



REPORT OF
10TH PAY REVISION COMMISSION
ANDHRA PRADESH

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(Part-I)

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Pay Revision Commissioner

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1. RAJ BHAVAN DEPARTMENT

The Governor's Secretariat/Raj Bhavan is headed by the Principal Secretary to Governor and consists of Secretariat Section and Household Section. The Secretariat Section assists the Prl. Secy/Secretary to Governor in the disposal of office work. All files received from the State Secretariat and Legislature Secretariat pass through this section. Proposals received from the Government on Eighteen Universities, the Sainik Welfare Board, the Salar Jung Museum, the Indian Red Cross Society and other voluntary organizations with which the Governor is associated are also processed by the Secretariat Section. The Household section is headed by an Assistant Comptroller. This section is responsible for maintenance of the Main House (residential house of the Governor), the Guest House, the Officer's quarters, Raj Bhavan colony etc.

1. Head Cook : **Rs.8440-24950**
No. of posts : 1

It is represented that the post of Cook is feeder category to the post of Head Cook as per the AP Raj Bhavan Sub-ordinate Service Rules, 2000. However, in 2010 revision, this category is allowed a pay scale of Rs.8440-24950 and its feeder category of Cook is allowed a higher pay scale of Rs.9460-27700. Hence it is requested to rectify the above anomaly.

Following is the progression of pay scales of Cook, Head Cook, Butler and Head Butler of A.P. Guest House, Raj Bhavan and Protocol Department.

Category	A.P. Guest House		Raj Bhavan		Protocol Department	
	Rs.		Rs.		Rs.	
	2005	2010	2005	2010	2005	2010
Cook	4050-9050	7100-21250	4050-9050	9460-27700	4260-9520	7960-23650
Head Cook	-	-	4825-10845	8440-24950	5200-11755	10020-29200
Butler	3950-8815	6900-20680	4050-9050	7960-23650	3950-8815	7100-21250
Head Butler	4050-9050	7520-22430	4825-10845	8440-24950	--	--

The PRC 2010, had examined in detail the pay scales of the post of Head Cook, Cooks, Assistant Cook, Butler, working in various department i.e., A.P. Guest House, Raj Bhavan and Protocol Department and recommended for a uniform pay scale of Rs.10020-29200 for the category of Head Cooks in Protocol Department and Raj Bhavan who were earlier in the pay scales of Rs.5200-11755 and Rs.4825-10845 respectively. The same was not reflected in the Department Schedules of Raj Bhavan. Instead of showing a revised pay scale of Rs.10020-29200 for the Head Cook, it was indicated as Rs.8440-24950.

Hence, the Commission notices that in the report of PRC 2010, it was appropriate to indicate the pay scale of Head Cook of Raj Bhavan as Rs.10020-29200 and a mistake occurred due to oversight. The Commission rectifies the mistake and assigns to this category a pay scale of Rs.21230-63010

corresponding to Rs.10900-31550 on par with Head Cook of Protocol Department, thus improved by four stages.

2. Cashier : **Rs.13660-38570**
 No. of posts : 1

It is represented that this category had pay scales on par with Superintendent of Head Offices upto 2005 revision. In 2010 revision, the Superintendent was assigned a higher pay scale of Rs.14860-39540, whereas this category was assigned a pay scale of Rs.13660-38570. Request is to assign the pay scale of Rs.14860-39540 on par with the Superintendent working in Head Offices and Subordinate Offices. Following is progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Cashier in Raj Bhavan	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Senior Assistant (Rs.12910-36700)	Assistant Comptroller (Rs.18030-43630)
Superintendent in Head Offices	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director (Rs.18030-43630)

According to A.P. Ministerial Service Rules, the post of Cashier is filled by promotion from the category of Senior Assistant and one must have passed Accounts Test for Sub-ordinate Officers Part-I. In view of the above, Commission notices that this category belongs to APMS Rules and classified as Class-A category and is equivalent to Superintendent and therefore, assigns to it a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

3. Accountant- Gr. I : **Rs.13660-38570**
 No. of posts : 1

It is represented that this category had pay scales on par with Superintendent upto 2005 revision. In 2010 revision, the Superintendent was assigned a higher pay scale of Rs.14860-39540, whereas this category was assigned a pay scale of Rs.13660-38570. Hence request is to assign the pay scale of Rs.14860-39540 on par with the Superintendent working in Head Offices and Subordinate Offices.

Following is the Progression of pay scales of this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Accountant Grade-I	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Senior Assistant (Rs.12910-36700)	Assistant Comptroller (Rs.18030-43630)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Superintendent in Head Offices	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director (Rs.18030-43630)

According to service rules, the post of Accountant Grade-I is filled by promotion from the category of Senior Assistant and one must have passed Accounts Test for Sub-ordinate Officers Part-I. In view of the above, Commission notices that this category belongs to A.P.M.S. Rules and classified as Class-A category and is equivalent to Superintendent and therefore, assigns to it a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

4. Assistant Section Officer : Rs.12910-36700
No. of posts : 6

It is stated that there are (6) posts of Assistant Section Officers in Governor's Secretariat. But, four posts of Assistant Section Officers were now vacant and a Deputy Tahsildar was working on O.D. against the vacant post. The work of this category in Governor's Secretariat are very arduous in nature. In addition to routine work, they have to prepare monthly report to be sent to the President/Vice-President/Prime Minister/ Home Minister. Request is for a higher pay scale of Rs.14860-39540 on par with Assistant Section Officer (SC) of A.P. Secretariat.

According to Service Rules appointment of Assistant Section Officer in Raj Bhavan is by direct recruitment or by promotion or by appointment by transfer from Heads of Depts. This category is having parity with Assistant Section Officers of A.P. Secretariat in successive PRCs including 2010 revision.

Comparison with ASO (SC) is not appropriate, as the duties and responsibilities of both the categories are different. Hence Commission assigns to it a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570 on par with Assistant Section Officer of A.P. Secretariat, thus improved by one stage.

5. Section Officer : Rs.18030-43630
No. of posts : 2

It is stated that there are (2) posts of Section Officers in Governor's Secretariat. One Assistant Registrar of Cooperative Societies is working on O.D against the vacant post of Section Officer as the A.P. Secretariat is unable to post suitable Section Officer to work in Raj Bhavan. The work of Section Officers in Governor's Secretariat are arduous in nature. In addition to the routine work, they have to prepare monthly report to be sent to the President/Vice-President/Prime Minister/ Home Minister. Request is for a higher pay scale of Rs.19050-45850 on par with Section Officer (SC) of A.P. Secretariat.

According to Service Rules appointment of this category in Raj Bhavan is by posting of Section Officers from the Single Unit of the Departments of Secretariat other than Law and Finance Departments. The category of Section Officer in Raj Bhavan is having parity with the Section Officer of Secretariat in successive PRCs.

Comparison with Section Officer (SC) is not appropriate, as the duties and responsibilities of both the categories are different. Accordingly, the Commission assigns to it a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 on par with Section Officer (General), thus improved by one stage.

2. LEGISLATURE SECRETARIAT

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

1. Dubash : Rs.7520-22430
No. of posts : 3

It is stated that the duties of this category is to stand behind the Presiding Officer in a special uniform and special head robe throughout the Assembly sessions and to accompany the Hon'ble Speaker during non-session days and assist in receiving Committees from other States. This category was in the pay scale of Rs.4260-9520 on par with Record Assistant in 2005 revision. In 2010 revision, this category was assigned a pay scale of Rs.7520-22430, whereas Record Assistant was assigned a pay scale of Rs.7740-23040. Hence, request is for a pay scale of Rs.7740-23040 on par with Record Assistant. Another request is for sanction of Special Pay of Rs.650/- p.m.

