthas under Public Libraries Department, apart from their regular duties as Librarians, are responsible for organizing various cultural events in Libraries, mobilizing membership, conducting summer camps, preparing of Statistical Reports, maintening assets, ministerial duties etc. It is stated that though the qualifications are similar, they get pay scales which are lower than those of the teachers.

1. Gazetted Librarian/ District Central Librarian & Ex-officio Secretary (Zilla Grandhalaya Samstha)/ Assistant Director, Public Libraries ₹. 37100-91450 (Grade 21)

<table>
<tr><td colspan="7">Librarian (Gazettted) – It is requested to assign a revised pay scale on par with the Librarian in Degree Colleges and assign a pay grade of 23.</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Post</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>3640-7580
(20)</td><td>6950-14425
(20)</td><td>10285-24200
(20)</td><td>18030-43630
(20)</td><td>37100-91450
(21)</td><td>Assistant Librarian Grade-I/ Superintendent (Technical) in Public Libraries and Librarian Grade-I/ Deputy Librarian in Zilla Grandhalaya Samsthas
₹.29760-80930
(18)
Superintendent/ Auditor in Public Libraries
(17)</td><td>Deputy Director
₹.46060-98440
(24)</td></tr>
<tr><td colspan="7">Compared Post: Librarian in Degree Colleges</td></tr>
<tr><td>3640-7580
(20)</td><td>6950-14425
(20)</td><td>10285-24200
(20)</td><td>20680-46960
(22)</td><td>40270-93780
(22)</td><td>Librarian in Junior Colleges
₹.37100-91450
(21)</td><td></td></tr>
<tr><td colspan="7">Mode of Recruitment: By transfer of Assistant Librarian Grade-I and Superintendent (Technical)/ Superintendent/ Auditor in the A.P. Public Libraries Subordinate Service Rules OR by transfer from the category of Librarian Gr-I/Deputy Librarian of Zilla Grandhalaya Samsthas</td></tr>
</table>

Qualifications: B.A., B.Sc., B.Com. Degree or any other equivalent qualification, Degree in Library Science, pass in Accounts Test and Special Language Test for Officers of Education Department.

Recommendation:

The Commission finds that the compared category of Librarian in Government Degree Colleges has been assigned a pay grade of 22 (and not 23, as stated) i.e. one pay grade higher than that of the Gazetted Librarians and equivalent categories of posts. It is also observed that the former category of post in Government Degree Colleges has a prescribed qualification of Master Degree in Library Science with minimum 55% marks and a pass in NET/SLET, which is higher than the qualification prescribed for the captioned categories, as mentioned in the table above.

Hence the Commission feels that the present pay scale is appropriate and accordingly assigns the corresponding scale of ₹.57100-147760 (Grade-21) to this category.

2.	**Librarian Grade I / Deputy Librarian**	**₹. 29760-80930 (Grade 18)**
3.	**Librarian Grade II**	**₹. 23100-67990 (Grade 13)**
4.	**Librarian Grade III**	**₹. 18400-55410 (Grade 09)**

Librarian Grade I – It is requested to assign the revised pay scale of Grade 20 on par with Librarian in Junior Colleges.						
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)	14860-39540 (17)	29760-80930 (18)	Librarian Grade-II ₹.23100-67990 (13) Senior Assistant (In Public Libraries) ₹.22460-66330 (12)	Assistant Director/ District Central Librarian/ Gazetted Librarian ₹.37100-91450 (21)

<table>
<tr><td colspan="7">Compared Post: Librarian in Junior Colleges</td></tr>
<tr><td>2600-5580
(15)</td><td>5980-12100
(18)</td><td>9285-21550
(19)</td><td>18030-43630
(20)</td><td>37100-91450
(21)</td><td></td><td>Librarian in Degree Colleges
₹.40270-93780
(22)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Librarian Grade II/ transfer of Senior Assistants under Zilla Grandhalaya Samsthas/By direct recruitment</td></tr>
<tr><td colspan="7">Qualifications: (a) A Bachelor Degree (b) Bachelor Degree in Library Science</td></tr>
<tr><td colspan="7">Librarian Grade II – It is requested to assign the revised pay scale on par with Superintendents of Ministerial Service</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Category</td></tr>
<tr><td colspan="5">₹.</td><td></td><td></td></tr>
<tr><td>2195-4560
(11)</td><td>4190-8700
(11)</td><td>6195-14175
(11)</td><td>10900-31550
(11)</td><td>23100-67990
(13)</td><td>Librarian Grade III
₹. 18400-55410
(9)
Junior Assistants (In Public Libraries)
₹. 16400-49870
(7)</td><td>Librarian Grade I
₹.29760-80930
(18)</td></tr>
<tr><td colspan="7">Compared Post: Superintendent</td></tr>
<tr><td>2600-5580
(15)</td><td>5000-10600
(15)</td><td>7770-18575
(16)</td><td>14860-39540
(17)</td><td>28940-78910
(17)</td><td>Senior Assistant
₹.22460-66330
(12)</td><td></td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Librarian Grade III/by transfer of Junior Assistants/By Direct Recruitment</td></tr>
<tr><td colspan="7">Qualifications: By promotion/Direct Recruitment - (a) A Bachelor Degree (b) Bachelor Degree in Library Science or any other equivalent qualification, provided that those who are working in Category (iii) (Librarian Grade-III) on the date of 4-7-1988 shall not be required to acquire the above qualification.</td></tr>
</table>

<table>
<tr><td colspan="7">Librarian Grade III- It is requested to assign the revised pay scale on par with Senior Assistants of Ministerial Service</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>1745-3420
(07)</td><td>3290-6550
(07)</td><td>4825-10845
(07)</td><td>8440-24950
(07)</td><td>18400-55410
(09)</td><td>Junior Supervisor (In Public Libraries)
₹.13780-42490
(03)
Record Assistant
₹.15030-46060
(05)
Attender
₹.13000-40270
(01)</td><td>Librarian Grade II
₹.23100-67990
(13)</td></tr>
<tr><td colspan="7">Compared Post: Senior Assistant</td></tr>
<tr><td>2195-4560
(11)</td><td>4190-8700
(11)</td><td>6195-14175
(11)</td><td>10900-31550
(11)</td><td>22460-66330
(12)</td><td>Junior Assistant
₹.16400-49870
(07)</td><td>Superintendent
₹.28940-78910
(17)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Junior Supervisor/Record Assistant/Attender or by Direct Recruitment.</td></tr>
<tr><td colspan="7">Qualifications: By promotion/Direct Recruitment- A pass in Intermediate examination or its equivalent examination and a Certificate in Library Science, provided the those who studied C.L.Sc, course with minimum General Educational Qualifications before July 1984 and passed the course on or before July 1987 shall be exempted from the above qualification</td></tr>
</table>

Recommendations:

Historically, the categories discussed here were never assigned pay scales on par with that of the respective posts compared with. In fact there have been large differences in pay grades in the last five RPSs. The Commission observes that in four successive RPSs i.e. 1993, 1999, 2005 and 2010, the categories of Assistant Librarians Gr-I/II/III were assigned pay scales on par with those of the categories of Superintendents, Senior Assistants and Junior Assistants respectively. Subsequently, in 2014 the qualification prescribed for the entry level post in the Ministerial Service, i.e. Junior Assistant, has been raised to a Bachelor Degree with a pass in Proficiency Test in Office Automation with usage of computer and

associated software. Keeping in view the qualifications prescribed, work profile, feeder categories and existing relativities for the various posts discussed here the Commission assigns the following pay scales to these three categories along with their equivalent categories in the Public Libraries Department:

Zilla Grandhalaya Samstha	Public Libraries	Pay Scale (Grade)
Librarian Grade-I/ Deputy Librarian	**Assistant Librarian Grade-I /Superintendent (Technical)**	**₹.45830-130580 (Grade-18)**
Librarian Grade-II	**Assistant Librarian Grade-II /Classifier, Supervisor Grade-I**	**₹.37640-115500 (Grade-14) (enhanced by one grade)**
Librarian Grade-III	**Assistant Librarian Grade-III**	**₹.28280-89720 (Grade-9)**

26. DEPARTMENT OF SKILLS DEVELOPMENT AND TRAINING
26.(a). EMPLOYMENT & TRAINING DEPARTMENT

The Employment and Training Department came into existence from 1.11.1956. The Department has two wings- Employment and Training.

The Training Wing is entrusted with the responsibility of imparting Vocational Training through the ITI's for managing industrial enterprises, to oversee the setting up of and functioning of private ITI's in the State, implementing the provisions of the Apprenticeship Act, 1961 etc. The Department is headed by the Commissioner who is assisted by the Additional Directors, Joint Directors, Deputy Directors, Assistant Directors of Training and related subjects and various ranks of staff associated with imparting training in ITIs viz. Principals of ITIs, Inspectors of Training, Training Officers etc and their sub-ordinate staff.

The Employment wing works under the guidance of National Employment Service. The functions include registration of job seekers and their referral for placement against vacancies notified by the employers, vocational guidance, collection and dissemination of employment market information. The Department mobilizes candidates from all corners and conducts motivation camps for various jobs. It identifies and co-ordinates with the training institutions for imparting various skills to the job seekers. It interacts with the employers, who need manpower, at periodic intervals. It works out modalities for conduct of special recruitment drives for recruitment of unemployed youth in defence services.

The representations received are discussed herein below:

Training Wing

1. Principal of other ITIs ₹. 35120-87130 (Grade-20)

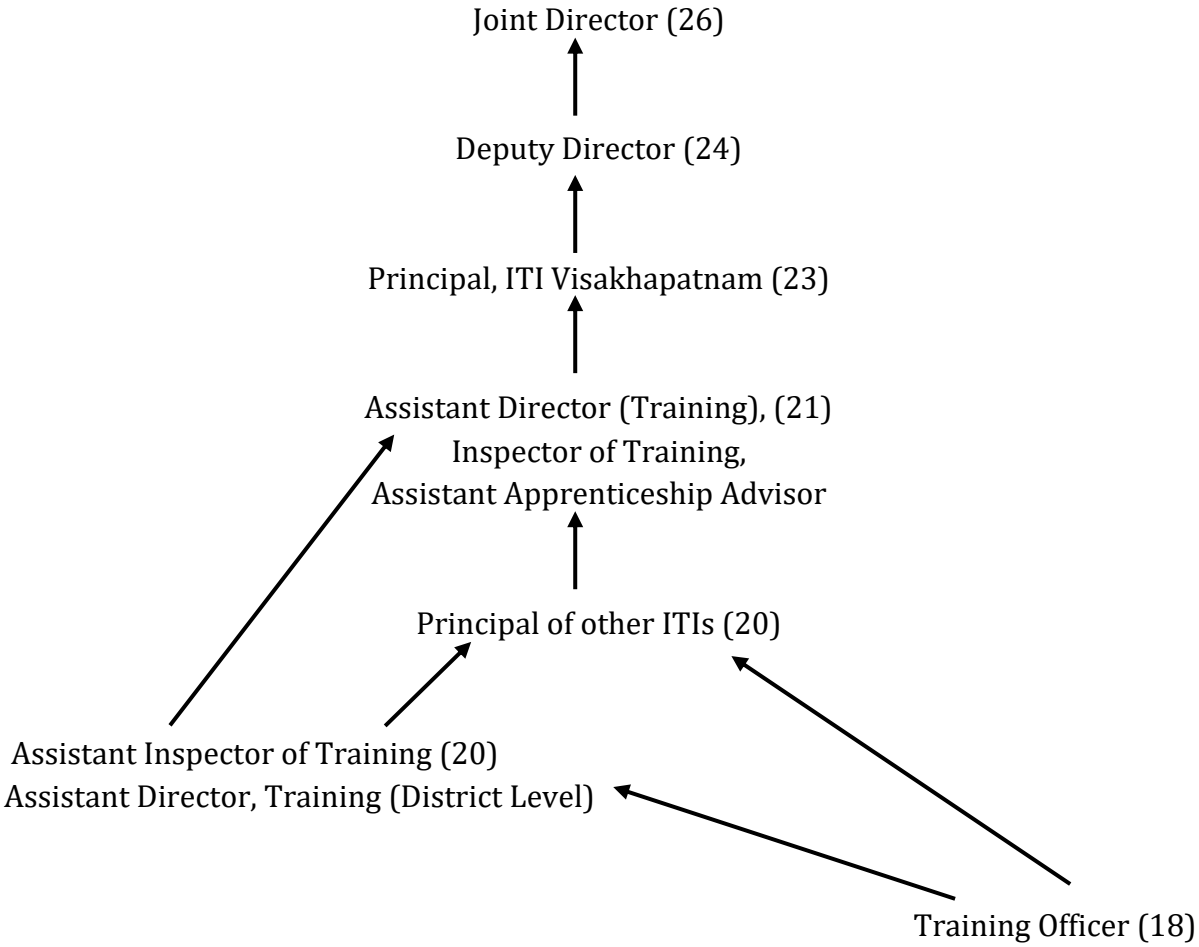
Request: It is represented that in the 10th PRC the pay of the Principal of other ITIs was maintained as before in the pay grade 20 whereas that of the Assistant Director (Education Department)/Special Officer, Urdu/Deputy Educational Officer was raised form grade 20 to grade-22. It is stated that the Principals of other ITIs implement various State and Central Government schemes and also make placements for all the pass-out trainees from Government ITIs. It is requested to rectify this difference by raising the pay scale and restoring parity.

<table>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Post</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>3640-7580
(20)</td><td>6950-144425
(20)</td><td>10285-24200
(20)</td><td>18030-43630
(20)</td><td>35120-87130
(20)</td><td>Assistant Inspector Training/ Assistant Director, Training (Dist. Level)
₹.35120-87130
(20)
Training Officer
₹.29760-80930
(18)</td><td>Assistant Director, Training/ Inspector of Training
₹.37100-91450
(21)</td></tr>
<tr><td colspan="7">Compared post: Deputy Educational Officer</td></tr>
<tr><td>3640-7580
(20)</td><td>6950-144425
(20)</td><td>10285-24200
(20)</td><td>18030-43630
(20)</td><td>40270-93780
(22)</td><td>Head Master Grade - II
₹.35120-87130
(20)</td><td>District Educational Officer
₹.46060-98440
(24)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion of Assistant Inspector of Training/Assistant Director of Training (Dist. Level) OR by transfer of Training Officer OR by Direct Recruitment.</td></tr>
<tr><td colspan="7">Qualification: Promotion/transfer-
(i) Service in the post of Assistant Director (Training), District Level Training Centre or Assistant Inspectors of Training for not than 3 years or Training Officer for not less than 4 years (ii) Teaching and practical experience after obtaining the necessary basic qualification for not less than 1 year in the case of Degree holders, 6 years in the case of Diploma holders and 10 years in case of Certificate holders who are holding the posts of Assistant Director (Training), District Level Training Centres, Assistant Inspectors of Training, Training Officer;.
Direct Recruitment- (i). Degree in Engineering (ii) practical experience subsequent to Degree/Diploma in any reputed workshop or Industrial concern for a period of not less than 4 years in the case of Degree holders and for a period of not less than 6 years in the case of Diploma holders of which two years must be in teaching of Engineering trades. (iii) teaching experience for not less than one year.
(iv) thorough knowledge of the basic Engineering trades such as Smithy, Foundry, Fitting, Machine shop, Carpentry etc., and working knowledge of small scale or cottage industries.</td></tr>
</table>

Recommendation:

The hierarchy of posts under the Andhra Pradesh Special Rules for Craftsmen Training Service are as follows:

(Pay grades in brackets)



Note: (1) Arrow indicates promotion channel
(2) Training Officer is in the Craftsmen Training Sub-ordinate Service

The Commission is of the view that comparison of the category of Principal of other ITIs with that of Deputy Educational Officer is not appropriate since the natures of work are different. The qualifications prescribed for the two posts are also different. The Deputy Educational Officer has a qualification of 1st/ 2nd class Post Graduate Degree with B.Ed. (for direct recruitment) whereas the Principal of other ITIs has a technical degree/diploma/ certificate. The Commission however observes that while assigning pay scales to the different categories in the hierarchy of service cadres mentioned above, an anomaly has crept in since the feeder category of Assistant Inspector of Training/ Assistant Director of Training (District Level) as well as the promotion category of

Principal of other ITIs have been assigned the same pay scale/ grade (Grade-20) in the 2015 RPS.

The Commission therefore rectifies this anomaly by assigning the following pay scales:

Assistant Director of Training/ Inspector of Training/ Assistant Apprenticeship Advisor	**₹. 61960-151370 (Grade-22) (enhanced by one grade)**
Principal of other ITIs	**₹. 57100-147760 (Grade-21) (enhanced by one grade)**

2.	**Training Officer**	**₹. 29760-80930 (Grade-18)**
3.	**Deputy Training Officer**	**₹. 26600-77030 (Grade-16)**
4.	**Assistant Training Officer**	**₹. 23100-67990 (Grade-13)**

Request: It is represented that in the 10th PRC the pay of the Assistant Training Officer was raised from Grade-12 to Grade-13 whereas in the Education Department, for the Assistant Statistical Officer, the same existing pay Grade of 12 was raised to Grade-14, which is discriminatory. It is stated that the Assistant Training Officer implements several State and Central Government schemes such as APSSDC, NAC, CoE, PPP, PMKV etc. It is requested to rectify this difference by raising the pay scale. It is further requested to appropriately enhance the pay scales of the promotional posts of Deputy Training Officer and Training Officer also.

Training 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
₹.						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	14860-39540 (17)	29760-80930 (18)	Deputy training Officer ₹.26600-77030 (16)	Assistant Director, Training ₹.35120-87130 (20)

Mode of Appointment: By promotion of Deputy Training Officer

Qualification: Degree/Diploma in Engineering or Technology or its equivalent OR National Trade Certificate/ National Apprenticeship Certificate in the concerned trade or its equivalent with Craft Instructor's Training Pass Certificate in the concerned trade and should have passed SSC

Deputy Training 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
₹.						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	12550-35800 (14)	26600-77030 (16)	Assistant Training Officer ₹.23100-67990 (13)	Training Officer ₹.29760-80930 (18)

Mode of Appointment: By promotion of Assistant Training Officer and, if candidates with necessary qualification are not available, by direct recruitment.

Qualification: Promotion-Diploma in Engineering or Technology or its equivalent with Craft Instructor's Training Pass Certificate in the concerned Trade OR National Trade Certificate/ National Apprenticeship Certificate in the concerned trade or its equivalent with Craft Instructor's Training Pass Certificate in the concerned trade and should have passed SSC; **D.R.-** Diploma in Engineering or Technology or its equivalent in the concerned Trade with Craft Instructor's Training Pass Certificate

Assistant Training Officer

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

₹.					Feeder category	Promotion Post
1993	1999	2005	2010	2015		
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	11530-33200 (12)	23100-67990 (13)	Technical Assistant ₹15460-47330 (06)	Deputy Training Officer ₹.26600-77030 (16)
Compared Post: Assistant Statistical Officer (Education Department)						
		6505-15025 (12)	11530-33200 (12)	24440-71510 (14)		

Mode of Appointment: By promotion of Technical Assistant and, if candidates with necessary qualification are not available, by direct recruitment

Qualification: (1) Motor Driving- Promotion/Direct Recruitment - Must possess National Apprenticeship Certificate/National Trade Certificate in the concerned Trade or its equivalent with Craft Instructor's Training Pass Certificate in the concerned Trade and should have passed SSC. Possess Motor vehicle driving licence.

(2) Engineering Drawing, Workshop Calculations- **Direct Recruitment -** Diploma in Engineering or Technology or its equivalent

(3) Allied Trade- Promotion-Must possess Diploma in Engineering or Technology or its equivalent with Craft Instructor's Training Pass Certificate in the concerned Trade OR National Trade Certificate in the concerned trade or its equivalent with Craft Instructor's Training Pass Certificate in the concerned trade and should have passed SSC.

(4) Stenography/Language/ Social Studies- D.R./Promotion- Degree with Higher Grade Shorthand/ Typing/ Degree with B.Ed (Language)/ Degree with B.Ed (Social Studies)

Recommendation:

As per the relevant Service Rules the compared post of Assistant Statistical Officer in Education Department (compared with that of Assistant Training Officer) is filled up by transfer of employees in the same category in the Economics and Statistics Department. This category is the second level post from the top in the Andhra Pradesh Statistical Sub-ordinate Service, next below the category of Deputy Statistical Officer. In the Education Department it is a stand alone post without any feeder or promotion category. The educational qualification prescribed for the post is a Graduate Degree with Statistics, Mathematics, Economics or Computer Science as one of the main subjects. The qualification level is thus quite different from that specified for the post of Assistant Training Officer. The scope of job responsibility is also entirely different. Moreover, the post of Assistant Training Officer is the third level post from the top in the Andhra Pradesh Craftsmen Training Sub-ordinate Service. Hence these two posts cannot be equated. As shown above, the categories of Deputy Training Officer and Training Officer are the next two promotion posts above the category of Assistant Training Officer.

Considering the above facts, the Commission is of the view that the present pay grades are adequate and accordingly assigns the following corresponding pay scales:

Training Officer	**₹. 45830-130580 (Grade-18)**
Deputy Training Officer	**₹. 40970-124380 (Grade-16)**
Assistant Training Officer	**₹. 35570-109910 (Grade-13)**

Employment Wing

5.	**Joint Director**	**₹. 52590-103290 (Grade 26)**
6.	**Deputy Director**	**₹. 46060-98440 (Grade 24)**
7.	**Assistant Director/ Regional Employment Officer/ Deputy Chief, University Employment Information & Guidance Bureau**	**₹. 40270-93780 (Grade 22)**
8.	**District Employment Officer/Employment Officer**	**₹. 35120-87130 (Grade 20)**

Joint Director

Request: It is represented that the Joint Director reports to and advises the Commissioner on policies and processes relating to employment. As envisaged in the National Employment Service Manual, there used to be one Additional Director in the department to assist the Director/Commissioner. In the absence of this post now the Joint Director has been playing the role of the Additional Director. As such his duties and responsibilities are on par with those envisaged for the Additional Director in other departments. Hence it is requested to assign the pay scale corresponding to ₹.61450-105810 (Grade-28) on par with the scale assigned to the Additional Directors 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
₹.						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	27000-51760 (26)	52590 103290 (26)	Deputy Director ₹.46060- 98440 (24)	

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

Deputy Director

Request: It is stated that there are two posts of Deputy Directors. These posts are technical and administrative in nature. The duties involve huge responsibilities such as monitoring nearly 6 to 7 Employment Exchanges, job development activity with regular interaction with industrial associations and other industrial platforms etc. Further, the duties of the Joint Director, Employment/career service are assigned to the Deputy Director (EMI), as the post of Joint Director (SCS) has been allotted to the Telangana State after bifurcation. It is requested to assign a pay scale corresponding to ₹.52590-103290 (Grade 26) on par with the 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)	Assistant Director ₹.40270-93780 (22)	Joint Director. ₹.52590-103290 (26)

Mode of Appointment: By promotion of from the category of Assistant Director including Regional Employment Officer, Deputy Chief, University Employment Information and Guidance Bureau.