Comparison with Record Assistant is not appropriate, as the qualifications, duties and responsibilities are varied. The Commission considers the existing pay scale of Rs.7520-22430 of this category to be adequate and accordingly assigns to it a pay scale of Rs.14600-44870 corresponding to Rs.7520-22430.

2. Senior Dubash : Rs.9460-27700
No. of posts : 1

It is stated that the incumbent was promoted from the category of Dubash in the pay scale of Rs.9460-27700. The duties and responsibilities of this category are similar to that of Senior Sergeant and has to work under the control of Presiding Officer. The feeder categories of the above posts i.e., Dubash and Sergeant are in the same pay scale of Rs.7520-22430. Hence, request is for a higher pay scale of Rs.11860-34050 on par with Senior Sergeant. Following is the progression of pay scales of this category and comparable post:

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Senior Dubash	--	--	5470-12385	9460-27700	Dubash (Rs.7520-22430)	--

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Senior Sergeant	2375-5040	4550-9600	6675-15500	11860-34050	Sergeant (Rs.7520-22430)	--

The Commission notices that the qualification prescribed for this category is 8th Class, whereas the qualifications prescribed for Senior Sergeant is SSC or SSLC. Comparison with Senior Sergeant is not appropriate, as the duties, responsibilities and qualification are varying. The Commission considers the existing pay scale of this category to be adequate and accordingly assigns to it a pay scale of Rs.18400-55410, corresponding to Rs.9460-27700.

3. Estate Officer : Rs.16150-42590
No. of posts : 2

It is stated that this category is attending to the duties of Erramanzil quarters (new/ old) and M.L.A. quarters. This category was assigned a pay scale of Rs.9285-21550 in 2005 revision and a lower pay scale of Rs.16150-42590 in 2010 revision. Hence, request is for a higher pay scale of Rs.18030-43630 and also for Special Pay for attending duties of Erramanzil quarters (new/ old) and M.L.A. quarters.

As per service rules, this category is filled by transfer of Assistant Section Officer of State Legislature or by transfer of Section Officer, if qualified and suitable Assistant Section Officer is not available and for direct recruitment, one must possess Degree based on the recommendations of A/C 2004, the pay scale of this category was enhanced to Rs.5980-12100. This category did not represent to 2005 and 2010 revisions. However, pay scales of Rs.9285-12100 (one stage) and Rs.16150-42590 (C.S) were assigned.

Keeping in view the nature of duties and functions of this category, the Commission assigns to it a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 on par with Section Officer, thus improved by two stages.

4. Research Officer : Rs.16150-42590
No. of posts : 13

It is stated that the post of Research Officer was constituted in the year 1990 with the objective of providing information to Legislators/ Presiding Officer/Political Officers on various socio-economic issues. They have to prepare background information notes on all the Legislative matters including the Bills that come before the House, on important socio-economic issues like women development, educational progress and industrial growth and have also to prepare fact papers on implementation of social development schemes/projects. In addition, they have also to undertake all publication works of Legislature. Recently, the A.P. Legislature Website is also being maintained by the Research Section. In view of the above, the request is for a pay scale of Rs.18030-43630 on par with Section Officer/Reporter of this

department and also requested for special pay on par with the above categories.

Following is the progression of pay scales for this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Research Officer	1330 - 2630	2750- 5960	5300- 11300	9285 - 21550 (three stages)	16150 - 42590 (C.S.)	Research Assistant (Rs.11530 - 33200)	-
Section Officer/ Reporters/ P.S. to Secretary	1550- 3050	3110- 6380 (one stage)	5980- 12100 (CS)	9285- 21550 (one stage)	18030 - 43630 (one stage)	Assistant Section Officer (Rs.12910- 36700)	Assistant Secretary (Rs.23650 -49360)

This category is filled by promotion from the category of Research Assistant or by direct recruitment. For both methods, must hold a degree in first class B.A., B.Sc., or B. Com., or any other equivalent qualification and must also possess a degree in Library Science. Preference shall be given to persons holding Post Graduation in Political Science or Journalism.

The Commission notices that this category was assigned a pay scale of Rs.9285-21550 in 2005 revision which is equivalent to Section Officer/ Reporter and in 2010 revision, a corresponding pay scale of Rs.16150-42590 is assigned, whereas Section Officer/Reporter is assigned a revised pay scale of Rs.18030-43630. Further, this category is not having any promotional avenues. Hence, the PRC assigns a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 to this category, on par with Section Officer/Reporter, thus benefitted by two stages.

5. Technical Officer : Rs.19050 - 45850
No. of posts : 2

It is stated that the incumbent was appointed as Assistant Radio Executive Engineer in November, 1992 in Technical Section of A.P. Legislative Assembly. Due to retirement of Sri D. Sudhakar Reddy, Divisional Radio Engineer (DRE), who was in the pay scale of Rs.8400-16525 in December 1999, the above post was downgraded due to administrative reasons. The incumbent was promoted as Technical Officer in the pay scale of Rs.7400-15475 and has completed 11 years of service without any further promotion. Further, he is having M. Tech., qualification in System and Signal Processing. He is discharging the duties of overall in-charge to look after the maintenance of sophisticated equipments of Sound Reinforcement System, Sound Interpretation System installed at Legislative Assembly & Committee Halls I to V, closed circuit TV System and Security Surveillance System. Hence, request is to assign to this category the pay scale of Rs.23650-49360 and upgrade the post as Divisional

Radio Engineer. Following is the progression of pay scales to the category of Technical Officer.

Category	1999	2005	2010	Feeder category	Promotion category	Remarks
	Rs.					
Technical Officer	7400 - 15475	10845 - 25600	19050 - 45850	Assistant Radio Executive Engineer (Rs.16150-42590)	--	On par with Deputy Executive Engineer in R&B and I&CAD Dept's.

The Commission notices that there is a post of Deputy Executive Information Engineer in I& PR Dept., which is equivalent to this category. The Commission, therefore assigns to this category a pay scale of Rs.42490-96110 corresponding to Rs.21820-48160 on par with the Deputy Executive Information Engineer of I&PR Dept., thus improved by two stages.

Up gradation of this category as Divisional Radio Engineer does not come within the purview of this Commission.

6. Secretary to State Legislature : Rs.44740-55660
 No. of posts : 1

It is stated that this post is the administrative Head of the Legislature Secretariat and is responsible for conducting meetings of the Legislative Assembly and Legislative Council and various Committees of Legislature. He plays the key role of an advisor to the Hon'ble Speaker, A.P. Legislative Assembly and Hon'ble Chairman of Legislative Council in transacting the Business of the House concerned. He is also responsible for providing necessary secretarial assistance to the different Committees of both the Houses. He exercises general supervision and control over the entire establishment and is assisted by one Additional Secretary, 2 (two) Joint Secretaries, 4 (four) Deputy Secretaries and 12 (twelve) Assistant Secretaries. He is also responsible for providing accommodation to all the Legislators and of regular maintenance of the M.L.As., hostels & quarters.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Secretary to State Legislature	5000-6200	8140-10380	15475-19675	25600-30765	44740-55660	Joint Secretary to Legislature (Rs.37600-54360)	Nil
Registrar General of High Court	-	-	-	28500-33825	49360-60860	Registrar (Rs.44740-55660)	Nil

This category is filled in by promotion from the category of Joint Secretary of State Legislature or for special reasons by recruitment by transfer from the A.P. State Legal Service or from the A.P. State Higher Judicial Service. One must possess a degree with a degree in Law.

This category is not having parity with Registrar General of A.P. High Court of A.P. This category was in the pay scale of Rs.25600-30765 and Rs.44740-55660 in 2005 and 2010 revisions, whereas, Registrar General is drawing higher pay scales of Rs.28500-33825 and Rs.49360-60860 in 2005 and 2010 revisions. This category is having parity with Secretary to Government (Non-cadre), Law Department.

The Commission is of the view that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.87130-110850 corresponding to Rs.44740-55660.

3. HIGH COURT OF ANDHRA PRADESH

The High Court of Andhra Pradesh came into existence on 1st November, 1956 simultaneously with the formation of the State of Andhra Pradesh. The High Court of Andhra Pradesh is headed by the Hon'ble the Chief Justice and the present sanctioned strength of the Hon'ble Judges of the High Court of Andhra Pradesh is 49(Forty nine), 33 permanent Judges and 16 Additional Judges. The Registry of the High Court of Andhra Pradesh is headed by the Registrar General, in the cadre of District Judge. Apart from the Registrar General, there are seven other Registrars. Among the seven Registrars, six Registrars are from the cadre of District and Sessions Judges and one Registrar is from the High Court service. One Senior Civil Judge is functioning as Central Project Co-ordinator. The Registrar General has the overall control over the Registry of the High Court.

1. Jamedar : **Rs.7520-22430**
No. of posts : 2

It is represented that this post is on par with Jamedar in Secretariat and to assign a higher pay scale of Rs.7740-23040. This post is having parity with Jamedar in the Secretariat as per rule 21 (3). The post in the Andhra Pradesh High Court Service Rules shown in the column No.(1) of schedule-3 shall corresponds to the post in the Secretariat of Government of Andhra Pradesh specified in the column No.(2) thereof.

Following is the progression of pay scales for this post and comparable post.

Category	1974	1978	1986	1993	1999	2005	2010
	Rs.						
Jamedars in A.P. High Court	175-300	350-550	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Jamedars in A.P. Secretariat	175-300	350-550	780-1275	1535-2840	2870-5470	4260-9520	7520-22430

According to service rules, this post is filled by promotion from the next lower post or scale of pay and by transfer from any other service. The minimum educational qualification is VII Class.

In view of the duties and responsibilities the Commission assigns a pay scale of Rs.14600-44870 corresponding to Rs.7520-22430, to this category.

2. Book Bearer : **Rs.7520-22430**
No. of posts : 02

3. Binder : **Rs.7520-22430**
No. of posts : 01

It is represented that these posts are equivalent to the Record Assistant and Roneo Operator in the Hon'ble High Court. It is requested to assign higher pay scale of Rs.7740-23040.

These posts are feeder categories for promotion to the posts in category 4 & 5 of Division II i.e., Assistants, Telephone Operator, Typists, Telex Operator, Readers & Examiners and Copyists. The pay scales assigned to above said categories are same from PRC 1974 to 2005 revisions. PRC 2010 had improved the pay scales of Record Assistants and Roneo Operator i.e., Rs.7740-23040.

Following is the progression of pay scales for these posts and comparable post:

Category	1974	1978	1986	1993	1999	2005	2010
	Rs.						
Book Bearer	180-350	350-550	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Binder	180-350	350-550	780-1275	1535-2840	2870-5470	4260-9520	7520-22430
Record Assistant	180-350	350-550	780-1275	1535-2840	2870-5470	4260-9520	7740-23040

According to service rules, the above said posts are filled by direct recruitment and by promotion from next lower post or by transfer from any other service by providing minimum general educational qualification.

In view of the duties and responsibilities, the Commission assigns pay scales to the following categories.

Book Bearer : Rs.15030-46060 corresponding to Rs.7740-23040, thus improved by one stage.
 Binder : Rs.15030-46060 corresponding to Rs.7740-23040, thus improved by one stage.

4. Copier Machine Operator : Rs.7520-22430
 No. of posts : 03

It is represented that this post is on par with Xerox Operator in Secretariat. It is requested assigning higher pay scale of Rs.7740-23040.

This post is having parity with Xerox Operator in the Secretariat as per rule 21 (3). The post in the Andhra Pradesh High Court Service Rules shown in the column No.(1) of schedule-3 shall corresponds to the post in the Secretariat of Government of Andhra Pradesh specified in the column No.(2) thereof.

The post of Copier Machine Operator is a feeder category for promotion to the posts in category 4&5 of Division-II i.e., Assistants, Telephone Operator, Typists, Telex Operator, Readers & Examiners and Copyists. The pay sales assigned to above said categories are same from PRC 1974 to PRC 2005. In PRC 2010 the pay scale of Xerox Operator had improved by one stage i.e., Rs.7740-23040.

Following is the progression of pay scales for this post and comparable post.

Category	1974	1978	1986	1993	1999	2005	2010
	Rs.						
Copier Machine Operators	-	-	810-1420	1535-2840	2870-5470	4260-9520	7520-22430
Xerox Operator in Secretariat	-	-	810-1420	1535-2840	2870-5470	4260-9520	7740-23040

According to service rules, this post is filled by direct recruitment and by promotion from next lower post or by transfer from any other service by providing minimum general educational qualification.

In view of the duties and responsibilities, the Commission assigns pay scales Rs.15030-46060 corresponding to Rs.7740-23040 to this category, thus improved by one stage.

5. Driver (L.V) : Rs.7960-23650
No. of posts : 55

It is represented that this category is on par with Driver in Secretariat. This is a Common Category. No anomaly has been pointed out.

Following is the progression of pay scales for this post.

Category	1974	1978	1986	1993	1999	2005	2010
	Rs.						
Drivers	240-420	410-625	810-1420	1595-3020	2990-5810	4595-10285	7960-23650

According to service rules, this post is filled by direct recruitment and by promotion from next lower post or by transfer from any other service by providing minimum general educational qualification.

The Commission considers the existing pay scale of this category to be adequate and assigns a pay scale of Rs.15460-47330 corresponding to Rs.7960-23650 on par with Drivers in Secretariat under Common Category.

6. Computer Operator : Rs. 11860-34050
No. of posts : 19

7. Assistant Librarian : Rs.11860-34050
No. of posts : 01

It is represented that these posts are on par with Assistant Section Officer in Secretariat and is requested assigning higher pay scale of Rs.12910-36700.

It is represented that the posts of Computer Operators, Assistant Librarian are sanctioned in the High Court in the years 1996 & 2002. These posts and Assistant Section Officers are the feeder posts to the category of Deputy Section Officer in category 1 of Division II. The pay scales assigned to these categories in PRC 1999 & 2005 are one and the same. In PRC 2010 the pay scale of Assistant Section Officer had improved by two stages i.e., Rs.12910-36700.

Following is the progression of pay scales for these posts and comparable post:

Category	1974	1978	1986	1993	1999	2005	2010
	Rs.						
Assistant Librarian	-	-	-	-	4550-9600	6675-15500	11860-34050
Computer Operators	-	-	-	2375-5040	4550-9600	6675-15500	11860-34050
Assistant Section Officer	340-640	575-950	1230-2330	2375-5040	4550-9600	6675-15500	12910-36700

According to service rules, the post of Computer Operator is filled by promotion from the categories 4 & 5 of Division-II i.e., from Assistants, Telex Operator, Typists etc., in the ratio of 2:1 and must have passed Degree and Type writing English with higher grade and PG Diploma in Computer Programming / Application.