Assistant Director including Regional Employment Officer, Deputy Chief, University Employment Information and Guidance Bureau.

Request: It is represented that the Regional Employment Officer is in charge of the Regional Employment Office having a jurisdiction over 4 to 5 districts. His duties are comparable with those of Deputy Commissioner of Labour. He inspects major establishments and industries in the Public and Private Sector to enforce Employment Exchanges Compulsory Notifications of Vacancies Act 1959. He prosecutes employers, with the permission of the Commissioner, for violations of statutory provisions. It is stated that the Regional Employment Officer was on par with the Deputy Director in the 1961 PRC. Thereafter, the successive Pay Revision Commissions have reduced the pay scale, even though the duties of the Regional Employment Officer have increased enormously due to the rapid industrialization. It is alleged that this is not only an injustice to the cadre but also a deviation from the commitment given by the State Government to the Central Government while transferring the National Employment Services to the State Government. It is further stated that the first promotion under Group I services (APPSC) in almost all the departments is the Deputy Director. It is therefore requested to assign the pay scale corresponding to ₹.46060-98440 (Grade-24) on par with Regional Deputy Director 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
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	40270 93780 (22)	District Employment Officer 35120-87130 (20)	Deputy Director ₹.46060-98440 (24)

Mode of Appointment: By promotion from District Employment Officer/Employment Officer.

<table>
<tr><td colspan="7">District Employment Officer/Employment Officer</td></tr>
<tr><td colspan="7">Request: It is stated that the District Employment Officer (DEO)/Employment Officer is a State cadre Officer recruited directly through the Group-I Services of APPSC. He is a part of the District Administration and heads the District Employment Exchange. He is a coordinator of employment generation activities at the District level. Apart from his regular duties and responsibilities, he is the member convener of the District Level Committee for outsourcing the Government activities of all Departments. He monitors the surplus man power cell. He is the District Level coordinator for all line Departments, and works for the Employment Generation Mission. He is also a member of all the District Level Co-Ordination Committees and performs Vigilance and Enquiry duties. It is requested to assign the pay scale corresponding to ₹.40270-93280 (Grade-22) to this category.</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>3110-6380 (18)</td><td>5980-12100 (18)</td><td>9285-21550 (19)</td><td>18030-43630 (20)</td><td>35120 87130 (20)</td><td>Junior Employment Officer ₹.28940-78910 (17)</td><td>Assistant Director ₹.40270- 93780 (22)</td></tr>
<tr><td colspan="7">Posts compared: Deputy Collector/Deputy Superintendent of Police</td></tr>
<tr><td>3880-8140 (21)</td><td>7400-15475 (21)</td><td>10845-25600 (21)</td><td>20680-46960 (22)</td><td>40270-93780 (22)</td><td>Tahsildar/ Inspector of Police ₹.35120-87130 (20).</td><td>Spl Grade Deputy Collector/ Additional Superintendent of Police ₹.52590-103290 (26)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct recruitment/by transfer from the category of Junior Employment officer/ Superintendents in the department/by transfer from the category of Assistant Section Officer in the Secretariat, other than Finance and Law department</td></tr>
<tr><td colspan="7">Qualification: For direct recruitment - a Bachelor’s degree; Transfer:- Pass in Departmental Test and Accounts Test.</td></tr>
</table>

Recommendations:

The above mentioned four posts are in the line of promotion in the Andhra Pradesh Employment Exchange Service. In respect of the first three posts, comparisons have been sought to be drawn in the representations with relatively higher level posts in the hierarchies of other Departments such as Joint Director with Additional Director, Deputy Director with Joint Director and Assistant Director with Deputy Director which is not

tenable, as that would create distortion in pay parities across similarly placed departments. Again, the post of District Employment Officer/Employment Officer does not compare with Revenue Divisional Officer or Deputy Superintendent of Police as the duties and responsibilities of the latter two posts are more onerous in nature. The two cited posts are of crucial importance in the Governmental administration at the divisional level and they are directly responsible for maintenance of law and order and public peace and for managing all kinds of contingencies such as calamity mitigation/rehabilitation, elections, managing fairs and festivals, providing safety and security to life and property etc. The Commission is of the view that grouping these posts together for the purpose of convenience in conducting a common entrance examination (Group-I of APPSC) for candidates with same qualification level cannot be the sole criteria for assignment of the same pay scale. In fact some other Group-I posts have also been assigned the same pay grade of 20.

Hence, keeping the all the above aspects in view, along with the vertical spacing available in the hierarchy, the Commission feels that the existing pay scales are adequate and accordingly assigns the following corresponding scales:

Joint Director	**₹. 80910-166680 (Grade-26)**
Deputy Director	**₹. 70850-158880 (Grade-24)**
Assistant Director/ Regional Employment officer/ Deputy Chief University Employment guidance Bureau	**₹. 61960-151370 (Grade-22)**
District Employment Officer/ Employment Officer	**₹. 54060-140540 (Grade-20)**

9. Junior Employment Officer ₹.28940-78910 (Grade-17)

Request: It is represented that the Junior Employment Officer is an independent officer in charge of sub Employment Exchanges. He was conferred with Gazetted status in the year 1999 itself which indicates the importance attached to the post. He is instrumental in the collection of Employment Market information which enables the superior officers to provide vital inputs to the policy makers and Niti Ayog. The category of Municipal Commissioner Grade III, who is recruited through the same examination (Group II of APPSC), is in a higher pay scale. It is therefore requested to assign the 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
₹.						
2600-5580 (15)	5000-10600 (15)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	District Employment Officer ₹.35120-87130 (20)
Compared Post: Municipal Commissioner Grade III						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	15280-40510 (18)	29760-80930 (18)	Manager First Grade Municipalities/ Assistant Section Officer/ Senior Stenographer Secretariat ₹.26600-77030 (16) Manager II and III Grade Municipalities Revenue Officers of Selection/ Special and First Grade Municipalities Accountants of Selection Grade and Special Grade Municipalities Sanitary Supervisor ₹.24440-71510 (14) Sanitary Inspector Senior Assistants/	Municipal Commissioner Grade- II ₹.35120-87130 (20)

					UD Stenographers ₹.22460-66330 (12)	
Mode of Appointment: By direct recruitment /by transfer from the category of Senior Assistant.						
Qualification: For direct recruitment- A Bachelor's Degree.						

Recommendations:

The Commission observes that this post has parity with the category of Superintendent, the feeder category for both the categories being the same i.e. Senior Assistant. Hence, as in case of Superintendents, a pay scale of ₹.45830-130580 (Grade-18) is assigned to this category, thus improving by one grade.

27. TRANSPORT ROADS AND BUILDINGS DEPARTMENT
27. (a). TRANSPORT DEPARTMENT

The Transport Department enforces the provisions of the Motor Vehicle Act, 1988, Andhra Pradesh Motor Vehicles Taxation Act, 1963 and the rules framed there under. The major functions of the Transport Department are the Enforcement of Motor Vehicles Act and Rules, Collection of taxes and fees and issuance of Driving Licenses and issue Certificate of Fitness to Transport Vehicles, registration of Motor Vehicles and granting regular and temporary permits to vehicles. The department also carries out road safety work by conducting awareness campaigns, pollution check of vehicles and enforces measures such as booking speeding vehicles through laser guns and interceptor vehicles and detect drunken drivers through breath analyzers. The Department is administered by the Transport Commissioner who is the Head of the Transport Department and is assisted by an Additional Commissioner and four Joint Commissioners, three Regional Transport Officers, one Regional Transport officer as State Representative before the State Transport Appellate Tribunal and one Accounts Officer in the Head Office. At the field level the Transport Commissioner is assisted by Deputy Transport Commissioners who provide the overall supervision and coordination of all transport offices at the district level.

1. Deputy Transport Commissioner ₹. 49870-100770 (Grade 25)

Request: The Deputy Transport Commissioners have represented that they have jurisdiction over entire districts and one of them acts as the Secretary, Regional Transport Authority. They assist the District Collectors in the functioning of District Road Safety Committees. They are key members in all other important Committees like the District Task Force on prevention of illegal mining and transportation, District Disaster Management Committees, District Industrial Promotion Committees, district level committee on conduct of SSC/Intermediate examinations etc. Despite the multifarious duties discharged and not withstanding that there is parity at the levels of Additional Commissioner and Joint Commissioner of Transport, Commercial Tax and Excise, the Deputy Transport Commissioner is assigned the pay scale of ₹.49870-100770 on the ground that the Regional Transport Officer forms the feeder category.

It is requested to assign a pay scale of ₹.56870-105810 on par with that of the Deputy Commissioner, Commercial Tax and Deputy Commissioner, Prohibition and Excise

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Deputy Transport Commissioner						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
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)
Compared Post: Deputy Commissioner, Prohibition& Excise/ Joint Commissioner of State Tax						
5390-8980 (26)	10250-17050 (26)	15500-30000 (26)	29200-53060 (27)	56870-105810 (27)	Respective feeder category 52590-103290 (26)	Respective promotion category ₹.61450-105810 (28)
Mode of Appointment: By promotion of Regional Transport Officer.						

Recommendations:

The hierarchy of positions in the State Services of the Transport, Excise and Commercial Tax Departments compare as follows:

Transport	**Excise**	**Commercial Tax**
Addl. Commissioner (30)	Addl. Commissioner (30)	Commissioner (30)
↓	↓	↓
Joint Commissioner (28)	Joint Commissioner (28)	Addl. Commissioner (28)
↓	↓	↓
Deputy Commissioner (25)	Deputy Commissioner (27)	Joint Commissioner (27)
↓	↓	↓
	Asst. Commissioner (26)	Deputy Commissioner (26)
↓	↓	↓
	Excise Supt. (24)	
↓	↓	↓
RTO (D.R.-Gr.I)) (21)	Asst. Excise Supt. (D.R.-Gr.I)) (20)	Asst. Commissioner (D.R.-Gr.I) (22)
↓	↓	↓
MVI (D.R.) (20)	Excise Inspector (18)	Deputy Assistant Commissioner (20)

It is seen from the above that the three posts of Regional Transport Officer, Assistant Excise Superintendent and Assistant Commissioner of State Tax have direct recruitment channel through the Group-I examination of APPSC. Above these posts the Transport department has only three promotional levels upto the level of Additional Commissioner while the Excise department has five and Commercial Tax department four upto the equivalent ranks in their respective cadres. Obviously the number of layers of supervision would depend on the scope, spread and volume of work handled in different jurisdictional domains. It is pertinent to note that the top two levels of all the three administrative hierarchies are enjoying the same pay scales/grades at present. However, historically speaking, the compared posts in the Excise and Commercial Tax departments were assigned higher pay scales than that of the Deputy Transport Commissioner in all the PRCs since 1993. **Considering all the above aspects and also the gap in pay grades between the Regional Transport Officer and Joint Transport Commissioner, it is felt that the positioning of the Deputy Transport Commissioner is apt and needs no revision. Accordingly the Commission assigns the corresponding pay scale of ₹.76730-162780 (Grade-25) to this category.**

2. Regional Transport Officer ₹. 37100-91450 (Grade 21)

Request: It is represented that the Regional Transport officer (RTO), working in the office of the Deputy Transport Commissioners in the districts, acts as Additional Secretary, Regional Transport Authority and in the absence of the Deputy Transport Commissioners, acts as the Secretary, Regional Transport Authority. After bifurcation of the State the Regional Transport Officer was made a State wide post. It is requested to assign the pay scale corresponding to ₹.40270-93780 on par with that of the Deputy Collector, Deputy Superintendent of Police and Assistant Commissioner State Tax. In another representation comparison has been drawn with the Deputy Executive Engineer with a request to assign the pay scale corresponding to ₹.42490-96110.
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)

Regional Transport officer

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	19050-45850 (21)	37100-91450 (21)	Motor Vehicle Inspector ₹. 35120-87130 (20)	Deputy Transport Commissioner ₹. 49870-100770) (25)

<table>
<tr><td colspan="7">Compared Post: Deputy Collector/ Deputy Superintendent of Police/Asst. Commissioner State Tax</td></tr>
<tr><td>3880-8140 (21)</td><td>7400-15475 (21)</td><td>10845-25600 (21)</td><td>20680-46960 (22)</td><td>40270-93780 (22)</td><td>Respective feeder category ₹.35120-87130 (20)</td><td>Respective promotion category ₹.52590-103290) (26)</td></tr>
<tr><td colspan="7">Compared Post: Deputy Executive Engineer</td></tr>
<tr><td>3640-7580 (20)</td><td>6950-14425 (20)</td><td>10845-25600 (21)</td><td>19050-45850 (21)</td><td>42490-96110 (23)</td><td>Assistant Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)</td><td>Executive Engineer ₹.49870-100770 (25)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct recruitment/ by promotion from the category of Motor Vehicle Inspector/by transfer from the categories of Administrative Officer/Special Category Stenographer and Section Officer/Private Secretary to Secretaries to Government of the Secretariat except Finance, Law and Legislature Departments.</td></tr>
<tr><td colspan="7">Qualification: Direct recruitment – A Bachelor's Degree.</td></tr>
</table>

Recommendations:

The posts of RTO, Deputy Collector, Assistant Commissioner of State Tax and Deputy Superintendent of Police, all have the same source of Direct Recruitment, namely the Group-I examination conducted by the APPSC. Taking into account the nature, sensitivity and scope of functions and responsibilities being discharged by the latter three categories, all the PRCs, right since 1993, have given primacy of at least one pay grade to them over and above that of the other categories recruited through the same examination. In the case of RTOs there is a gap of one pay grade and this Commission feels that the same is justified. It is also felt that comparison with the category of Deputy Executive Engineer is not apt. While the Deputy Executive Engineer supervises the design and construction of physical infrastructure, the RTO has regulatory and revenue collection functions and thus they have vast functional difference. Even with regard to qualification, the Deputy Executive Engineer has technical (B.E.) qualification while the Regional Transport Officer has to have a general qualification of Bachelor Degree. Considering the above and duties and responsibilities attached to the post, it is felt that the existing pay scale of the post under discussion is adequate. Hence the corresponding scale of ₹.57100-147760 (Grade-21) is assigned to the post.

3. Motor Vehicle Inspector ₹. 35120-87130 (Grade 20)

4. Assistant Motor Vehicle Inspector ₹. 31460-84970 (Grade 19)

Request: It is represented that the posts of Motor Vehicle Inspector and Assistant Motor Vehicle Inspector were treated as Technical posts vide G.O. Ms. No.152 TR&B Department dated 06.09.2003. The Motor Vehicle Inspectors and Assistant Motor Vehicle Inspectors perform similar duties which include testing the candidates seeking driving licenses on the tracks and maintaining safety standards, testing of vehicles for issue of fitness certificate, enforcing pollution control measures at the established testing stations, registration of vehicles, collection of tax at check posts etc. Parity existed among the Motor Vehicle Inspectors and Assistant Motor Vehicle Inspectors with the Assistant Executive Engineer and Assistant Engineer till the Tenth Pay Revision. The Tenth Revision Commission assigned the pay scale of ₹. 31,460-84970 to the Assistant Motor Vehicle Inspector on par with that of the Assistant Engineer but the Motor Vehicle Inspector was not assigned a pay scale on par with that of Assistant Executive Engineer. It is therefore **r**equested to assign the pay scale corresponding to ₹.37100-91450 on par with that of the Assistant Executive Engineer.

In another representation the request is to assign the pay scale corresponding to ₹.37100-91450 to the Assistant Motor Vehicle Inspector on par with that of the Assistant Executive Engineer and ₹.42490-96110 to the Motor Vehicle Inspector on par with the Deputy Executive Engineer.

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

Motor Vehicle Inspector

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Assistant Motor Vehicle Inspector ₹.3160-84970 (19)	Regional Transport Officer ₹.37100-91450 (21)
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)

<table>
<tr><td colspan="7">Compared Post: Deputy Executive Engineer</td></tr>
<tr><td>3640-7580 (20)</td><td>6950-14425 (20)</td><td>10845-25600 (21)</td><td>19050-45850 (21)</td><td>42490-96110 (23)</td><td>Asst. Executive Engineer ₹. 37100-91450 (21) Assistant Engineer ₹. 31460-84970 (19)</td><td>Executive Engineer ₹.49870-100770 (25)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion from the category of Assistant Motor Vehicle Inspector</td></tr>
<tr><td colspan="7">Qualification: Direct Recruitment: (1) Degree in Mechanical/Automobile Engineering (2) At least one year experience of working in reputed automobile workshop repairing LMVs and HMVs (3) Holder of Driving License to drive motor cycles and Heavy Transport/ Passenger Vehicles.
Transfer: 3 years service as Assistant Motor Vehicle Inspector</td></tr>
<tr><td colspan="7">Assistant Motor Vehicle Inspector</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>2600-5580 (15)</td><td>5000-10600 (15)</td><td>8815-20300 (18)</td><td>15280-40510 (18)</td><td>31460-84970 (19)</td><td>Transport Head Constable ₹.21230-63010 (11) Senior Assistant ₹. 22460-66330) (12)</td><td>Motor Vehicle Inspector ₹.35120-87130) (20)</td></tr>
<tr><td colspan="7">Compared Post: Assistant Executive Engineer</td></tr>
<tr><td>3110-6380 (18)</td><td>5980-12100 (18)</td><td>9285-21550 (19)</td><td>16150-42590 (19)</td><td>37100-91450 (21)</td><td>Assistant Engineer ₹.31460-84970 (19)</td><td>Deputy Executive Engineer ₹.42490-96110 (23)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct recruitment/ promotion of Transport Head Constable/Senior Assistant</td></tr>
<tr><td colspan="7">Qualification: By Direct Recruitment/promotion: Degree in Mechanical/Automobile Engineering or Diploma in Automobile Engineering and having at least three years experience in driving motor vehicles and possessing Heavy Transport Vehicle endorsement and also work experience in Mechanical side.</td></tr>
</table>

Recommendations:

The hierarchical configurations in respect of the three categories discussed in the current and the preceding paras for the comparable revenue earning departments of Transport, Excise and Commercial Tax Departments are as follows:

(Pay Grades in brackets)

Transport	**Excise**	**Commercial Tax**
RTO (21)	Asst. Excise Superintendent (20)	Asst. Commissioner (22)
↓	↓	↓
MVI (20)	Excise Inspector (18)	Deputy Asst. Commissioner (20)
↓	↓	↓
Asst. MVI (19)	Excise Sub-Inspector (16)	GST Officer (17)

It is pertinent to note that the three successive positions in the vertical hierarchy of Transport Department, namely the Assistant Motor Vehicle Inspector, Motor Vehicle Inspector and Regional Transport Officer have been assigned the consecutive pay grades of 19, 20 and 21 respectively. Now, in the reasoned analysis made by us under the preceding table on the representation of the RTOs, we have already come to a conclusion that their current pay grade of 21 and the marginally higher (by one) pay grade assigned to the posts of Assistant Commissioner of State Tax/ Deputy Collector/Deputy Superintendent of Police are justified. Once that position is established there is no scope for enhancing the pay grades of MVI and Assistant MVI which follow immediately below that of the RTO. In fact the Assistant MVI has already been assigned a higher pay grade (Grade-19) than those of the Excise Sub-Inspector and GST Officer in recognition of their technical qualification, which is at par with that of the Assistant Engineers of State Engineering Departments. The qualification prescribed for the post of Assistant Executive Engineers, with which a comparison has been made, is a Bachelor degree in Engineering irrespective of the mode of appointment i.e. by direct recruitment or by transfer.

Further, the Commission is of the view that the functional scope of the Motor Vehicle Inspector/ Assistant Motor Vehicle Inspector are far different from those of the Assistant Executive Engineer/ Deputy Executive Engineer although the qualification levels for direct recruitment are the same. While the latter are involved in designing, drawing, estimating and executing Engineering works, the former category of officers discharge basically regulatory and revenue collection functions.

Keeping all the above aspects in mind, the following corresponding pay scales are assigned to the two posts:

Motor Vehicle Inspector ₹. 54060-140540 (Grade 20)
Assistant Motor Vehicle Inspector ₹. 48440-137220 (Grade 19)

5. Administrative Officer ₹. 28940-78910 (Grade 17)

Request: It is represented that the Motor Vehicle Inspector, who was in the pay scale of ₹.18030-43630 (Grade 20), was assigned the corresponding pay scale ₹.35120-87130 (Grade 20) in the 2015 RPS whereas the Administrative Officer was assigned the pay scale of ₹.28940-78910 (Grade-17). Further, the Administrative Officers in other Departments like Agriculture, Animal Husbandry, School Education, Intermediate Education, Medical and Health Department etc. are allowed higher pay scales of ₹.37100-91450, ₹.35120-87130 and ₹.31460-84970 respectively in the Revised Pay Scales, 2015, thereby discriminating the Administrative Officers of the Transport Department, though the nature of work is common in all departments. It is further stated that the Transport Department is a revenue earning department and as such the Administrative Officer has to monitor huge number of Government receipts. It is requested to assign a higher pay scale on par with that of the Administrative Officers of other departments.