According to service rules, the post of Assistant Librarian is filled by direct recruitment and by promotion from categories 4 & 5 of Division-II i.e., from Assistants, Telex Operator, Typists etc., and must have passed Graduation with B.Li.Sc., L.L.B., having knowledge with computer skills for maintaining Library.

The Commission notices that the above posts are categorized as category – 3 of A.P. High Court Service Rules, 1975 and these categories are distinct categories not having corresponding posts in the Secretariat.

Since the feeder and the promotion posts for both these categories are same as that of Assistant Section Officer, the Commission considers that a parity in the salary of these categories with that of Assistant Section Officer that was existing till PRC 2005, can be restored. Commission assigns pay sales for the following categories.

Computer Operator	Rs.26600-77030 corresponding to Rs.13660-38570, thus improved by three stages.
Assistant Librarian	Rs.26600-77030 corresponding to Rs.13660-38570, thus improved by three stages.

8. Deputy Section Officer : Rs.13660-38570
 No. of posts : 50

It is represented that the duties and responsibilities of Deputy Section Officers and Translators in Law Department are same and both the said posts have been incorporated under same category i.e., Category-(I) in Division-II of A.P. High Court Service Rules 1975 and the said posts are interchangeable. The pay scales assigned to Translators and Deputy Section Officers are equal from PRC 1974 to PRC 2005. In PRC 2010 the pay scale of Translator in Law Department had improved by one stage i.e., Rs.14860-39540. It is further stated that this post is on par with Translator in Law Department. It is requested assigning higher pay scale of Rs.14860-39540.

Following is the progression of pay scales for this post and comparable post:

Category	1974	1978	1986	1993	1999	2005	2010
	Rs.						
Deputy Section Officer	480-900	750-1300	1380-2750	2750-5960	5300-11300	7770-18575	13660-38570
Translator in Law Department	480-900	750-1300	1380-2750	2750-5960	5300-11300	7770-18575	14860-39540

According to service rules, this category is filled by direct recruitment and by promotion from Assistant Section Officers and Computer Operators (having minimum 6 years of service) in the ratio 6:1 by qualified persons under Rule 8. If there is no qualified and suitable Computer Operator, the turn shall lapse and such vacancies shall be filled by the Assistant Section Officer and no account of such vacancies shall be taken in future vacancies. Also by promotion from the category of Assistant Librarian having 8 years of service in that post in the vacancy available after completion of cycle of 7 vacancies, by passing Translation Test in the concerned language, Civil Judicial Test and Accounts Test for Subordinate Officer part-I.

In view of the qualifications, duties and responsibilities of this category the Commission assigns to it a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540, thus improved by one stage.

9. Section Officer : Rs18030-43630
 No. of posts : 34

10. Scrutiny Officer : Rs.18030-43630
 No. of posts : 16

11. Court Officer : Rs.18030-43630
 No. of posts : 82

It is represented that these posts are on par with Court Master / P.S. to Judges / P.S to Registrars. It is also represented that the employees working in

category 5 of Division-1 of A.P High Court i.e., Section Officers/Scrutiny Officers/Court Officers and the employees working in category 6 of Division-1 of A.P High Court i.e., Court Masters/Personal Secretaries to the Hon'ble judges and Registrars are assigned the same pay scales from 1975 revision to 2005 revision. In PRC 2010 the pay scale of Court Master / P.S. to Judges / P.S. to Registrars had improved by one stage i.e., Rs.19050-45850. Hence request is for a higher pay scale of Rs.19050-45850. The Registrar General, A.P. High Court has also supported the above request.

Following is the progression of pay scales for these posts and comparable post:

Category	1974	1978	1986	1993	1999	2005	2010
	Rs.						
Section Officer / Court Officer / Scrutiny Officer	530-1030	800-1450	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630
Court Masters / P.S. to Judges / P.S. to Registrars	530-1030	800-1450	1550-3050	3110-6380	5980-12100	9285-21550	19050-45850

According to service rules, the posts of Section Officers, Court Officers, and Scrutiny Officers are filled by promotion from category 1 of Division-II. Provided that no member from category 1 of Division-II shall ordinarily be eligible for promotion unless he has served as Translator for a minimum period of 2 years. By passing Civil Judicial Test, Translation Test in Telugu or Hindi or Urdu and Accounts Test for Subordinate Officers part-I.

The Commission notices that these categories were having parity with Court Master/P.S. to Judges/P.S. Registrar upto 2005 revision. The same parity is disturbed in 2010 revision by assigning a lower pay scale of Rs.18030-43630. The above categories along with Court Master/P.S. to Chairman/P.S. to Registrar form feeder categories to the post of Assistant Registrar.

In view of the above, considering the duties and responsibilities the Commission assigns the following pay scales to the above categories.

Section Officer Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

Scrutiny Officer Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

Court Officer Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

4. ANDHRA PRADESH ADMINISTRATIVE TRIBUNAL

Andhra Pradesh Administrative Tribunal was originally constituted under the A.P. Administrative Tribunal Order, 1975. After the enactment of the Administrative Tribunals Act 1985 this Tribunal was reconstituted under the provisions of the said Act. The Tribunal is exercising jurisdiction hitherto exercised by the High Court under Article 226 of the Constitution of India in regard to service matters of the employees of the State Government and Local Authorities. A senior High Court judge is appointed as Chairman of the Tribunal and senior I.A.S/I.P.S Officers of the rank of Principal Secretary and above are being appointed as Vice Chairman and Administrative members and Senior District Judges are being appointed as Vice Chairman and Judicial members of the Tribunal. The Registry of the Tribunal is headed by Registrar, who is assisted by a Deputy Registrar, two Assistant Registrars and other supporting categories.

1. Computer Programmer	:	Rs.8440-24950 (F.E.)
		Rs.11860-34050(E.I.P)
No. of posts	:	3

It is represented that the post has been provided the scale of Junior Assistant. The Tribunal has undertaken total computerization and a new portal got developed through A.P. Technology Services Limited and all the transactions of the Tribunal are proposed to be made only through the portal. Consequently, three Computer Programmers have been appointed with qualification of B.Sc., (Computers) and above and under the present Rules, the qualification for the Computer Programmer has been prescribed as M.Sc., (Computers). The nature of the job is to develop programmes using different software technologies and to maintain data and also to monitor the entire computerization of the Tribunal for a total number of 150 computers, 10 to 15 Laptops, 4 UPS Systems, 5 Servers etc. The request is for a pay scale of Rs.12910-36700 for this category on par with Computer Operators in High Court, as the nature of duties of Computer Operators working in High Court and Computer Programmers in A.P.A.T are identical.

The Government rejected the proposal for assigning pay scale on par with Computer Operators of A.P. High Court. Aggrieved by the rejection of orders, the association filed O.A.No.6138/2005 in the Hon'ble A.P.A.T. for grant of same scale of pay on par with the Computer Operators in the High Court of A.P. The Hon'ble Tribunal had granted the following interim orders on 17-11-2005:-

"Pending further orders, the respondents are directed to extend the scale to the applicants on par with the scales of pay of the Computer Operators in the service of High Court of A.P."

This category was assigned pay scale of Rs.1745-3420 and Rs.3290-6550 in the 1993 and 1999 revisions. The above category represented to the PRC,2005 seeking parity with Computer Operators in the High Court. The Pay Revision Commission did not agree on the ground that there were no service

rules for this category and as per the proforma information, the post was in the pay scale of Rs.3290-6550 in 1999 revision and recommended the corresponding pay scale of Rs.4825-10845.

The PRC 2010 observed that the service rules of this post had not yet been issued. But the Interim Orders of the Tribunal dated.17-11-2005 are still in operation. Keeping in view above, the Commission recommended a pay scale corresponds to Rs.8440-24950 (Rs.4825-10845) to this category till the Service Rules are issued. However, the applicants in the OA referred to above draw higher pay scale of Rs.11860-34050(Rs.6675-15500) as personal to them. The Commission also advised the department to settle the matter of issuance of the service rules at the earliest.

The Commission notices that no service rules have been issued so far and this category is not having parity with Computer Operators of A.P. High Court, assigns a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950 to this category and assigns a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050 to the applicants as personal to them.

2. Care Taker : Rs.10020-29200
No. of posts : 1

It is represented that the post of Care Taker is in the scale of Rs.10020-29200. The incumbent has to take care of the entire premises of the Tribunal like up-keeping of Tribunal, water and electricity, maintenance of cars, supervision of the Office Subordinates and Drivers along with other works entrusted to him, like telephone, internet and intercom facilities etc. Hence, request is to assign higher pay scale of Rs.12910-36700 on par with Assistant Section Officer in Tribunal.

According to service rules, vide G.O.Ms.No.541, General Administration (SPF.B) Department, dated.15.10.1981, the post is filled by direct recruitment or by promotion from the posts of Lower Division Clerks or Typists in the A.P. Administrative Tribunal.

This post was on the scale of Rs.1010-1800 in 1986, Rs.2075-4270 in 1993 revision, Rs.3950-8150 in 1999 revision and Rs.5750-13030 in 2005 revision and the corresponding pay scale of Rs.10020-29200 was assigned in 2010 revision.

Comparison with Assistant Section Officer is not appropriate. Considering the qualifications, duties and responsibilities the Commission recommends the pay scale of Rs.19500-58330 corresponding to Rs.10020-29200.

3. Senior Stenographer : Rs.10900-31550
No. of posts : 1

It is represented that the post of Senior Stenographer was given the scale of Assistant Section Officer working in High Court of Andhra Pradesh/Senior Assistant of APAT upto 2005 revision. In 9th PRC this category was assigned a pay scale of Rs.10900-31550 on par with Senior Assistant of

Sub-ordinate Offices, whereas ASO was assigned a pay scale of Rs.12910-36700. Hence the above anomaly has arisen in 2010 revision. It is also represented that the Tribunal is Head of Department and a State wide establishment and this category is equivalent to ASO of A.P. Secretariat.

Hence request is for assigning higher pay scale of Rs.12910-36700 on par with Senior Assistant in A.P. Administrative Tribunal (on par with ASO of A.P. High Court).

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Senior Stenographer in A.P.A.T	-	2375-5040	4550-9600	6675-15500	10900-31550
Senior Assistant in A.P.A.T. (on par with ASO of High Court)	1100-2050	2375-5040	4550-9600	6675-15500	12910 - 36700

According to service rules, vide G.O.Ms.No.541, GA (SPF.B) Department, dated.15.10.1981, the category of Senior Stenographer is to be filled by direct recruitment and by promotion Junior Stenographer, the qualifications prescribed are a Bachelor Degree and passing Government Technical Examination in Type Writing and Short Hand by Higher Grade in English.

Keeping in view of the duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570, thus benefitted by five stages.

4. Librarian : Rs.13660-38570
No. of posts : 1

It is represented that the Librarian has to attend the works of 10 Courts of the Hon'ble Chairman and the 9 Hon'ble Members. It is proposed to upgrade the post of Librarian to that of Section Officer working in the Tribunal and to re-designate this category as Section Officer (Library) and to allow pay scale equivalent to Section Officer working in the Tribunal.

According to the service rules, vide G.O.Ms.No.541, General Administration (SPF.B) Department, dated:15.10.1981, the post is filled by direct recruitment and by promotion from the post of Upper Division Clerk in the A.P. Administrative Tribunal or by transfer or deputation from any other service. Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010
	(Rs.)				
Librarian in A.P.A.T.	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570
Section Officer in A.P.A.T.	1330-2630	3110-6380	5980-12100	9285-21550	18030-43630

Comparison with the Section Officer in APAT is not accepted, as the duties and responsibilities are entirely different. Re-designation of Librarian as Section Officer (Library) does not come under the purview of the Pay Revision Commission.

Keeping in view of duties and responsibilities, the Commission assigns a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540, thus improved by one stage.

5. Section Officer/Scrutiny Officer/ Court Officer : Rs.18030-43630
 No. of posts : 27

It is represented that the category of Section Officer/Scrutiny Officer/Court Officer belongs to category 4 of APAT Gazetted Service Rules. Similarly categories of Court Master/Personal Assistant belongs to category 5 of the above rules. It is stated that both the Court Master/Personal Assistant and Section Officer/Scrutiny Officer/Court Officer form feeder categories to the post of Assistant Registrar.

Further stated that the above categories were allowed equal pay scales upto 2005 revision. In 2010 revision Court Master/Personal Assistant were allowed a higher pay scale of Rs.19050-45850, whereas Section Officer/Scrutiny Officer/Court Officer allowed a lower pay scales of Rs.18030-43630. Hence, the anomaly has arisen in 2010 revision. In this connection, it is stated that the nature of duties and responsibilities of both the categories are one and the same. In view of the above, request is for allowing a higher pay scale of Rs.19050-45850 duly rectifying the anomaly on par with Court Masters.

According to service rules, this category belongs to category 4 of APAT service rules and is filled in (i) by promotion from the categories of Librarian and UDC/ Senior Assistant of the Andhra Pradesh Administrative Tribunal, (ii) by direct recruitment or (iii) by transfer of deputation from among the members of the Andhra Pradesh High Court Service or the Andhra Pradesh Judicial Ministerial Services, whose services are placed at the disposal of the Chairman, by the Chief Justice of the High Court for such appointment.

The following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Section Officer/ Scrutiny Officer/ Court Officer of APAT	1330-2630	3110-6380	5980-12100	9285-21550	18030-43630	Senior Assistant (Rs.12910-36700) / Librarian (Rs.13360-38570)	Assistant Registrar (Rs.23650-49360)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Court Masters and P.As of APAT	1330-2630	3110-6380	5980-12100	9285-21550	19050-45850	Senior Stenographer (Rs.10900-31550)/ Senior Assistant (Rs.12910-36700)	Assistant Registrar (Rs.23650-49360)

These categories are having parity with Section Officer in A.P. Secretariat and similar categories in the A.P. High Court in 1993, 1999 and 2005 revisions. The above categories are also having parity with Court Master in successive PRCs, the same was disturbed in 2010 revision.

Based on the orders of Hon'ble A.P. High Court W.P.No.2167/2008, dt.25.06.2008 and also the recommendations of the Committee of two Judges, the PRC 2010 recommended a higher pay scales of Rs.19050-45850 only to the categories Court Masters and Personal Assistant of Hon'ble High Court Judges and Secretary Registrars. The same pay scale was applied to Court Masters and Personal Assistant of Andhra Pradesh Administrative Tribunal/Andhra Pradesh Lok-Ayukta & Upa Lok-Ayukta/P.S. to Chairman/P.A. to Chairman/Court Master of Special Court for Land Grabbing Prohibition Act and P.A. to President and Court Master A.P. State Consumer Disputes Redressal Commission.