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
₹.						
		8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Senior Assistant ₹.22460-66330 (12)	Regional Transport Officer ₹.37100-91450 (21)
Compared Post: Motor Vehicle Inspector						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	35120-87130 (20)	Assistant Motor Vehicle Inspector ₹.3160-84970 (19)	Regional Transport Officer ₹.37100-91450 (21)
Compared Post: Administrative Officer, Agriculture						
2930-5960 (17)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	

Compared Post: Administrative Officer, School Education						
3640-7580 (20)	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	35120-87130 (20)	Superintendent ₹.28940-78910 (17)	
Compared Post: Administrative Officer, Intermediate Education Department						
	6950-14425 (20)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Superintendent ₹.28940-78910 (17)	Deputy Director (Admn) ₹.46060-98440 (24)
Compared Post: Administrative Officer, Insurance Medical Services Department						
			16150-42590 (19)	31460-84970 (19)	Superintendent ₹.28940-78910 (17)	
Mode of Appointment: By promotion from the category of Senior Assistant						

(The post of Administrative Officer in Insurance Medical Services Department was created vide GO Ms. No. 300, Finance (SMPC) Department dated 30.10.2013 and Adhoc Rules were issued vide G.O. Ms. No. 33 LENT&F Department dated 08.12.2015)

Recommendations:

The post of Superintendent in the Transport Department was re-designated as Administrative Officer and Gazetted Status was conferred on it. This post is filled up from the feeder category of Senior Assistant whereas the post of Administrative Officer in other departments such as Agriculture, School Education, Intermediate Education and Insurance Medical Service Department etc are filled up by transfer from the category of Superintendent. Thus it is not appropriate to draw comparison with those categories which are at a higher level in the administrative hierarchies of the respective departments. Similarly the comparison sought to be drawn with the Technical post of Motor Vehicle Inspector is not apt, as the latter post has totally different scope of functions.

It is seen from the Service Rules that this post is equivalent in position to the category of Superintendent and as such a pay scale on par with the Superintendents in 'Common Category' has been assigned to it right since the 2005 RPS. This is considered an appropriate placement for the post. Hence in the current revision the Commission assigns the pay scale of ₹.45830-130580 (Grade-18) to this post on par with that of the Superintendents in the 'Common Category'.

28. WATER RESOURCES DEPARTMENT
28.(a). IRRIGATION DEPARTMENT

1. Lock and Wharf Superintendent ₹. 17890-53950 (Grade 08)
2. Irrigation Conservancy Assistant ₹. 17890-53950 (Grade 08)

Lock and Wharf Superintendent

Request: It is represented that the Lock Superintendent has to regulate water releases by calculating water drawing formula at Lock and Head sluices, 24 hours, for an Ayacut above 1.50 lakh acres. He has to collect revenue earned through berm rents, boat licenses and wharfages. He disposes human dead bodies, which float in the canals, by reporting to the nearest police and attending to panchanama along with the revenue staff. He also upkeeps the lock and measures rain fall. He has to liaison with the Managing Committees of Water Users Associations, Distributary Committees and Project Committees. He attends to, day and night, head sluice operations above and below 3 miles from the relevant locks. The work place of the Lock and Wharf Superintendent is remote and isolated on the banks of canals. It is lamented that the successive Pay Revision Commissions have not taken into account the enhanced qualifications prescribed vide G.O. Ms. No. 98 Irrigation and CAD department dated 21.11.2206 and only the corresponding pay scales are being assigned from time to time. Finally, it is requested to assign a pay scale higher by three grades.

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
₹.						
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	17890-53950 (08)	Telephone Gumastha ₹.14600-44870 (04)	

Mode of Appointment: By Direct Recruitment/by promotion from the category of Telephone Gumastha having necessary qualification or having five years service even without having the qualifications.

Qualification: For Direct Recruitment: A Pass in Intermediate**.** In case of those who are demobilized for from any of the Defense Services viz., Navy/Army/Air force - SSC.

Irrigation Conservancy Assistant

Request: It is stated that the duties and responsibilities include patrolling on bunds to identifying vulnerable places for occurrence of breaches, constant apprisal of irrigation requirements to higher officers, prevention of illegal water tapping, assisting the Engineers in preparation of water budgeting and scheduling of water releases (Water Bandi), maintaining the ayacut register, piper registers, collecting statistics regarding crop plantation, monitoring the Lascars, safeguarding trees and other produce connected to the irrigation sources etc. It is requested to assign a pay scale on par with the Assistant Technical Officer.

<table>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Category</td></tr>
<tr><td colspan="5">₹.</td><td rowspan="2"></td><td rowspan="2"></td></tr>
<tr><td>1665-3200 (06)</td><td>3130-6150 (06)</td><td>4825-10845 (07)</td><td>8440-24950 (07)</td><td>17890-53950 (08)</td></tr>
<tr><td>Works Inspector</td><td></td></tr>
<tr><td colspan="7">Compared Post: Assistant Technical officer (former Draughtsman Grade II)</td></tr>
<tr><td>2315-4880 (12)</td><td>4430-9300 (12)</td><td>6505-15025 (12)</td><td>11530-33200 (12)</td><td>24440-71510 (14)</td><td>Junior Technical Officer ₹. 22460-66330 (12)</td><td>Technical Officer ₹. 31460-84970) (19)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct Recruitment /by promotion from the category of Works Inspector</td></tr>
<tr><td colspan="7">Qualification: For Direct Recruitment - A Pass in ITI (Civil)
For promotion- experience as Work Inspector in building of irrigation works for a period of not less than 5 years.</td></tr>
</table>

Recommendations:

The Tenth Pay Revision Commission improved the pay scales of both these categories by one stage. These two categories are not comparable, either in their scopes of work or in respect of their qualifications, with those of the category of Assistant Technical Officer (qualification of SSC and Diploma in Civil Engineering). Moreover the category of Assistant Technical Officer is the second level promotion post from the equivalent post of Technical Assistant and hence is not comparable. Keeping the above facts and the duties and responsibilities, in view the Commission assigns a pay scale of ₹.28280-89720 (Grade-9) to the Irrigation Conservancy Assistant and Lock and Wharf Superintendent, thus enhancing the existing pay scale by one grade in each case.

28.(b). GROUND WATER AND WATER AUDIT DEPARTMENT

The Ground Water Department was established in the year 1971. It is a multi-disciplinary organization engaged in the development and management of groundwater resources in the State. The Department is engaged mainly in monitoring, estimation and investigations of ground water resources. The main activities of the department are to carry out scientific investigations in order to select feasible sites for digging bore wells under different programmes and in individual fields, selection of favourable sites for construction of artificial recharge structures, monitoring of groundwater levels as well as groundwater quality, periodical assessment of groundwater resources and conjunctive use of studies under different major project commands. The activities include hydro geological, hydrological, geophysical, engineering and quality aspects of under-ground water resources. Keeping in view the increasing demand for ground water and its shortage in many areas during stress periods the concept of demand side management, apart from the present practice of supply side management, with a participatory approach, is included in this year's annual plan of the department in selected Ground Water assessment units on a pilot basis. The department was declared as the nodal agency for all ground water related activities in the State.

The department is headed by the Director, who is assisted by the Joint Director and supporting technical, administrative and accounts staff. The Deputy Directors head the District Level Offices.

The representations received from the Departmental employees are discussed below:

1.	**Joint Director**	**₹. 52590-103290 (Grade 26)**
2.	**Deputy Director (Hydrology/Hydrogeology/ Geophysicist)**	**₹. 46060-98440 (Grade 24)**
3.	**Assistant Director (Hydrology/Hydrogeology/ Geophysics)**	**₹. 40270-93780 (Grade 22)**
4.	**Assistant Hydrologist/ Assistant Hydro-geologist Assistant Geophysicist**	**₹. 37100-91450 (Grade 21)**
5.	**Assistant Chemist/ Assistant Hydro-meteorologist**	**₹. 31460-84970 (Grade 19)**

Request: It is represented that while renaming the department as Ground Water and Water Audit department, Government has assigned additional duties to the department regarding ground water utilization, conservation and management, thereby requiring the officers of the department to shoulder additional duties and responsibilities. The pay scales of the

Assistant Hydrologist/ Assistant Hydrogeologist/Assistant Geophysicist, Assistant Director, Deputy Director and Joint Director were higher than those of comparable posts in the Water Resources Department. In the Tenth Pay Revision Commission the pay scales of these cadres have been brought down compared to the pay scales of the Water Resources Department. It is therefore requested to assign pay scales to the officers of the Ground Water Department on par with their counterparts in Water Resources Department.

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)	Deputy Director (Hydrology/ Hydrogeology/ Geophysics ₹.46060-98440 (24)	Director ₹.80930-110850 (31)
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 Deputy Director (Hydrology/ Hydrogeology/Geophysics)

Deputy Director(Hydrology/Hydrogeology/Geophysics)

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)	Assistant Director (Hydrology/Hydrogeology/Geophysics) ₹.40270-93780 (22)	Joint Director ₹.52590-103290 (26)
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 Director (Hydrology/ Hydrogeology/Geophysics)

Assistant Director (Hydrology/Hydrogeology/Geophysics)

3640-7580 (20)	6950-14425 (20)	10845-25600 (21)	19050-45850 (21)	40270-93780 (22)	Assistant Hydrologist/ Assistant Hydro-geologist/ Assistant Geophysicist ₹.37100-91450 (21)	Deputy Director (Hydrology/ Hydrogeology/ Geophysics) ₹.46060-98440 (24)
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)
Mode of Appointment: By promotion from the category of Assistant Hydrologist/ Assistant Hydro-geologist/ Assistant Geophysicist						
Assistant Hydrologist/Assistant Hydro-geologist/Assistant Geophysicist						
3310-6840 (19)	6350-13000 (19)	10285-24200 (20)	18030-43630 (20)	37100-91450 (21)	Technical Assistant ₹35120-87130 (20)	Assistant Director (Hydrology/ Hydrogeology/ Geophysics) ₹.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: Assistant Hydro-geologist: By Direct Recruitment and by transfer from the category of Technical Assistant (Hydrogeology) Assistant Hydrologist: By Direct Recruitment and by transfer from the category of Technical Assistant (Hydrology) Assistant Geophysicist: By Direct Recruitment and by transfer from the category of Technical Assistant (Geophysics)						

Qualification: Assistant Hydro-geologist: Direct Recruitment - M.Sc./M.Sc (Tech)/ M(Tech) in Geology or Applied Geology or Hydro-geology or Diploma of Associateship in Applied Geology from ISM, Dhanbad

Assistant Hydrologist: Direct Recruitment – Degree in Civil Engineering with Geology as a subject or must have passed Section A & B of AIME conducted by the Institute of Engineers or M.Sc. Hydrology two years course; By transfer- Degree in Civil Engineering with Geology as a subject or Diploma in Civil Engineering with 8 years experience in the sub-ordinate service.

Assistant Geophysicist: Direct Recruitment- M.Sc./M.Sc (Tech)/ M(Tech) in Geophysics.

Recommendations

The above mentioned four categories of posts constitute the successive feeder-promotion categories in the State Service of Ground Water Department. There are three main technical branches in the Department namely, Hydro-geology, Hydrology and Geophysics, which are involved in prospecting under-ground water resources. Apart from these, there are other technical branches like the Hydro-chemical, Agronomy, Hydro-meteorological branches. There is also a separate Mechanical Engineering wing manned by Executive/Deputy Executive/ Assistant Executive Engineers for execution of works. They are on the same pay scales as their counter parts in other Engineering Departments.

The Commission finds that the functions assigned to the categories of posts listed in the above table are similar in character to those of the equivalent categories of posts in the Mines & Geology Department. The entry level qualifications prescribed are also exactly the same. While Ground Water Department is involved in the monitoring, estimation, investigation, testing and regulation of ground water resources, the Mines & Geology Department undertakes similar work in respect of under-ground mineral resources. A comparison of the pay grades assigned to the parallel sets of posts in these two Departments reveals the following:

Post	Department	RPS				
		1993	1999	2005	2010	2015
Joint Director	Ground water	26	26	26	26	26
	Mines & Geology	25	25	25	25	26
Deputy Director (H,HG,GP)	Ground water	23	23	23	24	24
Deputy Director (M&G,M)	Mines & Geology	23	23	23	23	24
Assistant Director (H,HG,GP)	Ground water	20	20	21	22	22

Assistant Director (M&G,M)	Mines & Geology	20	20	20	21	21
Assistant (H,HG,GP)	Ground water	19	19	20	20	21
Assistant (G,GP)	Mines & Geology	19	19	19	20	20

While in the first two categories the pay grades are the same now, in case of the last two the pay grades assigned to the Assistant Director / Assistant (H/HG/GP) of Ground Water department are higher by one grade each. This disparity has been removed elsewhere the by the Commission while discussing the pay scales assignable to various categories in the Mines & Geology department.

The Commission is of the view that comparison with the specified categories of Engineering wing is not appropriate as their functions and technical skills vary widely.

Based on the qualifications, functions and service hierarchy, the Commission is of the view that the category of Assistant Director (Hydrometeorology), which is also entrusted with field level functions like its counterpart technical posts in the Hydrology/Hydrogeology/Geophysics wings, should be brought on par with the Assistant Director (H/HG/G). Parity with this group should also be given to the post of Assistant Director, Water Analysis.

Similarly the categories of Assistant Chemist and Assistant Hydrometeorologist deserve to be brought on par with the posts of Assistant (H/HG/GP).

Keeping in view the above aspects, the Commission assigns the following pay scales :

Joint Director	**₹. 80910-166680 (Grade 26)**
Deputy Director (Hydrology/Hydrogeology/ Geophysics/Water Analysis)	**₹. 70850-158880 (Grade 24)**
Assistant Director (Hydrology/Hydrogeology/ Geophysics/ Water Analysis/ Hydrometeorology)	**₹. 61960-151370 (Grade 22)**
Assistant Hydrologist Assistant Hydro-geologist/ Assistant Geophysicist/ Assistant Chemist/ Assistant Hydro-meteorologist	**₹. 57100-147760 (Grade 21)**

29. WELFARE DEPARTMENTS

29. (a) SOCIAL WELFARE, BC WELFARE AND TRIBAL WELFARE DEPARTMENTS

The Commissionerate of Social Welfare was setup with the objective of achieving educational and socio-economic development of Scheduled Castes. The Commissionerate also deals with the welfare and protection of scheduled castes. The functions of the Commissionerate are also to implement programmes for rehabilitation of Jogins and bonded labourers and to provide hostels facilities and disburse scholarships to Scheduled Caste (SC) students.

The Commissionerate of Backward Classes Welfare aims to provide access to education for citizens belonging to Backward Classes, provide quality education to meritorious backward class students pursuing studies at the pre-matriculation level, promote higher education and impart quality education on par with students of the general category, provide coaching facilities to eligible Backward Class students and provide boarding and lodging facilities to children of Backward Classes.

The Commissioner of Tribal Welfare formulates plans and directs the process of implementation and monitors the progress of all tribal developmental programs in the State. The Department is responsible for the education of Scheduled Tribes through Ashram Schools and Tribal Welfare Hostels for students.

Since the categories of posts in all the three departments are common, the representations received from the employees are discussed together herein below:

1. Assistant BC/Social/Tribal Welfare Officer ₹. 31460-84970 (Grade 19)

Request: It is represented that a district, depending upon its size and population, is divided into 4- 8 divisions and one Assistant BC Welfare Officer is allotted to each division to oversee the implementation of various schemes of the department. Their duties and responsibilities can be categorised into two - (a) relating to overseeing of the implementation of various schemes such as pre and post matric scholarships, inspecting the conditions of BC Welfare hostels, verifying the caste of those selected for State and Central Government employment from the BC/OBC category or for getting admission to various courses, NTR Vidyonnathi, verifying the mess bills of the hostels etc. (b) forming caste based Co-operative Societies, ensuring loan linkage to the beneficiaries through Banks, tying up subsidies etc. Stating that the jurisdiction of the Assistant BC Welfare Officer is the same as that of the Deputy Educational Officer it is requested to assign a pay scale on par with that of the latter.

<table>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td>Feeder Category</td><td>Promotion Category</td></tr>
<tr><td colspan="5">₹.</td><td></td><td></td></tr>
<tr><td>2525-5390 (14)</td><td>5000-10600 (15)</td><td>8385-19125 (17)</td><td>14860-39540 (17)</td><td>31460-84970 (19)</td><td>Hostel Welfare Officer Grade-I
₹. 26600-77030
(16)</td><td>District Backward Classes Welfare Officer including Assistant Director
₹. 37100-91450 (21)</td></tr>
<tr><td colspan="7">Compared post: Deputy Educational Officer of Education Department.</td></tr>
<tr><td>3110-6380 (18)</td><td>5980-12100 (18)</td><td>10285-24200 (20)</td><td>18030-43630 (20)</td><td>40270-93780 (22)</td><td>Gazetted Headmaster
Head Mistress Grade II, Mandal Education Officer, Deputy Inspector of Schools
₹. 35120-87130
(20)</td><td>District Educational Officer /
Principal (DIET)
Professor (IASE/SCERT)
Deputy Director
₹. 46060-98440
(24)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct Recruitment / By promotion from the category of Hostel Welfare Officer Grade-I.</td></tr>
<tr><td colspan="7">Qualification: Bachelor Degree.</td></tr>
</table>

Recommendations:

It is seen that the next promotion post to this post is the District BC Welfare Officer (Grade-21) which has a channel for direct recruitment through the Group-I examination of APPSC, whereas this post is at pay grade 19. It is also observed that the qualification prescribed (1st/2nd class P.G. degree with B.Ed) for direct recruitment to the compared cadre of Deputy Educational Officer is higher than that of the Assistant B.C. Welfare Officer. Considering all the above the Commission assigns the corresponding pay grade (Grade-19, ₹.48440-137220) to the Assistant B.C. Welfare Officer.

These recommendations will also apply to the posts of Assistant Social Welfare Officer and Assistant Tribal Welfare Officer.

2. Hostel Welfare Officer Grade I ₹. 26600-77030 (Grade 16)

3. Hostel Welfare Officer Grade II ₹. 24440-71510 (Grade 14)

Request: It is represented that the qualification for the post of Hostel Welfare Officers has been enhanced vide GO Ms No 04 dated 08.01.2001 to Graduation with B. Ed. Which are similar to that of School Assistant. Though the official duty hours of the Hostel Welfare officers are 7 ½ hours a day in actual practice it stretches up to 15 hours. The duties include procurement of quality provisions for boarders, managing accounts, supervising last grade employees, clarifying the academic doubts of boarders etc. It is requested that the Hostel Welfare Officers Grade I may be assigned a pay scale on par with that of the School Assistants.

Hostel Welfare Officer Grade-I.

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)	12550-35800 (14)	26600-77030 (16)	Hostel Welfare Officer Grade-II. ₹.24440-71510 (14)	Assistant B.C. Welfare Officer ₹.31460-84970 (19)

Mode of Appointment: (i) By Promotion from the category of Hostel Welfare Officer Grade-II (70%} (ii) Direct Recruitment (30%)

Hostel Welfare 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
₹.						
2075-4270 (10)	3950-8150 (10)	6195-14175 (11)	10900-31550 (11)	24440-71510 (14)	Class IV employees in SW Hostels ₹.13000-40270 (1)	Hostel Welfare Officer Grade-I ₹.26600 -77030 (16)

School Assistant of Education Department.

2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	14860-39540 (17)	28940-78910 (17)	S.G. Teacher ₹.21230-63010 (11)	Gazetted Head Master/ Head Mistress Grade II ₹.35120-87130 (20)

Mode of Appointment: (i) By Direct Recruitment (ii) by transfer from the post of teachers working in Education / Panchayat Raj/ Municipal Administration and Urban Development Departments and (iii) by transfer from the category of Class IV employees of BC Hostels / Departments.
Qualification: Graduation with B.Ed.

Recommendations:

The vertical hierarchy of the Department for the relevant posts along with their current pay grades are as follows:

H. W. Officer Grade-II (Grade-14)	⟶	**H. W. Officer Grade-I (Grade-16)**	⟶	**Asst. BCW Officer (Grade-19)**	⟶	**Dist. BCW Officer (Grade-21)**

The District BC Welfare Officer has a direct recruitment channel through the Group-I examination of APPSC and the pay grade assigned to this post is at par with that of many other similarly placed posts directly recruited through the same examination.

It is also noted that the Hostel Welfare Officer Grade-I has the same qualification as that of the School Assistant and job profile wise it is no less important. It is also the first level promotion post (from the cadre of Hostel Welfare Officer Grade-II as is the post of School Assistant (from S.G. Teachers). Taking into account the above position, the following pay scales are assigned to the two posts:

Hostel Welfare Officer Grade I	**₹. 44570-127480 (Grade 17)**
Hostel Welfare Officer Grade II	**₹. 38720-118390 (Grade 15)**
	(improved by one grade each)

These recommendations will apply equally to the Hostel Welfare Officers (Grade I and Grade II) of Social Welfare, Backward Class Welfare and Tribal Welfare Departments.

They will also apply to the categories of Warden Grade-I/Matron Grade-I and Warden Grade-II/ Matron Grade-II of Differently Abled Welfare Department

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

<table>
<tr><td colspan="7">Request: The Superintendents of Social Welfare Department have requested for up-gradation of their pay scale so as to be on par with that of the Assistant Social Welfare Officers.</td></tr>
<tr><td colspan="7">Superintendent</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>2600-5580 (15)</td><td>5000-10600 (15)</td><td>7770-18575 (16)</td><td>14860-39540 (17)</td><td>28940-78910 (17)</td><td>Senior Assistant ₹22460-66330 (12)</td><td>Assistant Director including District Social Welfare Officer ₹. 37100-91450 (21)</td></tr>
<tr><td colspan="7">Assistant Social Welfare Officer</td></tr>
<tr><td>2525-5390 (14)</td><td>5000-10600 (15)</td><td>8385-19125 (17)</td><td>14860-39540 (17)</td><td>31460-84970 (19)</td><td>Hostel Welfare Officer Grade-I ₹. 26600-77030 (16)</td><td>Assistant Director including District Social Welfare Officer ₹. 37100-91450 (21)</td></tr>
<tr><td colspan="7">Mode of Appointment: By promotion of Senior Assistants and equivalent categories in A.P.M.S.</td></tr>
<tr><td colspan="7">Qualification: Bachelor Degree</td></tr>
</table>

Recommendations:

Both the compared posts – Superintendent and Assistant Social Welfare Officer- constitute feeder categories for the post of Assistant Director/ District Social Welfare Officer. However their functions and responsibilities are entirely different. While the former is engaged in administrative supervision over the sub-ordinate Ministerial staff, the latter is a field level post entrusted with implementation of various social welfare schemes and supervision over Social Welfare Hostels etc. The Superintendents have so far been part of the 'Common Category' posts governed by the APMS Rules and they perform similar nature of work across various departments of the Government.