Hence, the above anomaly has arisen in the pay scales between Court Masters and P.A's of APAT (Rs.19050-45850) and Section Officer/ Scrutiny Officer/ Court Master of APAT (Rs.18030-43630).

Keeping in view of the duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

6. Registrar : Rs.37600-54360
 No. of posts : 1

It is represented that the functions of Registrar of this Tribunal are mutatis – mutandis to the works of the Registrar of the High Court of Andhra Pradesh. In the High Court of Andhra Pradesh, there are as many as 8 Registrars to supervise the different works with overall supervision by the Registrar General. They are all provided with the scales of (1) Rs.44740-55660 for the promotes Registrars, (2) Rs.57700-70290 for the District Judges, who are posted as Registrars on deputation basis. In the A.P. Administrative Tribunal, one Registrar alone has to attend the works of the entire Tribunal, apart from the works of the Hon'ble Chairman and 9 Hon'ble Members and also to supervise the work of nearly 220 employees.

Hence requested is for assigning a pay scale of Rs.44740-55660 on par with Registrar in the High Court of Andhra Pradesh.

According to service rules, vide G.O.Ms.No.540, General Administration (SPF.B) Department, dated:15.10.1981, appointment to the post of Registrar, A.P.A.T. is filled by promotion from Deputy Registrar or by transfer or by deputation on a tenure basis for fixed terms or from among members of A.P. State High Court Service or A.P. State Higher Judicial Service whose services are placed at the disposal of the Chairman, by the Chief Justice or the Governor, as case may be for such appointment or by direct recruitment. For direct recruitment, one must be practicing as an Advocate for a period of not less than 10 years. For the promotion/ transfer, one must have passed Accounts Test for Executive Officers.

Following is the progression of pay scales for this category and comparable post:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Registrar of A.P.A.T	3580-5380	7070-10100	13450-19150	21550-30765	37600-54360
Registrar of A.P. High Court	5000-6200	8140-10380	15475-19675	25600-30765	44740-55660
Joint Registrar of A.P. High Court	3580-5380	7070-10100	13450-19150	21550-30765	37600-54360

This category represented to the 9th Pay Revision Commission seeking a higher pay scale of Rs.25600-30765 on par with Registrar of A.P. High Court. The PRC 2010 has observed that the nature and volume of the work in High Court differs from that of A.P.A.T., and this category had a parity with Joint Registrar of A.P. High Court and assigned corresponding pay scale of Rs.37600-54360.

Keeping in view of duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.73270-108330 corresponding to Rs.37600-54360.

5. A.P.STATE ELECTION COMMISSION

A.P. State Election Commission was constituted in the year 1994 under the provisions of Article 243K and 243 ZA of the Constitution of India and Section 200 of the A.P. Panchayat Raj Act, 1994 for superintendence, direction and control of the preparation of Electoral Rolls and conduct of elections to all rural and urban local bodies in the State. The State Election Commissioner is conferred with the status of Judge of a High Court under Article 242 K of the Constitution.

According to the A.P. State Election Commission Service Rules, 1999 issued in G.O.Ms.No.529, PR&RD Department, dated.09-11-1999, the Election Commission is a permanent body and the staffing pattern of the Commission is similar to one existing in A.P. Secretariat and High Court and Schedule-II of Service Rules, 1999.

1. Desk Officer/ Section Officer : Rs.16150-42590
 No. of Posts : 6

It is stated that as per Schedule-II of the Service Rules, the category of Desk Officer/ Section Officer of the Commission is equivalent to the Section Officer of A.P. Secretariat and A.P. High Court. In 2010 pay revision, the category of Section Officer of Secretariat and High Court was assigned a revised pay scale of Rs.18030-43630, whereas this category was assigned a corresponding pay scale of Rs.16150-42590. The above category carried identical pay scales as was given to Section Officers of A.P. Secretariat / High Court from the inception of the Commission till the revised pay scales, 2005 and the same parity was disturbed in 2010 revision. In view of the above, the request is for a higher pay scale of Rs.18030-43630 on par with Section Officer of A.P. Secretariat/ A.P. High Court.

Following are the pay scales assigned to the Desk Officers of this Commission and Section Officers of A.P. Secretariat/A.P. High Court.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Desk Officer/ Section Officer	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Assistant Section Officer (Rs.12910-36700)	Asst. Secretary to Govt. (Rs.23650-49360) (A.P. Secretariat)/ Asst. Registrar (Rs.23650-49360) in case of A.P. High Court establishment.
Section Officer in A.P. Secretariat	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Asst. Section Officer (Rs.12910-36700)	Assistant Secretary to Government (Rs.23650-49360)
Section Officer of A.P. High Court	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Dy. Section Officer (Rs.13660-38570)	Assistant Registrar of A.P. High Court (Rs.23650-49360)

As per the service rules issued in G.O.Ms.No.529, PR&RD Department, dated.09-11-1999, the category of Desk Officer/Section Officer of the Commission is filled in by promotion from S.C. Steno/ Programmer and Assistant Section Officer/ Assistant Desk Officer and also by transfer or by deputation on tenure basis from among MPDOs/Tahsildars/Superintendents in Heads of Departments or Sub-ordinate offices. As per Schedule of the above orders, for the category of Desk Officer/ Section Officer of this Commission corresponding post is Section Officer of A.P. Secretariat and A.P. High Court.

The Commission notices that the categories of Desk Officer and Section Officer of A.P. State Election Commission are equivalent to Section Officer of A.P. High Court/ A.P. Secretariat and therefore recommends a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 to this category on par with Section Officer of A.P. High Court/ A.P. Secretariat.

2. System Analyst : Rs.18030-43630
 No. of Posts : 1

It is stated that in 2005 pay revision, this category was assigned a pay scale of Rs.10285-24200 which is higher than the scale of pay of Desk Officer/ Section Officer and Private Secretary working in the above Commission. But in 9th Pay revision, this category was assigned a scale of Rs.18030-43630 on par with Private Secretary. As per Schedule-I of the APSEC Service rules, 1999, the post of Accounts Officers and System Analyst are shown under category-V (a) and V (b) respectively whereas the post of Private Secretary is shown under category VI (a). It is further stated that the Accounts Officer of Treasuries and Accounts Department was assigned a revised pay scale of Rs.19050-45850 in 2010 pay revision and both the posts of System Analyst and Accounts Officer carried the same pay scale of Rs.10285-24200 in 2005 Pay revision. Hence request is for assigning a higher pay scale of Rs.19050-45850 on par with Accounts Officer in Treasuries and Accounts Department. Following is progression of pay scales of this category and Accounts Officer in Treasuries and Accounts Department.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
System Analyst	--	3640-7580	6950-14425	10285-24200	18030-43630	Computer Programmer (Rs.13660-38570)	Assistant Secretary to Government (Rs.23650-49360)
Account Officer in Treasuries and Accounts Department	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Asst. Treasury Officer/ Asst. Accounts Officer (Rs.16150-42590)	Deputy Director/ Chief Accounts Officer (Rs.21820-48160)

As per the service rules issued in G.O.Ms.No.529, PR&RD Department, dated.09-11-1999, the category of System Analyst is filled in by promotion from Non-Gazetted category Programmer and also by transfer or by deputation on tenure basis from among any suitable post in State Government services. One must have passed Master's Degree in Computer Application and Accounts Test for Executive Officers/ Accounts Test for local body employees Part-I & Part-II.