Considering the above the Commission recommends continuance of the post of Superintendent as a part of the 'Common Category'.

29. (b). TRIBAL CULTURAL RESEARCH AND TRAINING INSTITUTE

1.	**Joint Director**	**₹. 46060-98440 (Grade 24)**
2.	**Deputy Director**	**₹. 37100-91450 (Grade 21)**
3.	**Assistant Director/ Tabulation Officer**	**₹. 31460-84970 (Grade 19)**
4.	**Field Officer**	**₹. 26600-77030 (Grade 16)**
5.	**Field Investigator**	**₹. 19500-58330 (Grade 10)**

Request: It has been represented that on bifurcation of the erstwhile State of Andhra Pradesh the Tribal Welfare Research and Training Institute has been restructured by diving it into two units – Administrative Unit and Training Unit. The Administrative Unit has been attached to the Directorate of Tribal Welfare. It is stated that the scale of pay of several posts in the Institute is lower than that of equal cadre posts in the Tribal Welfare Department even though the educational qualifications prescribed are higher and the Institute is entrusted with multifarious functions. It has been requested to assign pay scales on par with that of the counterparts in the Tribal Welfare Department.

Recommendations:

Orders have been issued in G.O. Ms. No. 55, Tribal Welfare Department dated 05.05.2016, restructuring the Tribal Cultural Research and Training Institute. The existing rules governing the method of appointment have also been modified. The methods of appointment and qualifications for the posts under contention as per the above G.O. are as indicated below:

Category/Post	Method of Recruitment	Qualifications
Joint Director	By promotion from the category of Deputy Director TCR&TI or Tribal Welfare	
Deputy Director	By promotion from the category of Assistant Director (R) OR By deputation/transfer on tenure basis of Deputy Director of Tribal Welfare	
Assistant Director [including Assistant Director(Law)]	Direct Recruitment/promotion from the category of Superintendent from the Head Office of Commissioner/	1st or 2nd Class Master's Degree in Social Anthropology/Sociology/ Social Work with at least two publications in national level academic journals.

	Director Tribal Welfare OR by Contract	1st or 2nd Cass Master Degree in Arts, Science or Commerce and Master's Degree in Law (for A.D., Law)
Tabulation Officer	By transfer on depuration from Tribal Welfare Department/Directorate of Economics and Statistics OR on Contract basis.	Master's Degree in Economics with Statistics as one of the subjects or Statistics or Mathematics with Statistics as one of the subjects.
Field Officer	By promotion from the category of Senior Assistant of Head Office of Commissioner/ Director of Tribal Welfare OR on Contract basis	M.A. in Anthropology/Sociology in first/second class
Field Investigator	By Direct Recruitment OR By Contract/ Outsourcing	First or second Class Master's Degree in Sociology/Social Work/ Social Anthropology/ Physical Anthropology/ Economics/Statistics.

It is obvious from the methods of appointment for the categories of Joint Director. Deputy Director and Assistant Director of TCR&TI that these categories are equivalent in hierarchical ranks with those of Joint Director, T.W., Deputy Director, T.W. and Assistant Director, T.W. respectively. The functions assigned to them vide G.O.Ms. No.55 and the qualifications prescribed for their appointments are also no less important than their counterpart ranks in the office of the Commissioner, Tribal Welfare. The Commission therefore is of the view that parity should be drawn between these equivalent categories.

As far as the Tabulation Officer is concerned, a comparison of the method of appointment, qualification level and job profile with those of the Statistical Officer indicates that both these categories are equivalent. The Commission finds that the pay scales assigned to these two categories are the same (Grade-19) which is also the pay scale assigned to the category of Statistical Officer of E&S Department, from which appointments can be made on deputation basis. We are therefore of the view that the present pay scale of this category is appropriate and needs no modification.

It is also seen that the category of Field Officer is a promotion post for the category of Senior Assistants. The qualification level is also quite high. Hence this category should be equated with that of the category of Superintendent in APMS.

In respect of the category of Field Investigator, the claim for equating it with the post of Senior Assistant has no reasonable basis. However keeping in view the qualification prescribed (Master's Degree) for appointment to this category we are inclined to improve its pay scale by two pay grades.

Keeping the above in view, the Commission assigns the following pay scales to the above mentioned categories:

Joint Director	**₹. 80910-166680 (Grade 26)**
Deputy Director	**₹. 70850-158880 (Grade 24)**
Assistant Director	**₹. 57100-147760 (Grade 21)**
Tabulation Officer	**₹. 48440-137220 (Grade 19)**
Field Officer	**₹. 45830-130580 (Grade 18)**
Filed Investigator	**₹. 34580-107210 (Grade 12)**

30. DEPARTMENT FOR WOMEN, CHILDREN, DISABLED AND SENIOR CITIZENS
30.(a). WOMEN DEVELOPMENT AND CHILD WELFARE582 DEPARTMENT

The function of this department is to run institutions for the welfare of the women and children in need and to take care of the empowerment issues relating to women and children. The ICDS program services are rendered through the Anganwadi centers by implementing supplementary nutrition program, pre-school education, immunization, health checkups, referral services, health & nutrition education etc. The Department is headed by the Commissioner / Director at the state Head Quarters. There are four Regional Joint Directors / Regional Deputy Directors, with headquarters at Visakhapatnam, Eluru, Ongole and Kurnool, who are in overall supervision of implementation of various welfare programmes for women and children in their respective zones. The CDPO is in-charge of implementation of all ICDS services and social and empowerment issues of women and children in 3 to 4 Mandals in the project area. She is assisted by 5 to 8 supervisors depending on the number of AWCS sanctioned in the project.

1. Women and Child Welfare Officer/ Child Development Project Officer/ Additional Child Development Project Officer **₹. 35120-87130 (Grade 20)**

Request: It is represented that in addition to the post of District Women and Child Welfare Officer, the posts of Child Development Project Officer, Additional Child Development Project Officer, Manager RWH were included in the A.P. Women and Child Welfare Service Rules issued vide G.O. Ms. No. 5 WD&CW(Est I) Department dated 01.02.2001.The educational qualifications of Degree in Home Science, Social Work and Sociology were prescribed in place of any Degree. The jurisdiction of the District Women and Child Officer is a District whereas the jurisdiction of Child Development Project Officer is erstwhile Panchayat Samithi/ Block spread over 3 to 4 Mandals. Except for jurisdiction, there is no change in the duties and responsibilities of the District Women and Child Welfare Officer and Child Development Project Officer. The posts of District Women and Child Welfare Officer and Assistant Project Officer were upgraded to that of Assistant Director leaving the posts of Child Development Project Officer. The educational qualifications are different when compared to first level Gazetted Officers in other departments. The jurisdiction of the first level Gazetted Officers in many departments like the Mandal Revenue Officer is one Mandal whereas the jurisdiction is three to four Mandals for the Child Development Project Officer. The Automatic Advancement Scheme scales of the Child Development Project Officer are less when compared to those for the the posts in other departments carrying same scale of pay, like the Mandal Parishad Development Officer/Mandal Revenue Officer. It is requested to upgrade the pay scale to that of the Assistant Director.

Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Child Development Project Officer						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	6350-13000 (19)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent ₹.28940-78910 (17) Extension Officer Grade I, Superintendent Children Homes and Collegiate Girls Home Graduate Teachers ₹. 24440-71510 (14) Managers of Vocational Training Centers/State Homes and Service Homes ₹. 22460-66330 (12)	Assistant Director/ Assistant Project Director ₹.37100-91450 (21)
Compared Post: District Woman and Child Welfare Officer/Assistant Director WD & CW						
3110-6380 (18)	6350-13000 (19)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Women and Child Welfare Officer including Child Development Project Officer, Additional Child Development Project Officer ICDS and Manager of Warehouse ₹.35120-87130 (20)	Deputy Director ₹.46060-98440 (24)

Mode of Appointment: (i) By Direct Recruitment (ii) By transfer of Superintendents/ Extension Officer Grade-I/ Superintendent Children Homes and Collegiate Girls' Homes/ Graduate Teachers/ Managers of Vocational Training Centres and State Homes and Service Homes.
Qualification: By Direct Recruitment – Degree in Home Science or Social Work or Sociology

Recommendations:

The request is to upgrade the post of Child Development Project Officer to that of Assistant Director. It is observed that in the Social Welfare, Tribal Welfare and B.C. Welfare Departments the posts of Assistant Director has been equated with the posts of District Social/ Tribal/ B.C. Welfare Officers respectively. Similarly in the Women and Child Development Department the post of Assistant Director is on par with the post of Assistant Project Director, DW&CD Agency (as re-designated in in GO Ms. No. 103 Finance (SMPC I) Department dated 28.05.2011), which is the next promotion post for the post of Child Development Project Officer, and not on par with the post of Child Development Project Officer.

Keeping in view the above facts and the qualifications and responsibilities associated with the post, it is felt that the existing pay scale is adequate. Hence, the corresponding pay scale of ₹.54060-140540 (Grade-20) is assigned to the post.

2.	**Extension Officer Grade I**	**₹. 24440-71510 (Grade 14)**
3.	**Extension Officer Grade II**	**₹. 17890-53950 (Grade 08)**

Request: It is represented that both the posts of Extension Officer Grade I, Women and Child Welfare Department and Extension Officer (PR&RD) belong to Panchayat Subordinate Service. Both are Extension Officers. The requirement for Direct Recruitment of Extension Officer Grade I is Bachelor's Degree in Home Science, which is of technical nature, B.A. (Social Work) and B.A. (Sociology) whereas any Bachelor's Degree is adequate for the Extension Officer (PR&RD). moreover, the jurisdiction of the post of Extension Officer Grade I is larger than that of the Extension Officer PR&RD. The duties of Extension Officers Grade I and Grade II have increased substantially due to extensive digitalization such as geo tagging of Aganwadi Centres, online Growth Monitoring etc. and implementation of innovative schemes like Anna Amrutha Hastam, Sabala, Giri Gorumuddalu and so on. Further, they take part in Mandal Team Departmental programmes such as Gram Swaraj Abhiyan, Swacha Bharat Mission, Janmabhoomi-manavooru, Navanirmana Deeksha, Pallekupodam etc. The promotion post to the Extension Officer Grade I is Child Development Project Officer and promotion post to the post of Superintendent is Mandal Parishad Development Officer which carry the same scale of pay but the pay scale of Superintendent is higher than that of the Extension Officer Grade I. It is therefore requested to assign pay scale to the

Extension Officer Grade I on par with that of the Extension Officer PR&RD or at least on par with Superintendent and to the Extension Officer Grade II on par with Senior Assistant.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
Extension Officer Grade I						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	6675-15500 (13)	12550-35800 (14)	24440-71510 (14)	Village Development Officer (W) Grade I ₹.22460-66330 (12) Extension Officer Grade-II ₹. 17890-53950 (08) Teachers in crèches, Balwadis, Balvihars, Women and Child Welfare centers, State Homes, Service Homes etc. ₹.18400-55410 (09)	Women and Child Welfare Officer including Child Development Project Officer, Additional Child Development Project Officer ICDS and Manager of Warehouse ₹.35120-87130 (20)
Compared Post: Extension Officer of PR & RD Department						
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)

<table>
<tr><td colspan="7">Compared Post: Superintendent</td></tr>
<tr><td>2600-5580 (15)</td><td>5000-10600 (15)</td><td>7770-18575 (16)</td><td>14860-39540 (17)</td><td>28940-78910 (17)</td><td>Senior Assistant ₹.22460-66330 (12)</td><td>Mandal Parishad Development Officer ₹.35120-87130 (20)</td></tr>
<tr><td colspan="7">Mode of Appointment : By Direct recruitment or by transfer from among VDOs Grade-I (W) or by promotion from among Extension Officer Grade-II ICDS, Teachers in Crèches, Balwadis, Balvihars, Women and Child Welfare Centres, State Homes, Service Homes etc.</td></tr>
<tr><td colspan="7">Qualification: For Direct Recruitment - Bachelor’s Degree in Home Science or Social Work.</td></tr>
<tr><td colspan="7">Extension Officer Grade II</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>1875-3750 (08)</td><td>3550-7150 (08)</td><td>5200-11755 (08)</td><td>9200-27000 (08)</td><td>17890-53950 (08)</td><td>Direct Recruitment</td><td>Extension Officer Grade-I ₹.24440-71510 (14)</td></tr>
<tr><td colspan="7">Compared Post: Senior Assistant</td></tr>
<tr><td>2195-4560 (11)</td><td>4190-8700 (11)</td><td>6195-14175 (11)</td><td>10900-31550 (11)</td><td>22460-66330 (12)</td><td>Junior Assistant ₹.16400-49870 (07)</td><td>Superintendent ₹.28940-78910 (17)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct recruitment from Anganwadi Workers or by transfer from the category of Co-ordinators / Instructors (W) or from among the category of Mobile Creche Teachers (Women).</td></tr>
<tr><td colspan="7">Qualification: By Direct Recruitment/transfer: Must have passed SSC, must have put in a continuous service of 10 years and should not have completed (45) years of age as on 1st July of the recruitment year</td></tr>
</table>

Recommendations:

The compared category of Extension Officer (PR&RD) is directly recruited through the Group-II examination of APPSC and also by promotion/ transfer of Panchayat Secretary Grade-I/ Senior Assistant, has a qualification of Graduation for Direct Recruitment and performs relatively wider range of functions. Since 1993 there has been a gap of 2/3/4 pay grades between the pay scales of Extension Officer (P.R.&R.D.) and Extension Officer Gr-I of WD&CW Department.

Similarly, since the 1993 RPS, there has been a gap of 3-4 pay grades between the Extension Officer Grade-II (Women Development and Child Welfare Department) and the Senior Assistant categories. While the former has the minimum educational qualification of S.S.C., the latter has Graduation and Pass in Computer Proficiency Test/ Office Automation prescribed as the required qualification at the entry level of Junior Assistants.

Keeping in view the respective qualifications and duties and responsibilities, the following scales are assigned to the two categories:

Extension Officer Grade I	**₹. 38720-118390 (Grade-15) (Benefited by one grade)**
Extension Officer Grade II	**₹. 27500-87480 (Grade-8) (Status quo)**

4. Lady Superintendent ₹. 24440-71510 (Grade-14)

Request: It is represented that the qualifications prescribed for the post of Superintendent Children Homes and Collegiate Homes (Lady Superintendent) are Degree with Teachers' Training (B.Ed) and it is a feeder category to the post of DW&CWO / CDPO/ACDPO along with Extension Officer (W&CW) Grade I in the combined seniority. The 10th Pay Revision Commission assigned the pay scale of ₹. 24440-71510 on par with that of the Extension Officer Grade I. The Extension Officer Grade I and the Superintendent, Children Home Collegiate Homes are inter transferable. Hence, it is requested to assign pay scale to the Lady Superintendent, Children Homes and Collegiate Homes on par with that of the Extension Officer Grade I (W&CW).

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

Lady Superintendent (Children Homes and Collegiate Homes)

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2315-4880 (12)	4430-9300 (12)	6505-15025 (12)	11530-33200 (12)	24440-71510 (14)	Matron ₹15460-47330 (06)	Women and Child Welfare Officer including Child Development Project Officer, Additional Child Development Project Officer ICDS and Manager of Warehouse ₹.35120-87130 (20)

<table>
<tr><td colspan="7">Compared Post: Extension Officer Grade-I (W&CW) / Supervisor Grade-I of W&CW Department.</td></tr>
<tr><td>2315-4880 (12)</td><td>4430-9300 (12)</td><td>6675-15500 (13)</td><td>12550-35880 (14)</td><td>24440-71510 (14)</td><td>Village Development Officer (W) Grade I ₹.22460-66330 (12)
Extension Officer Grade-II ₹. 17890-53950 (08)
Teachers in crèches, Balwadis, Balvihars, W&CW Centers, State Homes, Service Homes etc. ₹.18400-55410 (09)</td><td>Women and Child Welfare Officer including Child Development Project Officer, Additional Child Development Project Officer ICDS and Manager of Warehouse ₹.35120-87130 (20)</td></tr>
<tr><td colspan="7">Mode of Appointment: By Direct Recruitment/promotion from the category of Matrons and Wardens, Graduate Extension Officers/ transfer from any other category, who are Graduates, as a special case</td></tr>
<tr><td colspan="7">Qualification: By Direct Recruitment – Graduation with Teachers Training.
By promotion/transfer- Graduation with five years of experience.</td></tr>
</table>

Recommendations:

The Commission recommends that the existing parity with the Extension Officer Grade-I (W&CW) be maintained, as has been requested, and accordingly the pay scale of ₹.38720-118390 (Gr.15) is assigned, to the Lady Superintendents (Children Homes/ Collegiate Girls' Home), thus benefiting by one pay grade.

The Graduate Teacher/ School Assistant shall also enjoy a par scale of ₹.38720-118390 (Gr.15)

30. (b). DEPARTMENT FOR WELFARE OF DIFFERENTLY ABLED, TRANSGENDER AND SENIOR CITIZENS

The Department for the Welfare of Differently Abled, which was earlier a part of the Social Welfare Department, was established as an independent department in the year 1983 with the objective of rehabilitation and empowerment of the Differently Abled persons. It runs three Residential schools at Vizianagaram, Baptla and Ongole and three special Residential Schools for the Visaully Challenged at Viziangarm, Visakhapatnam and Hindupur and several hostels for the Differently Abled students. The Department also sanctions scholarships to the physically challenged students. Welfare of Senior Citizens was entrusted to the department about a decade ago and the welfare of the Transgender persons was entrusted last year. The department is headed by a Director (now held by a cadre Officer), assisted by one Deputy Director, one Assistant Director, one Placement Officer and other supporting staff. The representations received from the Departmental employees are discussed below.

1. Director ₹. 61450-105810 (Grade 28)

2. Deputy Director ₹. 46060-98440 (Grade 24)

Request: It is represented that the post of Director was a cadre post till 2015. Thereafter, the post has been made a State Govt. post to be filled up by a Departmental Officer. The post of Deputy Director is the next higher post after the Director. It is requested that a suitable pay scale be assigned to the Director and a higher pay scale may be assigned to the Deputy Director

Director (in case departmental officer is posted)

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)	Deputy Director ₹.46060-98440 (24)	

Mode of Appointment: (i) By promotion from the category of Deputy Director (ii) By transfer on tenure of an officer of equivalent or comparable rank of other Departments of Government preferably Departments of Employment and Training, Industries, Co-Operation, Social Welfare, Women and Child Welfare, Information and Public Relations and Education Department

<table>
<tr><td colspan="7">Deputy Director</td></tr>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>4400-8700 (23)</td><td>8400-16525 (23)</td><td>12385-27750 (23)</td><td>21820-48160 (23)</td><td>46060-98440 (24)</td><td>Assistant director ₹.37100-91450 (21)
Principal Residential School for Visually Handicapped or Hearing Handicapped ₹.42490-96110 (23)</td><td>Director ₹.61450-105810 (28)</td></tr>
<tr><td colspan="7">Mode of Appointment (i) By promotion from the category of Assistant Director and Principal Residential School for Visually Challenged or Hearing Impaired.
(ii) By transfer on tenure basis of an officer of equivalent or comparable rank of other Departments of Employment and Training, Industries, Co-operation, Social Welfare, Women and Child Welfare, Information and Public Relations and Education Department.</td></tr>
<tr><td colspan="7">Qualification: The qualification prescribed for the feeder post of Assistant Director is a Master Degree in Sociology/ Social Work/ Social Science/ Psychology.</td></tr>
</table>

Recommendations:

Keeping in view the hierarchy of positions, duties and responsibilities, qualifications prescribed and drawing parallel with the posts of corresponding ranks in the Women Development and Child Welfare Department, the Commission feels that the existing pay grades are appropriate compensation for these posts and accordingly assigns the following corresponding pay scales:

Director	**₹. 94500-170580 (Grade 28)**
Deputy Director	**₹. 70850-158880(Grade 24)**

3. Placement Officer ₹. 28940-78910 (Grade 17)

Request: It is represented that initially the post of Placement officer was created in a higher scale than that of the Superintendent. It is the first level Gazetted post and is to be filled in by transfer of Superintendents of Homes for the Differently Abled. But now it is carrying a pay scale on par with that of the Superintendent. It is requested that a higher pay scale may be assigned to the Placement Officer.						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)						
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
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	28940-78910 (17)	Superintendent ₹.28940-78910 (17)	Assistant Director ₹.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 ₹.37100-91450 (21)
Mode of Appointment: i) Appointment by transfer of Superintendents / Superintendent of Homes for Disabled						
Qualification: The qualification prescribed is the same as that for the feeder category of Superintendents i.e., Graduate Degree						

Recommendations:

It is observed that the posts of Placement officer as well as Superintendent/ Superintendent of Homes constitute a common feeder category for promotion to the post of Assistant Director in the Differently Abled Welfare Department. In the 9th and 10th PRCs all these posts were assigned the same pay scale (Grade 17). The Commission is of the view that this parity is appropriate and should continue and accordingly assigns the pay scale of ₹.45830-130580 (Grade- 18) to the Placement Officer/ Superintendent of Homes/ Superintendents.

GOVERNMENT RESIDENTIAL SCHOOLS FOR HEARING HANDICAPPED/VISUALLY HANDICAPPED

4.	**Principal**	**₹.**	**42490-96110 (Grade 23)**
5.	**Post Graduate Teachers (PGT)**	**₹.**	**37100-91450 (Grade 21)**
6.	**Trained Graduate Teachers (TGT)**	**₹.**	**31460-84970 (Grade 19)**
7.	**Secondary Graduate Teacher/ Music Teacher / Craft Instructor/ Physical Educational Teacher/ Audiologist-cum-Speech Therapist (ACST) Mobility Orientation Training Teacher**	**₹.**	**23100-67990 (Grade 13)**

Request: It is represented that in addition to normal teaching duties, the teachers and staff are required to perform additional responsibilities attached with residential system of schooling like House Master, remedial and supervisory studies, organization of co-curricular activities, mess duties etc. Thus the work load of teachers in Residential schools is much higher as compared to other non-Residential schools. A teacher in a residential school has to takes students for mountaineering, earn while you learn training, Quest, summer camps etc. Elaborating in detail the job chart for the teachers of Residential Schools, they have requested for the following pay scales in the Revised Pay Scales of 2018:

Principal	₹. 108710-235900
Post Graduate Teachers	₹. 93850-223300
Trained Graduate Teacher	₹. 37100-91450
Secondary Grade Teacher/ Drawing Teacher/ Craft Instructor/ Physical Education Teacher/ Audiologist-cum-Speech Therapist (ACST)	₹. 70040-193960
Staff Nurse	₹ . 52210-168060
Junior Assistant/ Junior Assistant cum Typist/LD Steno	₹. 35560-118270
Office Subordinate	₹. 26520-85930

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

Principal of Junior College/ Residential Schools

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
4140-8140 (22)	7900-15475 (22)	11755-26300 (22)	21820-48160 (23)	42490-96110 (23)	Trained Graduate Teacher working as PGT ₹.31460-84970 (19)	Deputy Director ₹.46060-98440 (24)

Mode of Appointment: (i) By direct recruitment.

(ii) By promotion from among qualified and Eligible Trained Graduate Teachers working in Residential School for Visually Handicapped or Hearing Handicapped.

Qualifications: By Direct Recruitment **–** Master's Degree in any subject with a Degree in Education; undergone training in the Education of Visually Handicapped/ Hearing Handicapped from any recognized Institution for a period of one year or an equivalent recognized qualification

Post Graduate Teachers

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

Post Graduate Teachers (PGT).

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	18030-43630 (20)	37100-91450 (21)	Trained Graduate Teacher (on seniority basis) ₹.31460-84970 (19)	Principal ₹42490-96110 (23)

Mode of Appointment: Service Rules have not yet been framed. TGTs are being posted on seniority basis as PGTS and PGTs as Principals.

Trained Graduate Teachers (TGT).

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)	31460-84970 (19)	Secondary Grade Basic Training Teacher ₹.23100-67990 (13)	Principal ₹42490-96110 (23)

Mode of Appointment: By Direct recruitment/by promotion of Secondary Grade Basic Training Teacher.

Qualification: Direct Recruitment - Bachelor's Degree in any subject and a Bachelor's degree in Education with one year Teacher Training certificate in teaching the visually Handicapped/hearing Handicapped children

Promotion - Must be a graduate or any other equivalent qualification.

Secondary Graduate Teacher/Music Teacher/ Craft Teacher/Physical Education Teacher/ Audiologist-cum-Speech Therapist (ACST)/ Mobility Orientation Training Teacher

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)	11860-34050 (13)	23100-67990 (13)	Initial Post	Trained Graduate Teacher ₹.31460-84970 (19)

Mode of Appointment: All categories by Direct Recruitment

Qualification: Secondary Grade Teacher - Intermediate with one year training in teaching the visually handicapped/ hearing handicapped from any recognized Institution or any other equivalent qualification

Music Teacher- A certificate of having passed the Government Technical Examination in Indian Music in the Higher Grade or any other Certificate OR a Technical Teacher's Certificate in Music of the Lower Grade and ii) Eligibility at the S.S.L.C. or a pass in the H.S.C. Public Examination or a completed S.S.L.C. A diploma in Indian Music or the Degree of the Bachelor of Arts with Indian Music under Part- III of the Degree Course of a University in the State or any other qualifications considered as equivalent thereto.

Craft Teacher - Must have passed Matriculation or an equivalent examination with a Craft Instructor's Certificate

Physical Education Teacher - Must possess a diploma or a certificate in Physical Education

Audiologist-cum-Speech Therapist (ACST) - B.Sc. (Speech and Hearing). In case candidates with B.Sc. (Speech and Hearing) are not available, candidates with Master of Communication Disorders or its equivalent diploma awarded by any recognized institution.

Mobility Orientation Training Teacher- Must have passed Intermediate with Training Certificate in Orientation and Mobility

Recommendations:

For analyzing the request a comparison was drawn with equivalent posts in the education sector as follows:

Education Department	**Differently Abled Department**
Principal, Junior College : (Pay Grade 23) Qualification: P.G. Degree (Ist/IInd class) or BA/ B.Sc./ B.Com (Hons)	Principal- (Pay Grade 23) Qualification: P.G. Degree with B.Ed. and 1 year training in education of P.H. persons
Junior Lecturer (Intermediate Education) (Pay Grade 21) Qualification: P.G. Degree in at least 2nd class with minimum 50% marks or Hons. Degree in BA/ B.Sc./ B.Com .	Post Graduate Teacher (Pay Grade 21) Qualification: P.G. Degree in concerned subject
School Assistant (School Edn.) (Pay Grade 17) Qualification: Bachelor Degree with B.Ed.	Trained Graduate Teacher (Pay Grade 19) Qualification: Bachelor Degree with B.Ed.
Secondary Grade Teacher (School Education) (Pay Grade -11), Qualification: Intermediate with Diploma in Education	Secondary Grade Teachers (Pay Grade 13) Qualification: Intermediate with 1 year training in education of P.H. persons

It is seen from the above Table that the pay scale of the Principals of Residential Schools under the Differently Abled Department is at par with that of the Principals of Junior Colleges. Similarly the P.G. Teachers are drawing a pay scale on par with that of the Junior Lecturers of Intermediate Colleges. This reflects the appreciation of their enhanced responsibilities.

The Trained Graduate Teachers and Secondary Grade Teachers are however drawing pay scales which are two grades higher than those of equivalent posts in the School Education Department although they have the same qualification levels. This differential is justifiable considering the greater responsibilities associated with a residential school environment.

Considering the above position the Commission feels that the pay grades assigned now to the above mentioned categories are appropriate and should continue. Accordingly the following corresponding pay scale are assigned in the present RPS:

Principal	**₹. 65360-154980 (Grade 23)**
Post Graduate Teachers (PGT)	**₹. 57100-147760 (Grade 21)**
Trained Graduate Teachers (TGT)	**₹. 48440-137220 (Grade 19)**
Secondary Graduate Teacher/ Music Teacher / Craft Instructor/ Physical Educational Teacher/ Audiologist-cum-Speech Therapist (ACST) Mobility Orientation Training Teacher	**₹. 35570-109910 (Grade 13)**

8. Staff Nurse ₹. 25140-73270 (Grade 15)

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
₹.						
2315-4880 (12)	4430-9300 (Q) (12) --------- 4190-8700 (UQ) (11)	6675-15500 (Q) (13) --------- 6195-14175 (UQ) (11)	12910-36700 (Q) (15) -------- 10900-31550 (UQ) (11)	25140-73270 (Q) (15) ------ 21230-63010 (UQ) (11)		
Compared post: Staff Nurse (medical & Health department)						
2315-4880 (12)	4430-9300 (12)	6675-15500 (13)	12910-36700 (15)	25140-73270 (15)		
Mode of Appointment: By transfer on tenure of Nurses in the Medical and Health Department and if not available by Direct Recruitment						
Qualification: Must possess Diploma in General Sick Nursing and Midwifery form a recognized Institution or must have undergone a successful training for a period of not less than three years in General Sick Nursing of Men or Women, for a period of 6 months in Mid-wifery training approved by the State Government under rule 37 of the rules made under						

sub-sections(2) of Section II of the Andhra Pradesh Nurse Midwives Act, 1926 with qualifications prescribed for registration as Nurse and Maternity Assistant under the said Act or

Recommendations:

The category of Staff Nurse has the same qualification requirement as the Staff Nurses of Medical & Health Department and is also appointed on tenure basis of Staff Nurses in that Department. Hence this category is assigned the pay scale of ₹.40970-124380(Grade 16) on par with that of the Staff Nurses of Medical & Health Department, as now recommended by this Commission, thus improving by one grade.

[Note: Unqualified Nurses, if any still in service, will however continue to draw a pay grade of 11 (₹.32670-101970)]

30.(c). JUVENILE WELFARE AND CORRECTIONAL SERVICES DEPARTMENT

The Department of Juvenile Welfare was separated from the Jails Department on 10.4.1990 for extending specialized treatment to neglected and delinquent juveniles. The Correctional services were transferred from the Jail Department in 1995 and the Welfare of Street Children was added to the department's portfolio in 1997. The core functions of the department are protection of children below 18 years by ensuring proper and prompt adjudication of cases against them and supply of food, clothes, education etc. under the statutory provisions of A.P. Juvenile Justice (Care and Protection of Children) Rules, 2003. The department also monitors the Scheme of "welfare of street children", a Central Government Scheme. There are Observatory Homes, Children Homes, Special Homes, State Care Homes and Children Guidance Bureaus under the control of the department for taking care of the neglected and delinquent juveniles. The Department is headed by a Commissioner/Director who is assisted by Joint Directors, Deputy Directors, and Chief Probationary Superintendents and other ministerial staff.

1. Superintendent of Homes/
Assistant Chief Probation
Superintendent/
Regional Inspector of Probation **₹. 37100-91450 (Gr. 21)**

Request: It is stated that the posts of Superintendent of Homes, Assistant Chief Probation Superintendent and Regional Inspector of Probation are inter transferable. They have been assigned the new responsibility of registration and inspection of child care institutions located in the districts. These posts carried the pay scale of Rs.19050-45850 whereas the Project Director, District Women &Child Development Agency carried the pay scale of Rs. 18030-43630 in the 2010 Pay Scales. However, the Tenth Pay Revision Commission assigned the pay scale of Rs.37100-91450 to both these categories notwithstanding the fact that the jurisdiction of Superintendent of Homes is district whereas the Project Director has Mandal as jurisdiction. It is added that the pay scale of the Project Director has been subsequently enhanced to Rs.46060-98440 thus assigning the post a much higher pay scale. It is therefore requested to establish parity in pay grade with that of the Project Director, District Women and Child Development agency.

<table>
<tr><td colspan="7">Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and compared post(s)</td></tr>
<tr><td colspan="7">Superintendent of Homes/ Assistant Chief Probation Superintendent/ Regional Inspector of Probation</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Feeder Category</td><td rowspan="2">Promotion Category</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>3640-7580
(20)</td><td>6950-14425
(20)</td><td>10285-24200
(20)</td><td>19050-45850
(21)</td><td>37100-91450
(21)</td><td>District Probation Officer Grade I /
Case Worker/
Deputy Superintendent of Homes
₹.31460-84970
(19)</td><td>Chief Probation Superintendent
₹.49870-100070
(25)</td></tr>
<tr><td colspan="7">Compared post: Assistant Project Director (formerly Project Director), District Women & Child Development Agency, Women Development and Child Welfare Department</td></tr>
<tr><td>3640-7580
(20)</td><td>6950-14425
(20)</td><td>10285-24200
(20)</td><td>18030-43630
(20)</td><td>37100-91450
(21)</td><td>Women and Child Welfare Officer
Child Development Project Officer
Additional Child Development Project Officer
Manager
Ware House
₹.35120-87130
(20)</td><td>Deputy Director
₹.46060-98440
(24)</td></tr>
<tr><td colspan="7">Mode of Appointment
By promotion from the category of District Probation Officer Grade I including Case worker, Deputy Superintendent Special Homes and Deputy Superintendent Juvenile Home and Deputy Superintendent Child Guidance Bureau.</td></tr>
<tr><td colspan="7">Qualification: Degree in any subject and P.G. Diploma or Degree in Social Work with specialization in Criminology and Correctional Administration</td></tr>
</table>

Recommendations:

The Commission finds that orders were issued in GO Ms. No. 103 Finance (SMPC I) Department dated 28.05.2011 creating 9 posts of Joint Directors and 14 posts of Deputy Directors in lieu of suppression of 23 posts of Assistant Project Officers. These Orders were followed by orders in G.O. Ms. No.24, Women, Children, Disabled and Senior Citizens Department dated 28.05.2011 in which an administrative restructuring was effected as follows:

(a) by allotting 23 Deputy Directors (including the 14 newly created ones) to the 23 districts of the then combined State of Andhra Pradesh. These Deputy Directors were assigned the designation of Project Directors. In effect the post of Project Director was upgraded from the Assistant Director cadre to the Deputy Director cadre and accordingly the pay scale of Rs.46060-98440, applicable to the cadre of Deputy Director, was assigned to them.

(b) the 23 posts of Project Directors, held earlier by Assistant Director cadre officers, were re-designated as Assistant Project Directors to work under the administrative control of the newly designated Project Directors (of Deputy Director cadre).

Thus, to reiterate, what was done was only an administrative reorganization and not revision of scale of pay of the Project Directors. However, this re-organisation was not properly reflected in Volume–III of the report of the Tenth Pay Revision Commission. In fact parity in pay scale between the two posts of Superintendent of Homes etc. and Assistant Project Director (formerly Project Director), District Women & Child Development Agency was brought forth in the 10th PRC.

Thus the posts of Superintendent of Homes/Assistant Chief Probation / Superintendent/Regional Inspector of Probation are comparable to the post of Assistant Project Director which is in the category of Assistant Director but not with the Project Directors in the category of Deputy Directors.

During discussion with the Service Associations fresh comparisons were drawn by the employees with the posts of Assistant Director of Agriculture (Grade-22), District Supplies Officer (Grade-22), Regional Employment Officer (Grade-22) and District Tribal Welfare Officer (Grade-21). However Assistant Director, Agriculture is a technical position and also the scope and width of duties of all these posts are entirely different and are not comparable.

Hence, the Commission feels that the existing pay scale is adequate. Accordingly, the corresponding pay scale of ₹.57100-147760 (Grade- 21) is assigned to all the three equivalent categories mentioned above.

2. District Probation Officer Gr-I / Case Worker/ Deputy Superintendent of Homes ₹. 31460-84970 (Grade 19)

Request: It is stated that the posts of District Probationary Officer Grade I / Case Worker and Deputy Superintendent of Homes and Child Development Project Officer are the first level Gazetted posts in respective departments but the Child Development Project Officer (Women Development & Child Welfare Department) is carrying a higher pay scale even though he/she has smaller jurisdiction. It is therefore requested to bring parity in pay scale with the Child Development Project Officer.

Duties in brief: The District Probationary Officer Gr-I functions from the District Head Qrs. and is having jurisdiction over 12-15 Mandals. The Case Worker and Dy. Superintendents of Homes operate Children Homes/ Special Homes set up for a group of districts/ region. They have to submit reports to Courts/ Boards/ Committees.

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

District Probation Officer Gr-I / Case Worker/ Deputy Superintendent of Homes

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
2930-5960 (17)	5640-11300 (17)	8385-19125 (17)	14860-39540 (17)	31460-84970 (19)	District Probation Officer Grade II, Assistant Superintendent of Juvenile Home for Girls, Assistant Superintendent of Observation Home for Girls ₹.28940-78910 (17)	Superintendent of Homes, Assistant Chief Probation Superintendent, Regional Inspector of Probation ₹.37100-91450 (21)
Compared Post: Child Development Project Officer of Women Development and Child Welfare Department						
3110-6380 (18)	5980-12100 (18)	9285-21550 (19)	16150-42590 (19)	35120-87130 (20)	Superintendent (Ministerial Service) ₹.28940-78910 (17) Extension Officer (Supervisor) Grade I	Project Director District Women & Child Development Agency ₹.37100-91450 (21)

					Superintendent, Children Homes and Collegiate Girls Homes Graduate Teacher ₹.24440-71510 (14) Managers of Vocational Training Centers ₹.22460-66330 (12)	
Mode of Appointment By promotion from the category of District Probation Officer Grade-II , Assistant Superintendent of Juvenile Home for Girls and Assistant Superintendent of Observation Home for Girls .						
Qualification: Degree and P.G. Diploma/ Degree in Social Work with specialization in Criminology and Correctional Administration						

Recommendations

Historically speaking, right since the 1993 RPS, there was never a parity in pay scales between the above two compared categories of posts. In fact their functional responsibilities are different. While the responsibilities of the discussed categories are mentioned above, the CDPO is responsible for implementation and administration of the ICDS programme at project level and provides the link between the ICDS functionaries and Government administration. The ICDS is targeted at children upto the age of 6 years and pregnant and lactating mothers and women in the age group of 16–44 years. The scheme is aimed to improve the health, nutrition and education (KAP) of the target community. Considering this, the single grade gap in pay scale is justified. The present pay scales seem appropriate. Accordingly the Commission assigns the corresponding pay scale of ₹.48440-137220 (Grade- 19) to these three categories of posts.

3. Head Supervisor **₹. 19500-58330 (Grade 10)**

4. Supervisor **₹. 15460-47330 (Grade 06)**

Request: It has been represented that the Head Supervisor and Supervisor take care of street children and have also to attend to correctional service of destitute children and young children who commit minor crimes. It is stated that the pay scales of the categories of Head Supervisor and Supervisor were improved and equated with those of Warder and Head Warder of Prisons Department. The eighth and Ninth Pay Revision Commissions maintained that parity. However, the Tenth Pay Revision Commission disturbed the parity by assigning a higher scale to the Warder and Head Warder of Prisons Department. It is requested to restore the earlier parity.

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

Head Supervisor

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1665-3200 (06)	3550-7150 (08)	5200-11755 (08)	10020-29200 (10)	19500-58330 (10)	Supervisor ₹.15460-47330 (06)	Junior House Master ₹.22460-66330 (12)
Compared Post: Head Warder in Prisons Department						
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)

Mode of Appointment: By promotion from Supervisor and, if not available, by Direct Recruitment

Qualifications: SSC

Supervisor

1475-2675 (03)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	15460-47330 (06)	Office Subordinate ₹.13000-40270 (01)	Head Supervisor ₹.19500-58330 (10)
Compared Post: Warder in Prisons Department						
1535-2840 (04)	2870-5470 (04)	4595-10285 (06)	7960-23650 (06)	16400-49870 (07)	Direct Recruitment	Head warder ₹.21230-63010 (11)

Mode of Appointment: By Direct Recruitment or by transfer of Office Subordinates

Qualification: SSC

Recommendations:

According to the Andhra Pradesh Juvenile Welfare and Correctional Subordinate Service Rules the qualification prescribed for the posts of Head Supervisor and Supervisor is SSC whereas the qualification for the posts of Head Warder and Warder (Prisons Department) has been improved to Intermediate. The Tenth Pay Revision Commission, keeping in view the enhanced qualifications, improved the pay scales of Warders and Head Warders. The duties and responsibilities also differ. As such, the request for parity with these categories is not tenable. Keeping the above position in view, it is considered that the existing pay scales of these two categories are appropriate. Accordingly, the corresponding pay scales, as shown below, are assigned.

Head Supervisor	**₹. 29980-94500 (Grade 10)**
Supervisor	**₹. 23780-76730 (Grade 06)**

31. YOUTH ADVANCEMENT, TOURISM AND CULTURE DEPARTMENT
31.(a). ARCHAEOLOGY AND MUSUEMS DEPARTMENT

The Government of Andhra Pradesh has given prominent role to cultural development of the State. In order to have unified and focused attention to the nurturing and promotion of cultural diversities of the State, the Government of Andhra Pradesh has established the Department of Culture in 1981. The main objectives of the department are the administration of government colleges/schools of music and dance, promotion of culture through voluntary cultural organizations, rendering financial assistance to old and indigent artists, implementation of centrally sponsored schemes relating to financial assistance to eminent sanskrit pandits and men of letters, construction of auditoria in different parts of the state. It promotes propogation of telugu culture outside the state by providing annual grant to organisations, conducs cultural programmes, state functions, festivals and programmes in collaboration with zonal centres like the South Zone Cultural Centre and South Central Zone Cultural Centre etc. It also conducts theatre workshops for promotion of telugu drama and organizes documentation of cultural programmes and dying art forms..

1. Keeper of Estampages ₹. 21230-63010 (Grade 11)

Request: It is represented that there is no promotion channel for the post of Keeper of Estampages. The holder of the post joined the department in 1994 as Estampage Taker and got promotion as Keeper of Estampages in 1999. The petitioner has stated that he is a Post Graduate in History and is going to retire on 30th April, 2023. It is requested to create a promotion channel to the post of Technical Assistant from the category of Keeper of Estampages. There is also a request to assign the pay scale of ₹.31460-84790 (Grade-19) applicable to the post of Technical Assistant, keeping in view his long service.

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1975-4010 (09)	3750-7650 (09)	5470-12385 (09)	9460-27700 (09)	21230-63010 (11)	Estampage Taker ₹.14600-44870 (04)	
Compared Post: Technical Assistant						
2600-5580 (15)	5000-10600 (15)	7770-18575 (16)	16150-42590 (19)	31460-84970 (19)		Assistant Director ₹. 37100-91450 (21)

Mode of Appointment: By promotion from the category of Estampages Taker.

Recommendations:

According to the Andhra Pradesh Archaeology and Museums Subordinate Service Rules the post of Keeper of Estampages is filled up by promotion from the category of Estampage Taker, which itself is filled up by transfer of Office Subordinates in the Andhra Pradesh Last Grade Service. The Service Rules do not prescribe any specific qualification for appointment to the post of Keeper of Estampages or Estampage Taker. The higher academic qualification possessed by an individual or the long service put in by him cannot be the grounds for assigning a higher pay scale to that individual. Hence, keeping the duties and responsibilities attached to the post in view, it is considered that the existing pay scale is adequate and the corresponding scale of ₹.32670-101970 (Grade-11) is assigned.