As per Schedule-II of the above service rules, the category of System Analyst is equivalent to the System Analyst in the Head of the Department.

Comparison with Accounts Officer of Treasuries and Accounts Department is not valid, as the duties and responsibilities are entirely different. The category of System Analyst working in Police Department, Women Development and Child Welfare Department (Project Management) and Agriculture Departments, are drawing different pay scales ranging from Rs.18030-43630 to Rs.21820-48160. The Commission considers the existing pay scale of this category to be adequate and assigns to it the pay scale of Rs.35120-87130, corresponding to Rs.18030-43630.

3. Law Officer : Rs.21820-48160
 No. of posts : 1

It is stated that as per Schedule-II of Service Rules, the category Law Officer of the Commission is equivalent to the Assistant Secretary of Law Department of A.P. Secretariat and Munsif Magistrate. In 2010 revision, the Assistant Secretary to Government, Law Department was assigned a revised pay scale of Rs.23650-49360, whereas this category was assigned a corresponding pay scale of Rs.21820-48160. In fact, the above categories carried identical pay scales as was given to Assistant Secretary of Law Department of A.P. Secretariat from the inception of the Commission till revised pay scales 2005. Hence parity was disturbed in the 2010 revision. Request is for assigning a higher pay scale of Rs.23650-49360 on par with Assistant Secretary to Government, Law Department in Secretariat.

The following are the pay scales assigned to this category and Assistant Secretary to Government, Law Department in Secretariat in successive Pay Revisions:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Law Officer	--	4400-8700	8400-16525	12385-27750	21820-48160	--	-
Assistant Secretary to Govt. in Law Dept. of A.P. Secretariat	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360	Section Officer in Law Dept. (Rs.18030-43630)	Deputy Secretary to Govt. Law Dept. (Rs.29200-53060)

As per the service rules issued in G.O.Ms.No.529, PR&RD Department, dated.09-11-1999, the category of Law Officer is filled in by transfer or by deputation on tenure basis from any suitable post carrying same scale of pay in the A. P. Judicial Services or from among the Assistant Secretaries in the Law Department of A. P. Secretariat and also by direct recruitment, one must have experience as Advocate for a period of 5 years. As per Schedule-II of the above service rules, this category is equivalent to Assistant Secretary of Law Department of A.P. Secretariat and Munsif Magistrate.

This category was in the pay scale of Rs.4400-8700 in 1993 pay revision and did not represent to 1999 and 2005 pay revisions, however corresponding scales of Rs.8400-16525 and Rs.12385-27750 were assigned on par with Assistant Secretary of Law Department. This category did not represent to PRC, 2010. However, a corresponding pay scale of Rs.21820-48160 was assigned, whereas the Assistant Secretary of Law Department was assigned a higher pay scale of Rs.23650-49360.

In view of the above position, the Commission notices that this category is equivalent to Assistant Secretary of Law Department, recommends a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360 to this category on par with Assistant Secretary of Law Department.

6. ANDHRA PRADESH PUBLIC SERVICE COMMISSION

The A.P. Public Service Commission came into existence on 1st November, 1956 with the formation of the State of Andhra Pradesh. The Commission functions with Chairman and 9 Members. The statutory functions of the Commission are direct recruitment, recruitment by transfer, Statutory rules relating to services, Disciplinary cases and regulations, reimbursement of legal expenses and extraordinary pension cases. In addition the Commission is entrusted with the work of conduct of departmental test for several departments, examination for admission to RIMC, Dehradun, half yearly examination for IAS and IPS Officers and proficiency tests for AIS Officers etc.

1. Junior Assistant : **Rs.8440-24950**
No. of posts : 21

It is represented that the candidates selected through APPSC under Group-II (Non- Executive) at State level competitive examinations and posted in the heads of departments and the Junior Assistants appointed at district level by the Collectors under Group-IV examination are drawing the same scale of pay of Rs.8440-24950. The minimum qualification in the Muffisil Offices is only Intermediate, whereas the minimum qualifications in the Head of the Departments is a Degree. Hence, request is for enhanced pay scale to the Junior Assistant who are selected under Group-II (non-executive) post through APPSC.

The post of Junior Assistant comes under common category and the pay scale as applicable to similar categories under common categories will apply in their case.

Another request is for change the nomenclature of Junior Assistant as Junior Section Officer in the Head of the Department. This issue does not come under the purview of the Pay Revision Commission.

2. Assistant Section Officer : **Rs.12910-36700**
No. of posts : 54

These posts are carrying the pay scales on par with Assistant Section Officer in Secretariat.

The request is for sanction of Special Pay of Rs.500/- per month on par with Assistant Section Officers in the A.P. Secretariat. This issue dealt with separately in Volume-I.

In view of the above, the Commission assigns a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570 to this category, on par with Assistant Section Officer in Secretariat.

3. Section Officer : **Rs.18030-43630**
No. of posts : 80

These posts are drawing the pay scales on par with Section Officer in Secretariat.

It is represented that the Section Officers of A.P.P.S.C. are entrusted with the onus of conducting the direct recruitments and Departmental Tests at District Centers, taking the examination material and carrying Lakhs of rupees to be disbursed to the Chief Superintendent of various examination centers. This exercise involves considerable amount of risk. Apart from conducting examinations at District centers, the Section Officers are made to attend the office in early hours for verification of certificates of candidates, who attend the interviews.

The request is for sanction of Special Pay allowance to Section Officers in A.P.P.S.C. on par with Section Officers of Secretariat. This issue dealt in the relevant chapter of Volume-I.

Maintaining the existing parity, the Commission assigns a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 to this category, on par with Section Officer in Secretariat.

4. Assistant Secretary	:	Rs. 23650-49360
No. of posts	:	25

This post is having a parity with Assistant Secretary to Government in Secretariat. In view of this, the Commission assigns a pay scale of Rs.46060-98440 corresponding to Rs.23650-49360 to this category, on par with Assistant Secretary in Secretariat.

7. SECRETARIAT

- 1. Office Subordinate (Attenders) : Rs.6700-20110**
 No. of posts :

It is represented that they have attend office before arrival of Officers and section staff and leave after they have left the office. They are posted for special duties during Assembly sessions. They have to maintain confidentiality. Therefore, it is proposed a pay scale of Rs.16000/- to this category and also requested for sanction of special pay of Rs.1000/- p.m. on par with Last Grade Service Employees of Raj Bhavan.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Office Subordinate	740-1150	1375-2375	2550-4550	3850-8600	6700-20110	Watchman/ Sweeper/ Scavenger etc. (Rs.6700 – 20110)	Dafedar (Rs.6900-20680)

According to the service rules, this category is filled by direct recruitment through Employment exchange and also appointed by transfer from other services, the qualifications to hold the post they must have passed 7th standard.

This post is governed by the Andhra Pradesh Last Grade Service Rules and this post carrying the pay scale as applicable to similar categories under Common Categories.

The Commission considers the existing pay scale of this category to be adequate and assigns to it the pay scale of Rs.13000-40270 corresponding to Rs.6700-20110.

The other requests are dealt within the relevant chapters of Volume-I of the report.