32. WORK CHARGED ESTABLISHMENT

The 'Work Charged' establishment has been a part of all the Engineering departments of the Government since a long time. These personnel are deployed mainly for keeping a watch on project execution and post completion maintenance of various public infrastructure. Traditionally, the remunerations payable to the complement of 'Work Charged' staff working on execution of a public infrastructure project is borne from out of the project cost itself by earmarking certain percentage (petty supervision charges) of the estimate for this purpose. Once the project is completed, the staff move out to a new project. Hence the nomenclature 'Work Charged'.

Government, vide G.O.Ms.No.107, Public Works Department dated 7.2.1974, broadly classified all the employees into five major segments, namely Unskilled, Semi-skilled, Skilled, Highly Skilled and Supervisory basing on the qualification and experience level prescribed and nature of duties performed. Within these broad segments (and sub-segments) the various categories of posts were listed trade-wise. Another major decision taken in the same order was to specify standardised pay scales for each segment/ sub-segment of employees. This resulted in rationalisation of pay structure of the entire cadre of 'Work Charged' employees.

The details of the classification are as under:

1. Unskilled
2. Semi-Skilled
3. i) Skilled Class V
   ii) Skilled Class IV
   iii) Skilled Class III
   iv) Skilled Class II
   v) Skilled Class I
4. i) Highly Skilled Class IV
   ii) Highly Skilled Class III
   iii) Highly Skilled Class II
   iv) Highly Skilled Class I
5. Supervisory

The following 16 trades were introduced:

A. Watch and Ward
B. Mazdoor
C. Rest House Establishment
D. Gardens

E. Floating Plants
F. Laboratory
G. Rigger
H. Photography
I. Executive
J. Operational
K. Construction and Equipment
L. Repairs
M. Workshops and Construction
N. Drilling
O. Electrical
P. Telephones and Wireless

Subsequently, from time to time, some new posts such as Sluiceman, Painter, Blacksmith, Carpenter, Dredger Operator etc. were brought within the umbrella of Work Charged establishment.

ANALYSIS OF INDIVIDUAL CATEGORY-WISE REPRESENTATIONS:

The representations received from the Employees Associations for alteration of pay scales are discussed below:

1. Mechanic Grade-III ₹. 15030-46060 (Grade-5)

2. Fitter Grade-I ₹. 15030-46060 (Grade-5)

Request: It has been pointed out that both the promotion post of Mechanic Grade-III and feeder post of Fitter Grade-I have been assigned the same pay scale. It is requested to resolve the anomaly by assigning higher pay scale to the category of Mechanic Grade-III						
Pay scales (Grades) assigned from time to time, feeder and promotion categories for this post and two posts						
Mechanic Grade-III						
1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1595-3020 (5)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	15030-46060 (5)	Fitter Grade-I ₹.15030-46060	Mechanic Grade-II ₹.16400-49870 (7)

Fitter Grade-I						
1595-3020 (5)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	15030-46060 (5)	Fitter Grade-II ₹.14600-44870 (4)	Mechanic Grade-III ₹. 5030-46060 (5)
Mode of Appointment: In the Repairs Trade the category of Mechanic Grade-III is filled up by promotion of Fitter Grade-I						
Qualifications: Mechanic Grade-III: 5 years experience as Fitter Grade-I in particular Trade Fitter Grade-I: 5 years experience as Fitter Grade-II in particular Trade						

Recommendations:

The Commission agrees with the contention that there is an existing anomaly since both the promotion and feeder categories have been assigned the same pay scales right since the 1993 RPS. We also find that contrary to the classification of the category Mechanic Grade-III under Skilled Class II in G.O. Ms. No. 107, Public Works Department dated 7-2-1974, it has been classified under Skilled Class-III in Volume-III of the Report of the 10th PRC. No specific reason has been assigned for the same. Hence the Commission recommends resolution of the anomaly by assigning the following revised pay scales:

	Mechanic Grade-III	**₹. 25220-80910 (Grade-7) (improved by two grades)**
	Fitter Grade-I	**₹. 23780-76730 (Grade-6) (improved by one grade)**
3.	**Light Vehicle Driver Grade-I**	**₹. 15460-47330 (Grade-6)**
4.	**Light Vehicle Driver Grade-II**	**₹. 15460-47330 (Grade-6)**
5.	**Heavy Vehicle Driver Grade-I**	**₹. 17890-53950 (Grade-8)**
6.	**Heavy Vehicle Driver Grade-II**	**₹. 17890-53950 (Grade-8)**

Request: It is requested that Driver Grade-I and II (both L.V. and H.V.) should be assigned different pay grades as Driver Grade-I is a promotion category for the Driver Grade-II. It has also been requested to assign pay scales to the Road Roller Operators and Launch Drivers on par with that of H.V. and L.V. Drivers respectively.

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

L.V. Driver Grade-II

1993	1999	2005	2010	2015	Feeder Category	Promotion Category
₹.						
1595-3020 (5)	2990-5810 (5)	4595-10285 (6)	7960-23650 (6)	15460-47330 (6)	Cleaner ₹.13000-40270 (1)	

L.V. Driver Grade-I

1595-3020 (5)	2990-5810 (5)	4595-10285 (6)	7960-23650 (6)	15460-47330 (6)	------	H.V. Driver Grade-II 17890-53950 (8)

Mode of Appointment: L.V.Driver Gr-II: Direct Recruitment/ promotion of Cleaner;
L.V. Driver Gr-I: Direct Recruitment

Qualification: L.V. Driver Gr-II: By direct recruitment- should possess a licence to drive light vehicle with an experience in operation and maintenance of a light vehicle for a period of not less than 3 years in driving and maintenance of pickup vans, or a station wagons or cars; By promotion- Five years service as Cleaner and possess license to drive Light Vehicle for a period of one year.

L.V. Driver Gr-I: Possess a license to drive light vehicle with an experience in operation and maintenance of a light vehicle for a period of not less than 6 years. Must be experienced in driving and maintenance of pickup vans or a station wagons or cars

H.V. Driver Grade-II

₹.					Feeder Category	Promotion Category
1993	1999	2005	2010	2015		
1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	9200-27000 (8)	17890-53950 (8)	L.V.Driver Gr-II/I ₹.15460-47330 (6)	H.V. Driver Grade-I ₹.17890-53950 (8)

H.V. Driver Grade-I

1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	9200-27000 (8)	17890-53950 (8)	H.V.Driver Gr-II ₹.17890-53950 (8)	

Mode of Appointment: H.V. Driver Gr-II: Direct Recruitment/ promotion of L.V. Driver Gr-II/I
H.V. Driver Gr-I: By promotion of H.V. Driver Gr-II

Qualifications: H.V. Driver Gr-II- By direct recruitment must have Heavy Vehicle driving license with an experience of 3 years in driving and maintenance of Heavy vehicles (or) Light Vehicle Driver Grade-II of the department with 5 years of experience who possesses Heavy Vehicle driving license for one year (or) Light Vehicle Driver Grade-I of the department who possesses Heavy Vehicle Driving license for One year.

H.V. Driver Gr.I- By direct recruitment- must have 3 years experience as Heavy Vehicle Driver Grade-II (or) must have Heavy Vehicle driving license with an experience of 8 years in driving and maintaining heavy vehicles.

Recommendations:

It is observed that right since the 1993 RPS the scales of pay attached to the two categories of L.V. Driver Grade-II and Grade-I have been one and the same. Same is the case in respect of the categories of H.V. Drivers Grade-II and Grade-I also. It is also seen that these posts carry the same pay scale as assigned to L.V. Drivers and H.V. Drivers respectively under the classification of 'Common Categories' in all Government departments. In fact in the Government Departments these posts of Drivers, both L.V. and H.V., have not been split into two grades. Considering these facts, the Commission feels that the present pay grades assigned should continue and accordingly assigns the corresponding pay scales as follows:

L.V. Driver Grade-II and Grade-I ₹. 23780-76730 (Grade-6)

H.V. Driver Grade-II and Grade-I ₹. 27500-87480 (Grade-8)

The categories of Road Roller Operator/ Road Roller Driver, Launch Driver and Launch Sarang are also assigned the same pay grade as that of the Heavy Vehicle Driver Grade-I/II (Grade-8).

Similarly the categories of Assistant Launch Driver and Assistant Launch Sarang are assigned the same pay grade as that of the Light Vehicle Driver Grade-I/II (Grade-6).

7. Work Inspector Grade V ₹. 13000-40270 (Grade-01)
8. Work Inspector Grade IV ₹. 16400-49870 (Grade-07)
9. Work Inspector Grade III ₹. 18400-55410 (Grade-09)
10. Work Inspector Grade II ₹. 21230-63010 (Grade-11)
11. Work Inspector Grade I ₹. 23100-67990 (Grade-13)

Sl. No.	Category/Post	Trade	Classification	Pay Scale ₹.	Grade
1.	Work Inspector Group V (Vanishing category)	Executive	Semi-Skilled	13000-40270	01
2.	Work Inspector Group IV (Former Works Inspector Grade III)		Skilled Class IV	16400-49870	07

3.	Works Inspector Grade III (Former Works Inspector Grade II)		Skilled Class I	18400-55410	09
4	Works Inspector Grade II (Former Works Inspector Grade I)		Highly Skilled Class IV	21230-63010	11
5S	Works Inspector Grade I (Former Works Inspector Special Grade)		Highly Skilled Class I	23100-67990	13

Request: It is represented that the existing four grades of Work Inspectors be regrouped into two, i.e. Work Inspector Grade I and Grade II be grouped as Work Inspector Grade-I and Grade III and Grade IV be regrouped as Work Inspector Grade-II. It is also requested to assign the New Common Category Pay scale of Rs.1010-1800 of Revised Pay Scales to the Work Inspectors Grade IV. One more request is that the category of Work Inspector Grade IV be assigned a pay scale on par with that of the Technical Assistant (Tracer). There is also a request to improve the pay scale of Work Inspectors Grade-IV and Work Inspector Grade-III by two grades each and that of the Work Inspector Grade II and Work Inspector Grade I by three grades each.

Pay scales (Grades) assigned from time to time and Method of Recruitment/Qualifications

Works Inspector Grade V (No further recruitment)

1993	1999	2005	2010	2015	Method of Recruitment/Qualifications
₹.					
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6700-20110 (01)	13000-40270 (01)	Three years' experience as Technical or Non-Technical Maistry.

Works Inspector Grade IV (Former Works Inspector Grade III)

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)	4370-9775 (05)	7740-23040 (05)	16400-49870 (07)	--	Work Inspector Grade III ₹.18400-55410 (09)

Qualifications: Pass in SSC/HSC with ITI Certificate in Draughtsman Civil Trade

Compared Post: Technical Assistant (Former Tracer)

1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	17890-53950 (08)	Printing Technician ₹.14600-44870 (4)	Jr. Technical Officer ₹.22460-66330 (12)

Works Inspector Grade III (Former Works Inspector Grade II)					
1993	1999	2005	2010	2015	Qualifications
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	18400-55410 (09)	Five years' experience as Work Inspector Grade IV (former Works Inspector Grade III). Appeared for LCE/LEE/LME/LAE final year examination
Works Inspector Grade II (Former Works Inspector Grade I)					
1993	1999	2005	2010	2015	Qualifications
₹.					
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	21230-63010 (11)	Three years' experience as Work Inspector Grade III (former Works Inspector Grade II). LCE)
Works Inspector Grade I (Former Works Inspector Special Grade)					
1993	1999	2005	2010	2015	Method of Recruitment/Qualifications
₹.					
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	23100-67990 (13)	Ten years of experience in case of Non Diploma holders and six years of experience in case of Diploma holders as Work Inspector Grade II(Former Work Inspectors Grade I). Appeared for B.E.

Recommendations:

The requests put forth were examined earlier by the two previous Pay Revision Commissions. The issue of assigning the pay scales of 'New Common Categories' introduced by the 1986 Pay Revision Commission need not be revived at this point of time. We endorse the views taken by the Ninth and Tenth Pay Revision Commissions in this regard. The Commission observes that in the 1993, 1999, 2005 and 2010 RPSs the pay scales of the category of Work Inspector Grade-III were at par with those of the Technical Assistant (Tracer) of Engineering Departments. In the 2015 RPS the Work Inspector Grade-III was placed one pay grade higher. The earlier parity has been restored in the present Pay Revision. The Commission further observes that the Tenth Pay Revision Commission improved the pay scales of Work Inspectors from Grade IV to Grade I by two/ three stages. Considering all the above facts and keeping the qualifications/skills required and the duties attached to these categories in view, the Commission is of the opinion that the existing pay scales are adequate. Accordingly, the following corresponding pay scales are assigned:

Work Inspector Grade V	**₹. 20000-61960 (Grade-1)**
Work Inspector Grade IV	**₹. 25220-80910 (Grade-7)**

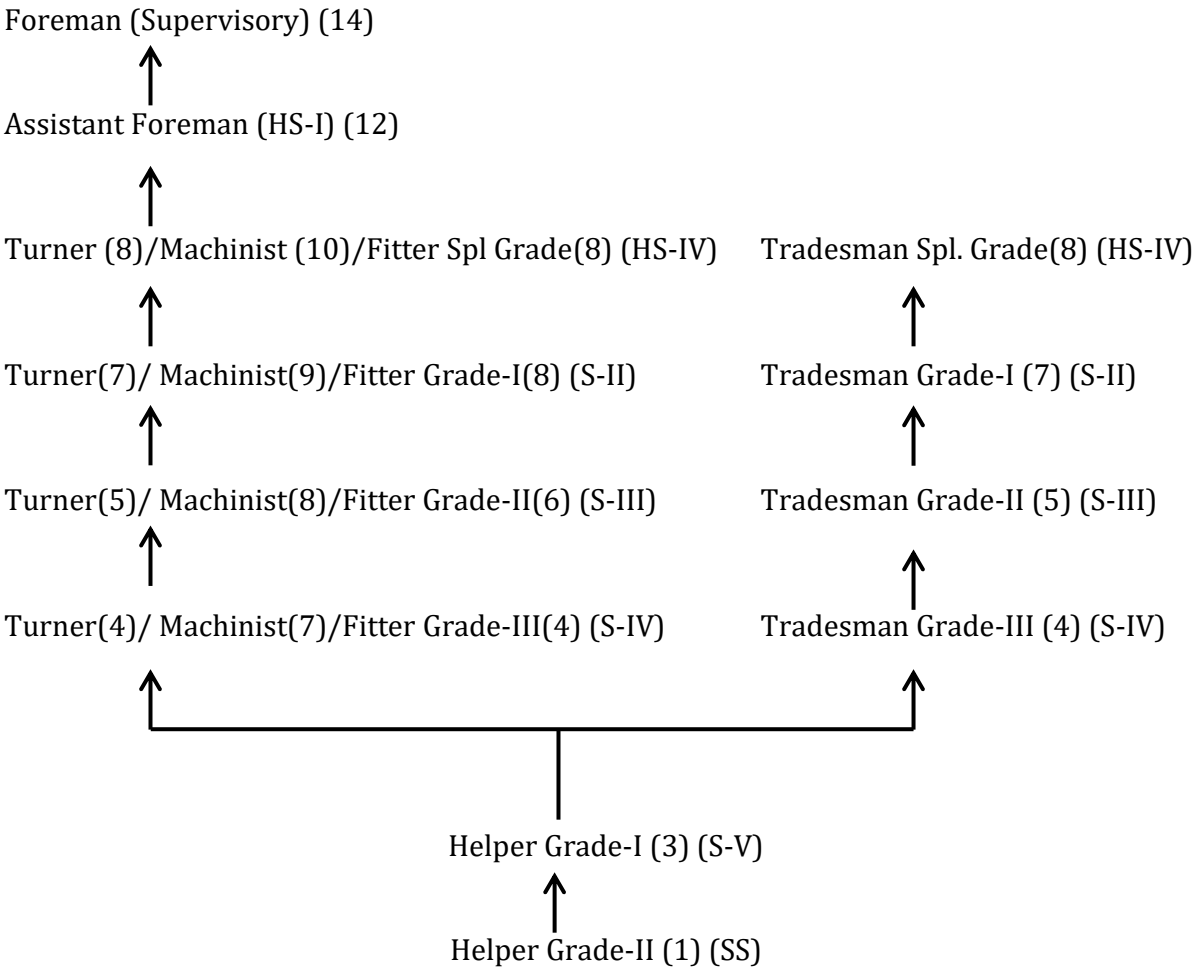
Work Inspector Grade III	**₹. 28280-89720 (Grade-9)**
Work Inspector Grade II	**₹. 32670-101970 (Grade-11)**
Work Inspector Grade I	**₹. 35570-109910 (Grade-13)**

Analysis of categories in 'Workshop and Construction' Trade

12. **Turner/ Machinist/ Fitter/ Tradesman Special Grade**
13. **Turner/ Machinist/ Fitter/ Tradesman Grade-I**
14. **Turner/ Machinist/ Fitter/ Tradesman Grade-II**
15. **Turner/ Machinist/ Fitter/ Tradesman Grade-III**

In terms of G.O. Ms. No.107 Public Works Department dated 07-02-1974, the various categories of posts in the 'Workshop and Construction' Trade have the following structural hierarchy:

(Skill Levels and Pay Grades in brackets)



(Note: HS- Highly Skilled, S- Skilled, SS- Semi Skilled)

The qualifications prescribed for various skill levels in respect of the four different sub-Trades i.e. Turner, Machinist, Fitter and Tradesman are also similar. So also are the feeder channels. The pay grades assigned to these categories in different PRCs are given below:

Turner, Machinist, Fitter, Tradesman (Pay Grades assigned in that order)

Category	1993	1999	2005	2010	2015
Special Grade	8,8,8,8	8,8,8,8	8,8,8,8	8,8,8,8	8,10*,8,8
Grade-I	7,7,7,7	7,7,7,7	7,7,7,7	7,7,7,7	7,9,8,7
Grade-II	5,5,5,5	5,5,5,5	5,5,5,5	5,5,5,5	5,8,5**,5
Grade-III	4,4,4,4	4,4,4,4	4,4,4,4	4,4,4,4	4,7,4,4

(* 10th PRC assigned Grade 10 in Volume II/2 and grade 8 in Volume III
** 10th PRC assigned Grade 5 in Volume II/2 and grade 6 in Volume III)

Notwithstanding the existing internal parity in the hierarchical structure, the 10th PRC, after considering some representations received from the Machinists and Fitters, enhanced the pay grades of the Machinist and Fitter categories alone resulting in distortion and disparities within this Trade category, as shown above. There was also discrepancy in exhibition of the pay grades in respect of Machinists and Fitters between Volume-II/2 and Volume-III of the Report of the 10th PRC. Hence this PRC rationalizes the pay grades of this Trade as follows:

Turner/ Machinist/ Fitter/ Tradesman Special Grade	**₹. 28280-89720 (Grade-9)**
Turner/ Machinist/ Fitter/ Tradesman Grade-I	**₹. 25220-80910 (Grade-7)**
Turner/ Machinist/ Fitter/ Tradesman Grade-II	**₹. 23780-76730 (Grade-6)**
Turner/ Machinist/ Fitter/ Tradesman Grade-III	**₹. 22460-72810 (Grade-4)**
Machinist Grade-I	**₹. 28280-89720 (Grade-9)(P.I.)/ ₹. 25220-80910 (Grade-7)(F.E.)**
Machinist Grade-II	**₹. 27500-87480 (Grade-8)(P.I.)/ ₹. 23780-76730 (Grade-6)(F.E.)**
Machinist Grade-III	**₹. 25220-80910 (Grade-7)(P.I.)/ ₹. 22460-72810 (Grade-4)(F.E.)**
Fitter Grade-I	**₹. 27500-87480 (Grade-8)(P.I.)/ ₹. 25220-80910 (Grade-7)(F.E.)**

The Commission has made an attempt to rationalize the pay scales of various categories of posts in different skill levels, duly taking into account their qualifications, nature of duties performed and other relevant factors. The analysis made above about specific posts have been integrated into this exercise. The details are outlined below:

I. UN-SKILLED

The following are the categories of posts and the Pay Scales/ Grades assigned by the 10th PRC:

Sl. No.	Category/Post	Trade	Pay Scale ₹.	Grade
1.	Mazdoor	Mazdoor	13000-40270	1
2.	Lascar	Mazdoor	13000-40270	1
3.	Sweeper	Mazdoor	13000-40270	1
4.	Scavenger	Mazdoor	13000-40270	1
5.	Washerman	Mazdoor	13000-40270	1
6.	Mali	Gardens	13000-40270	1
7.	Mazdoor	Laboratory	13000-40270	1
8.	Watchman	Watch & Ward	13000-40270	1
9.	Sluiceman		13390-41380	2

The progression of pay scales, method of recruitment and the qualifications attached to the above categories are as under:

<table>
<tr><td colspan="6">Mazdoor, Sweeper, Scavenger, Washerman, Mali, Watchman</td></tr>
<tr><td colspan="6">Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Mode of Recruitment and qualifications</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>1375-2375 (01)</td><td>2550-4550 (01)</td><td>3850-8600 (01)</td><td>6700-20110 (01)</td><td>13000-40270 (01)</td><td><u>Mazdoor, Watchman, Sweeper, Scavenger</u>: able bodied person
<u>Washerman</u>: capable of doing dhobi work
<u>Mali:</u> able bodied person (male & female) with aptitude for gardening</td></tr>
<tr><td colspan="6"><u>Laskar</u></td></tr>
<tr><td colspan="6">Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications</td></tr>
<tr><td>1993</td><td>1999</td><td>2005</td><td>2010</td><td>2015</td><td rowspan="2">Mode of Recruitment and qualifications</td></tr>
<tr><td colspan="5">₹.</td></tr>
<tr><td>1375-2375 (01)</td><td>2550-4550 (01)</td><td>3850-8600 (01)</td><td>6900-20680 (02)</td><td>13000-40270 (01)</td><td>Able bodied person and able to read and write</td></tr>
</table>

Sluiceman:					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1375-2375 (01)	2550-4550 (01)	3950-8815 (02)	6900-20680 (02)	13390-41380 (02)	Good physique and able to read gauge

Recommendations:

There is no request from any of the above categories for enhancement of pay grades. Keeping the qualifications and skill sets required in view, it is considered that the existing pay scales are adequate. Hence the following corresponding pay scales are assigned:

Mazdoor/Sweeper/Scavenger/ Washerman/Mali/Watchman/ Lascar **₹.20000-61960 (01)**

Sluiceman **₹. 20600-63660 (02)**

II. SEMI-SKILLED

Sl. No.	Category/Post	Trade	Pay Scale	Grade
1.	Helper	Rest House Establishment	13000-40270	1
2.	Boat Khalasi	Floating Plant	13000-40270	1
3.	Dredger Helper Grade II		13000-40270	1
4.	Cleaner	Operational HV	13000-40270	1
5.	Cleaner	Operational Construction Equipment	13000-40270	1
6.	Guardsman	Watch & Ward	13000-40270	1
7.	Room Boy	Rest House Establishment	13000-40270	1
8.	Water Supply Lineman	Executive	13000-40270	1
9.	Work Inspector Grade-V	Executive	13000-40270	1

10.	Helper Grade-II	Repairs	13000-40270	1
11.	Helper Grade-II	Workshops and Construction	13000-40270	1
12.	Helper Grade II	Drilling	13000-40270	1
13.	Helper Grade II	Electrical	13000-40270	1
14.	Attendant	Telephone & Wireless	13000-40270	1
15.	Firemen	Floating Plant	13000-40270	1
16.	Oilman		13000-40270	1
17.	Signaller		13000-40270	1
18.	Patroller		13000-40270	1
19.	Head Mazdoor	Mazdoor	13390-41380	2
20.	Gardener Grade-II	Gardens	13390-41380	2

The progression of pay scales and the qualifications attached to the above are as under:

Helper/ Boat Khalasi/ Dredger Helper Grade II/ Cleaner/ Guradman/ Room Boy/ Water Supply Lineman/ Work Inspector Grade V/ Helper Grade II/ Attendant/ Fireman/ Oilman/ Signaler/ Patroller					
Pay scales (Grades) assigned from time to time and qualifications					
1993	1999	2005	2010	2015	Qualifications
₹.					
1375-2375 (01)	2550-4550 (01)	3850-8600 (01)	6700-20110 (01)	13000-40270 (01)	Helper (Rest House): An able bodied man and capable of assisting the work Boat Khalasi: Able bodied person and capable of swimming Dredger Helper Grade II: Able bodied person with 3 years' experience on Dredger. Must know swimming Cleaner: Must have studied up to 7th class and should have a good physique Guardsman: Person with special attitude for watch and ward work such as Gurkhas. Ex-servicemen etc. Room boy (Rest House): Must know reading and writing and be capable of attending room service

					Water Supply Lineman/ Helper Grade II/ Attendant/ Oilman/ Signaller: Must have passed 7th class of a recognised school and must be able bodied. Work Inspector Grade V: 3 years' experience as Technical or Non-Technical Maistries. Patroller: Must be an able bodied person with skill of spading and closing of Gundies Fireman: Must have a strong physique and capable of withstanding heat and must know swimming
Head Mazdoor/Gardner Grade II					
Pay scales (Grades) assigned from time to time and qualifications					
1993	1999	2005	2010	2015	Qualifications
₹.					
1375-2375 (01)	2550-4550 (01)	3950-8815 (02)	6900-20680 (02)	13390-41380 (02)	Head Mazdoor: Must be literate with a good personality capable of guiding work by group of mazdoors. Gardener Grade II: Must have knowledge of raising and maintaining lawns, gardens and parks and should have an experience of 5 years as Mali

Recommendations:

There are no requests for enhancement of pay scales. Keeping the qualifications and skill required in view, it is considered that the existing scales are appropriate and accordingly the following corresponding pay scales are assigned:

Helper/ Boat Khalasi/ Dredger Helper Grade II/ Cleaner/Guardsman/Room Boy/ Water Supply Lineman/ Work Inspector Grade V/Helper Grade II/ Attendant/Fireman/Oilman/Signaler/ Patroller **₹. 20000-61960 (Grade-1)**

Head Mazdoor/Gardner Grade II **₹. 20600-63660 (Grade-2)**

III. SKILLED CLASS-V

The following are the categories of posts and the Pay Scales/ Grades assigned to them by the 10th PRC:

Sl. No.	Category	Grade	Pay Scale
1.	Sergeant (Watch & Ward)	2	13390-41380
2.	Cook Gr.II (Rest House Estt.)	2	13390-41380
3.	Boat Sarang (Floating Plant)	2	13390-41380
4.	Lab. Attendant (Laboratory)	2	13390-41380
5..	Rigger Gr.III/Mopala Gr.III	2	13390-41380
6	Lineman (Telephones)	2	13390-41380
7.	Wireless Messenger	2	13390-41380
8.	Telephone Messenger	2	13390-41380
9.	Operator Gr.V (Operational Construction Equipment)	2	13390-41380
10.	Hookmen	2	13390-41380
11.	Helper Gr.I (Repairs)	3	13780-42490
12.	Helper Gr.I (Workshops & Construction)	3	13780-42490
13.	Helper Gr.I (Drilling)	3	13780-42490
14.	Helper Gr.I (Electrical)	3	13780-42490
15.	Dredger Helper, Gr.I	3	13780-42490
16.	Gardener Gr.I (Gardens)	4	14600-44870

The progression of pay scales, method of recruitment and the qualifications attached to the above categories are as under:

Sergent, Cook Grade-II, Boat Sarang, Lab Attendant, Rigger Gr-III, Lineman, Wireless Messenger, Telephone Messenger, Operator Gr-V, Hookman					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1425-2525 (2)	2650-4850 (2)	3950-8815 (2)	6900-20680 (2)	13390-41380 (2)	Sergent: By Direct Recruitment with VII class and he has to check the work of Watchman and Guardsman

					Cook Gr-II: By Direct Recruitment, must be capable of preparing Indian type vegetarian and non-vegetarian dishes satisfactorily. Boat Sarang: By Direct Recruitment with 5 years of service on Floating plant and be capable of swimming Lab Attendant: By direct recruitment; must have passed VII class. Rigger Gr-III: By direct recruitment; one must be strong in physique with sufficient knowledge in erection of derricks operation of winches, utilization of pulley blocks Manila ropes, tying of suitable knots etc., with minimum 3 years experience in this line Lineman: By direct recruitment with the qualification of VII class and should possess one year experience as lineman Operator Gr.V: By direct recruitment; one must have 5 years experience as Cleaner on the particular type of machine.: Wireless Messenger, Telephone Messenger, Hookmen: Not Available
Helper Grade-I (Repairs, Workshop & Construction, Drilling, Electrical, Dredging)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1475-2675 (3)	2750-5150 (3)	4050-9050 (3)	7100-21250 (3)	13780-42490 (3)	Repairs: Promotion from Helper Gr-II with 5 years experience in the concerned trade and should be a Trade Certificate holder (ITI) in Mechanical motor vehicle or Mechanical diesel, Mechanical Tractor or TTC certificate holder (Non SSC). Workshop & Construction: Promotion from Helper Gr-II with 5 years experience or must be an ITI Trade certificate holder in Fitter, Machinist or a Turner trade Drilling: By promotion from the category of Helper Grade-II with 5 years experience or must have studied upto S.S.C. or its equivalent. Electrical: By promotion from the category of Helper Grade-II with 5 years experience and

					should be an ITI Trade certificate holder in Wireman Trade Dredging: Not Available
Gardener Grade-I (Gardens)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1425-2525 (2)	2650-4850 (2)	3950-8815 (2)	6900-20680 (2)	14600-44870 (4)	Experience of horticultural operations and 5 years service as Gardner Grade-II

Recommendations:

There is no request from any of the above categories for enhancement of pay grades. Keeping the qualifications and skill sets required in view, it is considered that the existing pay scales are adequate. Hence the following corresponding pay scales are assigned:

Sergent/Cook Grade-II/Boat Sarang/Lab Attendant/ Rigger Gr-III/Lineman/Wireless Messenger/ Telephone Messenger/Operator Gr-V/Hookman **₹. 20600-63660 (Grade-2)**

Helper Grade-I (Repairs/Workshop & Construction/ Drilling, Electrical/Dredging) **₹. 21200-65360 (Grade-3)**

Gardener Grade-I (Gardens) **₹. 22460-72810 (Grade-4)**

IV. SKILLED CLASS IV

The following are the categories of posts and the Pay Scales/ Grades assigned by the 10th PRC:

Sl. No.	Category	Grade	Pay Scale
1.	Telephone Operator (Telephone & Wireless)	4/5	14600-44870/ 15030-46060 (if any as personal to those who were in the pay scale of ₹.2990-5810 in 1999 pay scales)
2.	Cook Gr.I (Rest House Estt.)	4	14600-44870

3.	Butler (Rest House Estt.)	4	14600-44870
4.	Rigger/Mopala Gr.II	4	14600-44870
5.	Dark Room Asst. (Photography)	4	14600-44870
6.	Fitter Gr.II (Repairs)	4	14600-44870
7.	Blacksmith	4	14600-44870
8.	Tradesman Gr.III (Workshops and Construction)	4	14600-44870
9.	Painter	4	14600-44870
10.	Turner Gr.III (Workshops & Construction)	4	14600-44870
11.	Welder	4	14600-44870
12.	Fitter Gr.III (Workshops & Construction)	4	14600-44870
13.	Moulder	4	14600-44870
14.	Drilling Operator Gr.III (Drilling)	4	14600-44870
15.	Wireman Gr.II (Electrical)	4	14600-44870
16.	Electrician Gr.II (Electrical)	4	14600-44870
17.	Plumber	4	14600-44870
18.	Asst. Dredger Operator/ Asst. Dredger Sarang/ Dredger Engine Driver Grade-III/Dredger Sarang Grade-II	4	14600-44870
19.	Receptionist	4	14600-44870
20.	Mechanic, Grade-IV	4	14600-44870
21.	Pump Mechanic, Gr.II	4	14600-44870
22	Operator Gr.IV (Operational Construction Equipment)	5	15030-46060
23.	L.V. Driver Gr.II (Operational LV)	6	15460-47330
24.	Machinist Gr.III (Workshops & Construction)	7	16400-49870

The progression of pay scales for the above categories are as under:

Sl. No.	Category	1993	1999	2005	2010	2015
1	Telephone Operator (Telephone & Wireless)	1535-2840 (4)	2870-5470 (4)	4260-9520 (4)	7520-22430 (4)	14600-44870 (4)/ 15030-46060 (5)

2	Cook Gr.I (Rest House Estt.)	1535-2840 (4)	2870-5470 (4)	4260-9520 (4)	7520-22430 (4)	14600-44870 (4)
3	Butler (Rest House Estt.)					
4	Rigger/Mopala Gr.II					
5	Dark Room Asst. (Photography)					
6	Fitter Gr.II (Repairs)					
7	Blacksmith					
8	Tradesman Gr.III (Workshops and Construction)					
9	Painter					
10	Turner Gr.III (Workshops & Construction)					
11	Welder					
12	Fitter Gr.III (Workshops & Construction)					
13	Moulder					
14	Drilling Operator Gr.III (Drilling)					
15	Wireman Gr.II (Electrical)					
16	Electrician Gr.II (Electrical)					
17	Plumber					
18	Asst. Dredger Operator/ Asst. Dredger Sarang/ Dredger Engine Driver Grade-III/Dredger Sarang Grade-II					
19	Receptionist					
20	Mechanic, Grade-IV					
21	Pump Mechanic, Gr.II					
22	Operator Gr.IV (Operational Construction Equipment)	1535-2840 (4)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	15030-46060 (5)
23	L.V. Driver Gr.II (Operational)	1595-3020 (5)	2990-5810 (5)	4595-10285 (6)	7960-23650 (6)	15460-47330 (6)
24	Machinist Gr.III (Workshops & Construction)	1535-2840 (4)	2870-5470 (4)	4260-9520 (4)	7520-22430 (4)	16400-49870 (7)

The method of recruitment and the qualifications attached to the above categories are as under:

Sl. No.	Category	Mode of Recruitment and Qualification	Feeder Category (Grade)	Promotion Category (Grade)
1	Telephone Operator (Telephone & Wireless)	Must have passed SSC and the Test prescribed by telephone authorities.	Lineman (2)	Line Inspector (11)
2	Cook Gr.I (Rest House Estt.)	By direct recruitment or promotion from the category of Cook Grade-II, A skilled cook of experience capable of preparing Indian and western types dishes satisfactorily. Must be capable of organizing cooking for feeding about 100 persons.	Cook Gr-II (2)	Caretaker (5)
3	Butler (Rest House Estt.)	By direct recruitment-must be able to read and speak English in addition to working knowledge of Telugu and Hindi. He must be conversant with table manners.	Cook Gr-II (2)	Caretaker (5)
4	Rigger/Mopala Gr.II	By promotion from the category of Rigger/ Mopala Gr-III minimum of 3 years experience as Rigger Grade-III	Rigger/Mopala Gr.III (2)	Rigger/Mopala Gr.I (5)
5	Dark Room Asst. (Photography)	By direct recruitment with 3 years experience in Photography line and possesing a good knowledge of developing and printing and enlarging black and white pictures.		Photographer (11)
6	Fitter Gr.II (Repairs)	By promotion from the category of Helper Gr-I with 5 years experience in	Helper Gr-I (3)	Fitter Gr.I (5)

		the particular trade or must have passed SSC or its equivalent and possess ITI trade certificate in Mechanical motor vehicle or mechanical diesel or mechanical tractor or must have passed TTC course after completing SSC.		
7	Blacksmith			
8	Tradesman Gr.III (Workshops and Construction)	By promotion from the category of Helper Grade-I with 5 years experience or must have passed ITI course in concerned trade, welder, moulder, plumber sheet metal worker, carpentry, smithy, building construction (mason) and pass in HSC or SSC.	Helper Gr-I (3)	Tradesman Gr.II (5)
9	Painter			
10	Turner Gr.III (Workshops & Construction)	By promotion from the category of Helper Gr-I with 5 years experience in the particular trade	Helper Gr-I (3)	Turner Gr.II (5)
11	Welder			
12	Fitter Gr.III (Workshops & Construction)	By promotion from the category of Helper Gr-I with 5 years experience in the particular trade	Helper Gr-I (3)	Fitter Gr.II (6)
13	Moulder			
14	Drilling Operator Gr.III (Drilling)	By direct recruitment- 5 years experience as Helper Grade-I and capable of operating jack hammers, Demolition Tools and similar equipment.	Helper Gr-I (3)	Drilling Operator Gr.II (5)
15	Wireman Gr.II (Electrical)	By promotion from the category of Helper Gr-I. 5 years experience as Helper Grade-I or must possess an ITI trade certificate in	Helper Gr-I (3)	Wireman Gr.I (5)

		Wireman Trade with 5 years practical experience.		
16	Electrician Gr.II (Electrical)	By direct recruitment a trade certificate holder in Electrical Trade.	--	Electrician Gr.I (7)
17	Plumber			
18	Asst. Dredger Operator/ Asst. Dredger Sarang/ Dredger Engine Driver Grade-III/Dredger Sarang Grade-II			
19	Receptionist			
20	Mechanic, Grade-IV			
21	Pump Mechanic, Gr.II			
22	Operator Gr.IV (Operational Construction Equipment)	By promotion from Operator Gr-V with minimum experience of 5 years as Operator on the particular type of machine/ By direct recruitment.- 8 years experience as Cleaner on the particular type of machine	Oparator Gr-V (2)	Oparator Gr-III (6)
23	L.V. Driver Gr.II (Operational)	Must possess light vehicle driving licence with experience in operation and maintenance of light vehicle for 3 years or Cleaner with 5 years service and possessing L.V. driving licence for 1 year	Cleaner (1)	L.V. Driver Gr-I (6)
24	Machinist Gr.III (Workshops & Construction)	Promotion of Helper Gr-I having 5 years experience	Helper Gr-I (3)	Machinist Gr-II (8)

Recommendations:

Taking into account the qualifications/ skill levels and responsibilities attached to the various categories the Commission recommends the following revised pay scales/ grades:

Sl. No.	Category	Pay Scale	Grade
1	Telephone Operator (Telephone & Wireless)	₹.22460-72810/ ₹.23120-74770 (latter scale applicable as personal to those who were in the pay scale of ₹.2990-5810 in 1999 RPS)	4/5
2	Cook Gr.I (Rest House Estt.)	₹22460-72810	4
3	Butler (Rest House Estt.)		
4	Rigger/Mopala Gr.II		
5	Dark Room Asst. (Photography)		
6	Fitter Gr.II (Repairs)		
7	Blacksmith		
8	Tradesman Gr.III (Workshops and Construction)		
9	Painter		
10	Turner Gr.III (Workshops & Construction)		
11	Welder		
12	Fitter Gr.III (Workshops & Construction)		
13	Moulder		
14	Drilling Operator Gr.III (Drilling)		
15	Wireman Gr.II (Electrical)		
16	Electrician Gr.II (Electrical)		
17	Plumber		
18	Receptionist		
19	Mechanic, Grade-IV		
20	Pump Mechanic, Gr.II		
21	Operator Gr.IV (Operational Construction Equipment)	₹.23120-74770	5

22	**L.V. Driver Gr.II (Operational)**	**₹.23780-76730**	**6**
23	**Machinist Gr.III (Workshops & Construction)**	**₹.25220-80910/ 22460-72810**	**7 (P.I.) / 4(F.E.)**

V. SKILLED CLASS III

The following are the categories of posts and the Pay Scales/ Grades assigned by the 10th PRC:

Sl. No.	Category	Grade	Pay Scale ₹.
1.	Assistant Dredger Operator/ Dredger Sarang/ Dredger Engine Driver Gr-III/ Dredger Sarang Gr-II	4	14600-44870
2.	Asst. Launch Driver (Floating Plant)	5	15030-46060
3.	Asst. Launch Sarang (Floating Plant)	5	
4.	Rigger Gr-I (Rigger)/ Mopala Gr-I	5	
5.	Rigger Gr-I (Executive)	5	
6.	Wireless Operator	5	
7.	Flood Gate Operator	5	
8.	Tradesman Gr-II (Workshop and construction)	5	
9.	Carpenter	5	
10.	Turner Gr-II (Workshop & Construction)	5	
11.	Fitter Gr-I (Repairs)	5	
12.	Drilling Operator Gr-II (Drilling)	5	15030-46060
13.	Dredger Sarang Gr-I (1986: 860-1740)	5	
14.	Mechanic Gr-III (Repairs)	5	
15.	Wireman Gr-I (Electrica1)	5	
16.	Generator Operator	5	
17.	Mason, Grade-III	5	
18.	Electrician	5	
19.	Lab Assistant	5	
20.	Hammerman	5	
21.	Caretaker	5	
22	Operator Gr-III (OCE)	6	15460-47330
23.	Fitter Gr-II (Workshop & Construction)	6	

24.	L.V. Driver Gr-I	6	
25.	Work Inspector Gr-IV (Former W.I. Gr-III)	7	16400-49870
26.	Machinist Gr-II	8	17890-53950
27.	H.V. Driver Gr-II	8	

The progression of pay scales for the above categories are as under:

Sl. No.	Category	1993	1999	2005	2010	2015
1	Assistant Dredger Operator/ Dredger Sarang/ Dredger Engine Driver Gr-III/ Dredger Sarang Gr-II	1535-2840 (4)	2870-5470 (4)	4260-9025 (4)	7520-22430 (4)	14600-44870 (4)
2	Asst. Launch Driver (Floating Plant)	1595-3020 (5)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	15030-46060 (5)
3	Asst. Launch Sarang (Floating Plant)					
4	Rigger Gr-I (Rigger)/ Mopala Gr-I					
5	Rigger Gr-I (Executive)					
6	Wireless Operator					
7	Flood Gate Operator					
8	Tradesman Gr-II (Workshop and construction)					
9	Carpenter					
10	Turner Gr-II (Workshop & Construction)					
11	Fitter Gr-I (Repairs)					
12	Drilling Operator Gr-II (Drilling)					
13	Dredger Sarang Gr-I (1986: 860-1740)					
14	Mechanic Gr-III (Repairs)					
15	Wireman Gr-I (Electrica1)					
16	Generator Operator					
17	Mason Grade-III					
18	Electrician					

19	Lab Assistant					
20	Hammerman					
21	Caretaker					
22	Operator Gr-III (OCE)	1535-2840 (4)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	15460-47330 (6)
23	Fitter Gr-II (Workshop & Construction)	1595-3020 (5)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	15460-47330 (6)
24	L.V. Driver Gr-I	1595-3020 (5)	2990-5810 (5)	4595-10285 (6)	7960-23650 (6)	15460-47330 (6)
25	Work Inspector Gr-IV (Former W.I. Gr-III)	1595-3020 (5)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	16400-49870 (7)
26	Machinist Gr-II	1595-3020 (5)	2990-5810 (5)	4370-9775 (5)	7740-23040 (5)	17890-53950 (8)
27	H.V. Driver Gr-II	1875-3750 (8)	3550-7150 (8)	5200-11755 (8)	9200-27000 (8)	1875-3750 (8)

The method of recruitment and the qualifications attached to the above categories are as under:

Sl. No.	**Category**	**Mode of Recruitment and Qualification**	**Feeder Category (Grade)**	**Promotion Category (Grade)**
1	Assistant Dredger Operator/ Dredger Sarang/ Dredger Engine Driver Gr-III/ Dredger Sarang Gr-II			
2	Asst. Launch Driver (Floating Plant)	Direct Recruitment- Certificate of competency as Engine Driver issued by competent authority in P.W. Department		Launch Driver (7)

3	Asst. Launch Sarang (Floating Plant)	By promotion of Boat Sarang having certificate of Boat Sarang issued by PWD authorities.	Boat Sarang (2)	Launch Sarang (7)
4	Rigger Gr-I (Rigger)/ Mopala Gr-I	By promotion of Rigger Gr.2. with minimum experience of 5 years. Capacity to command riggers and proficiency in using lifting tackle.	Rigger Gr.2 (4)	
5	Rigger Gr-I (Executive)			
6	Wireless Operator	------	-----	-----
7	Flood Gate Operator	-------	-----	-----
8	Tradesman Gr-II (Workshop and construction)	By promotion of Tradesmen Gr.III with 3 years experience in the particular trade.	Tradesmen Gr.III (5)	Tradesmen Gr.I (7)
9	Carpenter	----	----	----
10	Turner Gr-II (Workshop & Construction)	By promotion of Turner Gr.III with 3 years experience in the particular grade.	Turner Gr.III (4)	Turner Gr,I (7)
11	Fitter Gr-I (Repairs)	By promotion of Fitter Gr.II with 3 years experience in the particular grade	Fitter Gr.II (4)	Mechanic Gr. III (5)
12	Drilling Operator Gr-II (Drilling)	By promotion of Drilling Operator Gr.III with 3 years experience	Drilling Operator Gr.III (4)	Drilling Operator Gr.1 (7)
13	Dredger Sarang Gr-I (1986: 860-1740)	----	---	----
14	Mechanic Gr-III (Repairs)	By promotion of Fitter Gr.I with 5 years of experience	Fitter Gr.1 (5)	Mechanic Gr.II (7)
15	Wireman Gr-I (Electrical)	By promotion of wiremen Gr.II with 3 years experience	Wireman Gr.II (4)	Lineman (7)
16	Generator Operator	---	---	--
17	Mason Grade-III			
18	Electrician			
19	Lab Assistant			
20	Hammerman			

21	Caretaker	Direct Recruitment – Pass in SSC and good knowledge of English, Telugu & Hindi		
22	Operator Gr-III (OCE)	By promotion of Operator Gr.IV or by Direct Recruitment	Operator Gr.IV (5)	Operator Gr.II (8)
23	Fitter Gr-II (Workshop & Construction)	By promotion of Fitter Gr.III with 3 years experience in the particular trade	Fitter Gr.III (4)	Fitter Gr.I (8)
24	L.V. Driver Gr-I	Direct Recruitment- must possess LV driving Licence with experience in operation and maintenance. Must be experienced in driving and maintenance of pick up vans/wagons/cars		HV driver Gr.II (8)
25	Work Inspector Gr-IV (Former W.I. Gr-III)	By Direct Recruitment – ITI Holder with pass in HSC/SSC .		W.I GR.III (Former W.I Gr-II) (9)
26	Machinist Gr-II	By promotion of Machinist Gr.III with 3 years experience in the particular trade.	Machinist Gr.III (7)	Machinist Gr.I (9)
27	H.V. Driver Gr-II	By promotion of LV Driver Gr.II with 5 year experience and possessing HV driving licence for 1 year or LV Driver Gr.I possessing HV driving licence for 1 year; Direct Recruitment- must have HV driving Licence with experience of 3 years in maintaining HV vehicles and driving HV	LV GR.II/I (6)	HV Driver Gr.I (8)

Recommendations:

The Commission has already analysed supra in detail about the individual category-wise representations relating to alteration/ improvement in pay scales/ grades assigned to the various categories of employees. The Commission has also rationalized the pay scales/ grades assigned to the various categories in the 'Workshop and Construction' Trade. After taking these into account as well as the

qualifications/ skill levels and responsibilities attached to the various categories, the Commission recommends the following revised pay scales/ grades for the group of posts in 'Skilled Class III':

Sl. No.	Category	Pay Scale	Grade
1	Assistant Dredger Operator/ Dredger Sarang/ Dredger Engine Driver Gr-III/ Dredger Sarang Gr-II	₹.23780-76730	6
2	Asst. Launch Driver (Floating Plant)		
3	Asst. Launch Sarang (Floating Plant)		
4	Rigger Gr-I (Rigger)/ Mopala Gr-I		
5	Rigger Gr-I (Executive)		
6	Wireless Operator		
7	Flood Gate Operator		
8	Tradesman Gr-II (Workshop and construction)		
9	Carpenter		
10	Turner Gr-II (Workshop & Construction)		
11	Fitter Gr-I (Repairs)		
12	Drilling Operator Gr-II (Drilling)		
13	Dredger Sarang Gr-I (1986: 860-1740)		
14	Wireman Gr-I (Electrical)		
15	Generator Operator		
16	Mason Grade-III		
17	Electrician		
18	Lab Assistant		
19	Hammerman		
20	Caretaker		
21	Operator Gr-III (OCE)		
22	Fitter Gr-II (Workshop & Construction)		
23	L.V. Driver Gr-I		
24	Mechanic Grade-III (Repairs)	₹.25220-80910	7
25	Work Inspector Gr-IV (Former W.I. Gr-III)		
26	Machinist Gr-II	₹.27500-87480/ 23780-76730	8 (P.I)/ 6 (F.E.)
27	H.V. Driver Gr-II	₹.27500-87480	8

The Commission also restores the original classification of the category Mechanic Grade-III (as per G.O.Ms. No. 107) under Skilled Class-II.

VI. SKILLED CLASS II

Sl. No.	Category/post	Trade	Pay Scale ₹.	Grade
1.	Tradesman Grade I	Workshop and Construction	16400-49870	7
2.	Mason, Grade-II		16400-49870	7
3.	Turner Grade I	Workshop and Construction	16400-49870	7
4.	Drilling Operator Grade I	Drilling	16400-49870	7
5.	Lineman	E1ectrical	16400-49870	7
6.	Electrician	Electrical	16400-49870	7
7.	Maistry		16400-49870	7
8.	Fitter Grade I	Workshop & Construction	17890-53950	8
9.	Machinist Grade I	Workshop and Construction	18400-55410	9

Request: It has been requested to improve the pay scales of Tradesman Grade I, Mason Grade II, Turner Grade I, Drilling Operator Grade I, Lineman, Electrician and Maistry by one grade each.

The progression of pay scales, method of recruitment and the qualifications attached to the above posts are as under:

Tradesman Grade I/Mason Grade II/Turner Grade I/Drilling Operator Grade I/ Lineman/Electrician/ Maistry					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Tradesman Grade I/Mason Grade II/Turner Grade I/ Drilling Operator Grade I: Five years of experience in Grade II of the particular trade. Electrician/Maistry: Not available

Fitter Grade I					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	17890-53950 (08)	Five years of experience in Grade II of the particular trade.
Machinist Grade I					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	18400-55410 (09)	Five years of experience in Grade II of the particular trade.

Recommendations:

The discrepancy in pay scales assigned to various categories of posts in the 'Workshop and Construction' Trade has been discussed earlier and revised by the Commission. Regarding the other categories, keeping the qualifications and skills required in view, it is considered that the existing pay scales are appropriate. Accordingly, the following pay scales are assigned to the categories under Skilled Class II.

Tradesman Grade-I/Mason Grade II/ Turner Grade-I Drilling Operator Grade I/ Lineman/ Electrician/ Maistry	**₹.25220-80910(7)**
Machinist Grade-I	**<u>₹. 28280-89720 (Grade-9) (P.I.)</u> ₹. 25220-80910 (Grade-7) (F.E.)**
Fitter Grade-I	**<u>₹. 27500-87480 (Grade-8) (P.I.)</u> ₹. 25220-80910(Grade-7) (F.E.)**

VII. SKILLED CLASS-I

Sl. No.	Category/post	Trade	Pay Scale ₹.	Grade
1.	Dredger Operator, Grade II Dredger Engine Driver, Grade II		15460-47330	6
2.	Compressor Operator, Grade-II		16400-49870	7
3.	Launch Driver	Floating Plant	16400-49870	7
4.	Mechanic Grade II	Repairs	16400-49870	7
5.	Launch Sarang	Floating Plant	16400-49870	7
6.	H.V. Driver Grade I	Operational	17890-53950	8
7.	Operator Grade II	Construction Equipment	17890-53950	8
8.	Work Inspector Grade III (Previously known as Work Inspector Grade II)	Executive	18400-55410	9

Request: It is requested to improve the pay scales of Launch Driver, Launch Sarang, and Operator Grade-II by one grade each, the pay scales of Compressor Operator Grade II and Work Inspector by two grades and the pay scale of HV Driver Grade I (Operational) by three grades.

The progression of pay scales, method of recruitment and the qualifications attached to the above posts are as under:

Dredger Operator, Grade .II/Dredger Engine Driver, Grade II					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1665-3200 (06)	3130-6150 (06)	4595-10285 (06)	7960-23650 (06)	15460-47330 (06)	<u>Dredger Operator Grade II</u>: Direct Recruitment –Diploma with one year experience in Dredger operation. Must know swimming. Promotion – Five years of service as Assistant Dredger Operator <u>Dredger Engine Driver Grade II:</u> Direct Recruitment –ITI Certificate in Diesel Mechanism with SSC. Must know swimming.

					Promotion – Experience of five years as Dredger Engineer Driver Grade III.
Compressor Operator Grade II, Mechanic Grade II, Launch Driver, Launch Sarang					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1745-3200 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Compressor Operator Grade II – Not available Mechanic Grade II – Three years of experience as Mechanic Grade III in the particular trade. Launch Driver – Five years of experience as Assistant Launch Driver Launch Syrang - Five years of experience as Assistant Launch Syrang
H. V. Driver Grade I/ Operator Grade II					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1875-3750 (8)	3550-7150 (8)	5200-11715 (8)	9200-27000 (8)	17890-53950 (8)	H. V. Driver Grade I : Promotion - Five years of experience of as Heavy Vehicle Driver Grade II Direct Recruitment – Heavy Vehicle Licence with three years of experience in driving and maintaining Heavy vehicle Operator Grade II: Promotion: Twelve years of experience as cleaner on the particular type of vehicle viz., Shovels, Draglines, Clamshells, Crawler Tractors, Motor Graders and Mobile Cranes and possession of Heavy Vehicle Driving License. Direct Recruitment: Heavy Vehicle Driving License with eight years of experience on Heavy Vehicle

Work Inspector Grade III (Previously Known as Work Inspector Grade II)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1745-3420 (07)	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	18400-55410 (09)	Five years' experience as Work Inspector Grade IV (former Works Inspector Grade III). Appeared for LCE/LEE/LME/LAE final year examination

Recommendations:

No anomaly has been pointed out nor any comparison drawn. Keeping the qualifications and levels of skills in view, the Commission feels that there is a case to improve the pay scales of all the above mentioned categories, except that of the Work Inspector Grade-III, to pay grade-8. The request for improvement in pay scales of Work Inspectors has already been discussed above separately and the observations pertaining to Work Inspector Grade III thereunder apply here. Accordingly, the following pay scales are assigned to the categories under Skilled Class I.

Dredger Operator Grade II/ Dredger Engine Driver Grade II/ Compressor Operator Grade II/ Mechanic Grade II/ Launch Driver/ Launch Sarang/ H.V. Driver Grade I/ Operator Grade II	**₹. 27500-87480 (Grade-8)**
Work Inspector Grade III	**₹. 28280-89720 (Grade-9)**

VIII. HIGLY SKILLED CLASS-IV

Sl. No.	Category/Post	Trade	Pay Scale ₹.	Grade
1.	Assistant Wireless Operator		16400-49870	7
2.	Dredger Operator, Grade I/ Dredger Engine Driver Grade I		16400-49870	7
3.	Compressor Operator, Grade-I		17890-53950	8
4.	Mechanic Grade I	Repairs	17890-53950	8

5.	Tradesman Special Grade	Workshop & Construction	17890-53950	8
6.	Mason, Grade-I		17890-53950	8
7.	Turner Special Grade	Workshop & Construction	17890-53950	8
8.9.	Machinist Special Grade	Workshop & Construction	17890-53950	8
10.	Fitter Special Grade	Workshop & Construction	17890-53950	8
11.	Line Inspector	Electrical	17890-53950	8
12.	Operator Grade. I	Construction Equipment	18400-55410	9
13.	Line Inspector	Telephone & Wireless	21230-63010	11
14.	Lab. Assistant	Laboratory	21230-63010	11
15.	Work Inspector Grade. II (Previously Known as Work Inspector Grade. I)	Executive	21230-63010	11

Request: It is requested to improve the pay scales of Mechanic Grade I, Tradesman Special Grade, Mechinist Special Grade, Fitter Special Grade, Line Inspector, Work Inspector Grade II, Compressor Operator by three grades and the pay scale of Dredger Operator Grade I/Dredger Engine Driver by one grade.

The progression of pay scales, method of recruitment and the qualifications attached to the above are as under:

Assistant Wireless Operator/Dredger Operator Grade I/Dreger Engine Driver Grade I					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
	3290-6550 (07)	4825-10845 (07)	8440-24950 (07)	16400-49870 (07)	Assistant Wireless Operator: LECE as 1st preference. LEE as 2nd preference Dredger Operator Grade I: Direct Recruitment - a) Licentiate in Marine Engineering. Must know swimming, b) Must have passed

					Technical Course held by the TTC of CWPC; Promotion - Must have 5 years' service experience as Operator Grade-II on Dredger. Dreger Engine Driver Grade I : Direct Recruitment - L.E.E./ L.M.E and know swimming; Promotion - experience 5 years of service as Dredger Engine Driver Grade-II
Compressor Operator Grade I, Mechanic Grade I, Tradesman Special Grade, Mason Grade I, Machinist Special Grade, Turner Special Grade, Fitter Special Grade, Line Inspector (Electrical)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)	<u>Operator Grade I:</u> 5 years' experience as Operator Grade II on the particular type of machine or a pass in the Technical Course held by Technical Training Course of Central Water and Power Commission Mechanic Grade I: 3 years' experience as Mechanic Grade. II for promotion or pass the Diploma Examination in Mechanical Engineering or Automobile Engineering of a recognized Institution or its equivalent <u>Mason Grade I & Compressor Operator Grade I</u> Not available <u>Tradesman Special Grade, Mechanist Special Grade, Fitter Special Grade, Turner Special Grade</u> 5 years' experience in Grade I of the particular trade <u>Line Inspector (Electrical):</u> 5 years' experience as Lineman or passed L.E.E. examination of recognized institution or its equivalent

Operator Grade I (Construction and Equipment)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
1875-3750 (08)	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	18400-55410 (09)	5 years' experience as Operator Grade II on the particular type of machine to become eligible for promotion or must have passed the Technical Course held by Technical Training Course of Central Water and Power Commission
Line Inspector (Telephone and Wireless), Lab Assistant					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	Line Inspector (Telephone and Wireless): Passed Diploma Holder – in Telecommunication of a recognized institution or its equivalent Lab Assistant: Direct Recruitment: Graduate in Science

Recommendations:

No anomaly has been pointed nor any comparison drawn. Keeping the qualifications and levels of skills in view, the Commission feels that there is a case to assign the pay grade 9 to all the above mentioned categories, except that of Line Inspector, Work Inspector Grade-II and Lab Assistant . In respect of Line Inspector and Work Inspector Grade-II the Commission feels that the current pay grade is appropriate and accordingly the corresponding pay scale is assigned. The Commission feels that the category of Lab Assistant deserves an improvement in pay grade to Grade-12 keeping in view its comparatively higher qualification (B.Sc.). Accordingly, the following pay scales are assigned to the categories under Highly Skilled Class IV.

Assistant Wireless Operator/ ₹. 28280-89720 (Grade-9)
Dredger Operator Grade I/
Dreger Engine Driver Grade I/
Compressor Operator Grade I/
Mechanic Grade I/ Tradesman Special Grade/
Mason Grade I/ Turner Special Grade/
Machinist Special Grade/ Fitter Special Grade/

Line Inspector (Electrical)/
Operator Grade I (Construction and Equipment)

Line Inspector (Telephone and Wireless)/ Work Inspector Grade-II **₹. 32670-101970 (Grade-11)**

Lab Assistant **₹. 34580-107210 (Grade-12)**

IX. HIGHLY SKILLED CLASS.III – No post categorised under this class

X. HIGHLY SLLED CLASS – II

Sl. No.	Category/Post	Trade	Pay Scale ₹.	Grade
1.	Wireless Operator (T&W)		17890-53950	8
2.	Dredger Operator	Special Grade	18400-55410	9
3.	Operator Special Grade	Operational & Construction Equipment	21230-63010	11
4.	Mechanic Special Grade	Repairs	21230-63010	11

Request: It has been requested to improve the pay scales of Wireless Operator and Dredger Operator by one grade each and the pay scales of Operator Special Grade and Mechanic Special Grade by two grades.

The progression of pay scales, method of recruitment and the qualifications attached to the above are as under:

Wireless Operator					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
	3550-7150 (08)	5200-11755 (08)	9200-27000 (08)	17890-53950 (08)	Promotion: L.E.C.E., / L.E.E., with 5 years' experience in similar capacity as Assistant Wireless Operator

Dredger Operator					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
	3750-7650 (09)	5470-12385 (09)	9460-27700 (09)	18400-55410 (09)	Direct Recruitment: Licentiate in Marine Engineering. 5 years' experience in dredging operation and must know Swimming Promotion: Must have 5 years of service experience as Operator Grade – I
Operator Special Grade, Mechanic Special Grade					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900-31550 (11)	21230-63010 (11)	Operator (Special Grade): 5 years' experience as Operator Grade I to become eligible for promotion. Direct Recruitment: 15 years' experience as Operator on the particular type of machine or 10 years' experience on the particular type of machine and possessing technical training center certificate of Central Water Power Commission Institution. Mechanic Special Grade: 5 years' experience as Mechanic Grade. I

Recommendations:

No anomaly has been pointed nor any comparison drawn. Keeping the qualifications and levels of skills in view, the Commission feels that there is a case to assign the pay grade 11 to all the above mentioned categories as follows:

Wireless Operator/ Dredger Operator/ Operator Special Grade/ Mechanic Special Grade **₹. 32670-101970 (Grade-11)**

XI. HIGHLY SKILLED CLASS – I

Sl. No.	Category/Post	Trade	Pay Scale ₹.	Grade
1.	Wireless Operator Special Grade/ Wireless Mechanic Special Grade		19500-58330	10
2.	Photographer	Photography	21230-63010	11
3.	Assistant Foreman	Workshop & Construction	21230-63010	11
4.	Lab Assistant	Technical	21230-63010	11
5.	Assistant Foreman	Repairs	22460-66330	12
6.	Work Inspector Grade I (Previously Known as Work Inspector Special Grade)	Executive	23100-67990	13

Request: It is requested to improve the pay scales of Photographer, Assistant Foreman (Workshop and Construction) by two grades and the pay scales of Foreman, Work Inspector and Wireless Operator Special Grade/Wireless Mechanic by one grade.

The progression of pay scales, method of recruitment and the qualifications attached to the above are as under:

Wireless Operator Special Grade/Wireless Mechanic Special Grade					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2075-4270 (10)	3950-8150 (10)	5750-13030 (10)	10020-29200 (10)	19500-58330 (10)	Five years' experience as Wireless Operator.
Photographer, Assistant Foreman (Workshop and Constructions), Lab Assistant (Technical)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2195-4560 (11)	4190-8700 (11)	6195-14175 (11)	10900 - 31550 (11)	21230-63010 (11)	<u>Photographer:</u> Direct Recruitment: Capable of operating still and cine camera. Capable of taking

					colour and black and white photographs as well cine sequences. A good knowledge of developing, printing and enlarging black and white photographs. Promotion: Fifteen years' service as Dark Room Assistant in addition to above capabilities. Ten years' experience in photography line Assistant Foreman (Workshop and Constructions) : Five Years' experience as Special Grade Fitter/ Turner/ Machinist. Lab Assistant (Technical): Not available
Assistant Foreman (Repairs)					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2195-4560 (11)	4190-8700 (11)	6505-15025 (11)	11530-33200 (12)	22460-66330 (12)	Promotion: Five years' experience as Special Grade Mechanic in the particular trade Appeared for BE Degree examination in Mechanical or Automobile Engineering or its equivalent.

Recommendations:

No anomaly has been pointed nor any comparison drawn. Keeping the qualifications and levels of skills in view, the Commission feels that there is a case to assign the pay grade 12 to all the above mentioned categories, except that of Work Inspector Grade-I (discussed above).

Wireless Operator Special Grade/ Wireless Mechanic Special Grade/ Photographer/Assistant Foreman (Workshop and Constructions)/ Lab Assistant (Technical)/ Assistant Foreman (Repairs)	**₹. 34580-107210 (Grade-12)**
Work Inspector Grade-I	**₹. 35570-109910 (Grade-13)**

XII. Supervisory

Sl. No.	Category/ Post	Trade	Pay Scale ₹.	Grade
1.	Foreman	Telephones and Wireless	23100-67990	13
2.	Foreman	Repairs	24440-71510	14
3.	Foreman	Workshop and Construction	24440-71510	14
4.	Supervisor		24440-71510	14

Request: It is requested to improve the pay scales of Supervisor, Foreman (Repairs) and Foreman (Workshop and Construction) by one grade and the pay scale of Foreman (Telephones and Wireless) by two grades.

The progression of pay scales, method of recruitment and the qualifications attached to the above are as under:

Foreman Telephone and Wireless					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2375-5040 (13)	4550-9600 (13)	6675-15500 (13)	11860-34050 (13)	23100-67990 (13)	Five years' experience as Wireless Operator Special Grade/Wireless Mechanic Special Grade
Foreman (Repairs), Foreman (Workshop and Construction), Supervisor					
Pay scales (Grades) assigned from time to time, Mode of Recruitment and qualifications					
1993	1999	2005	2010	2015	Mode of Recruitment and qualifications
₹.					
2525-5390 (14)	4850-10250 (14)	7200-16925 (14)	12550 -35800 (14)	24440-71510 (14)	Foreman: Five years' experience as Assistant Foreman or pass in BE (Mechanical) Supervisor: Not available

Recommendations:

No anomaly has been pointed nor any comparison drawn. Keeping the qualifications and levels of skills in view, the Commission feels that there is a case to assign the pay grade 14 to all the above mentioned categories, as follows, bringing complete parity in pay scales:

Foreman/ Supervisor ₹. 37640-115500 (14)