- 2. Dafedar : Rs.6900-20680**
 No. of posts :

It is represented that they have to attend office before arrival of Officers and stay in the office late till the Officers have left the office. They have to maintain confidentiality and proposed a pay scale of Rs.17000/- to this category. And also requested for 100% enhancement of existing Special Pay.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Dafedar	740-1150	1425-2525	2650-4850	3950-8815	6900-20680	Office Subordinate (Rs.6700-20110)	Jamedar (Rs.7520-22430)

This post is governed by the Andhra Pradesh Last Grade Service Rules and this post is carrying the pay scale as applicable to similar categories under Common Categories. This post is filled by promotion from the category of Office Sub-Ordinate (Attender).

The Commission considers the existing pay scale of this category is to be adequate and assigns to it the pay scale of Rs.13390-41380, corresponding to Rs.6900-20680 to this category.

The other requests are dealt within the relevant chapters of Volume-I of the report.

3. Jamedar : Rs.7520-22430
No. of posts :

It is represented that they have to attend office before arrival of officers and leave after the officers have left the office. They are posted for special duties during assembly sessions. They have to maintain confidentially and proposed a pay scale of Rs.19090/- to this category and also requested that Special pay may be enhanced by 100%.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Jamedar	780-1275	1535-2840	2870-5470	4260-9520	7520-22430	Dafedar (Rs.6900-20680)/ Office Subordinate (Rs.6700-20110)	Record Assistant (Rs.7740-23040)

This post is governed by the Andhra Pradesh Last Grade Service Rules and this post carrying the pay scale as applicable to similar categories under Common Categories. This post is filled in by promotion from the category of Dafedar or Office Subordinate.

The Commission considers the existing pay scale of this category to be adequate and assigns to it the pay scale of Rs.14600-44870 corresponding to Rs.7520-22430.

The other requests are dealt within the relevant chapters of Volume-I of the report.

4. Roneo Duplication Operator/ Xerox Operator : Rs.7740-23040
No. of posts :

It is represented that these categories are technical post as they have to deal with Roneo Duplicating Machine / Xerox Machine. They will have roaring work during Assembly Sessions, since they have to take number of copies for

several LAO's and Short Notes and other Assembly matters and proposed a pay scale of Rs.20210/- to this category.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Xerox/ Roneo Duplicating Operators	780-1275	1535-2840	2870-5470	4260-9520	7740-23040	Office Subordinate (Rs.6700-20110)	-

This category is governed by the A.P. General Subordinate Service and the pay scales as applicable to the Common Categories. According to service rules this post is filled in by transfer of a Record Assistant or by appointment by transfer of a person in AP Last Grade Service in the concerned Department.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.15030-46060 corresponding to Rs.7740-23040.

The other requests are dealt within the relevant chapters of Volume-I of the report.

5. Record Assistant : Rs.7740-23040
 No. of posts :

It is represented that they have to maintain secrecy, since they are the custodians of old records, which may contain confidential matters. The promotion avenues for this category in Secretariat are bleak, because the minimum qualification required for becoming T.C.A. is graduation. Hence, they have requested to assign a higher pay scale and proposed a pay scale of Rs.20210/-. Further, they have requested for sanction of separate pay and allowance for Strictly Confidential (SC) wing, sanction of Additional charge allowance to this category, when the vacant post is arrived and sanction of Special pay of Rs.500/- .

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Record Assistant	780-1275	1535-2840	2870-5470	4260-9520	7740-23040	Office Subordinate (Rs.6700-20110)	--

This category is governed by the A.P. General Subordinate Service Rules, and filled in by appointment by transfer of a person from Last Grade Service in the concerned unit and by transfer from the category of Roneo Duplicating Operator or Xerox Operator.

The Commission considers the existing pay scale of this category is to be adequate and assigns to it a pay scale of Rs.15030-46060 corresponding to Rs.7740-23040.

The other requests are dealt within the relevant chapters of Volume-I of the report.

6. Shroff : Rs.7740-23040
No. of posts :

It is represented that they need to be accurate and is liable to commit mistakes as they will be dealing with figures and numbers. They collect pay bills and give them bill number and liaison with Pay and Accounts Office in submitting bills and collecting the cheques to hand over in CCS in Secretariat premises. Their job is tense and responsibility oriented as they would be dealing with disbursing of huge amounts and requested for a proposed pay scale of Rs.20210/- to this category.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion Category
	Rs.						
Shorff	810-1420	1595-3020	2990-5810	4370-9775	7740-23040	Record Assistants (Rs.7740-23040)	--

This category is governed by the A.P. General Subordinate Service Rules, this post is filled in by appointment by transfer of Record Assistant, Roneo Duplication Operator, Xerox Operator and Lift Operator. The post is covered by Common Category.

This category is being promotion post of the category of Record Assistant/ Roneo Operator, the Commission assigns it to a pay scale of Rs.15460-47330 corresponding to Rs.7960-23650 to this category, thus improved by one stage.

7. Lift Operator : Rs.7740-23040
No. of posts :

It is represented that the post of Lift Operator is bit technical in nature. During their duty they must invariably be in lifts moving up and down along with VIPs/Officers/ employees and visitors therein and proposed a pay scale of Rs.20210/- to this category. Request for enhancement of holiday allowance from Rs.100/- to Rs.500/- or one day basic pay.

The following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Lift Operator	810-1420	1595-3020	2990-5810	4370 - 9775	7740-23040	Office Subordinate (Rs.6700-20110)	--

According to service rules, this category is governed by the A.P. General Subordinate service rules, this category is filled in by appointment by transfer

of Office Subordinate of the person in the concerned unit and other category in AP Last Grade Service. The post is covered in common category.

The Commission considers the existing pay scale of this category to be adequate and assigns a pay scale of Rs.15030-46060 corresponding to Rs.7740-23040 to this category.

The other requests are dealt within the relevant chapters of Volume-I of the report.

8. L.V. Driver/Auto Driver/ : Rs.7960-23650
Motor Cycle Messenger
 No. of posts :

It is represented that their duty starts and ends every day as per the direction of the officers with whom the driver is attached. Therefore, the duration and limitations of duty are not specific. In other words the hours of duty is fixed by the officer concerned. Hence, requested and proposed a pay scale of Rs.22540/- to this category.

Further they have requested for enhancement of special pay from Rs.500/-to Rs.1000/- per month for the Drivers working in Secretariat and also to enhance the holiday duty allowance from Rs.75/- to Rs.300/- per day.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
L.V.Driver/ Auto Driver/ Motor Cycle Messenger Operators	810 - 1420	1595- 3020	2990- 5810	4595- 10285	7960- 23650	---	Senior Driver (Rs.9200-27000)

According to service rules, vide G.O.Ms.No.485, GA (Ser.B) Department, dt:04.08.2008, this category is governed by the A.P. General Subordinate Service Rules, this category is filled in (i) by transfer of Motor Cycle Messenger or Auto Rickshaw Driver or Driver Light Vehicle (LV). (ii) If no eligible person is available for appointment by method (i) above by appointment by transfer of a person in the Andhra Pradesh Last Grade Service in the concerned Unit of the Department. (iii) If no eligible person is available for appointment by methods (i) & (ii) above, by direct recruitment. One must be able to read and write Telugu and Urdu or English and must possess a current valid Light Motor Vehicle Driving License, issued by competent authority under the Motor Vehicle Act.1988, with practical experience of driving motor vehicles for not less than 3 years. The post is covered in Common Category.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.15460-47330 corresponding to Rs.7960-23650.

The other requests are dealt within the relevant chapters of Volume-I of the report.

9. Driver/Senior Driver : Rs.9200-27000
 No. of posts :

It is proposed a pay scale of Rs.28160/- to the category of Senior Driver.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Senior Driver	810-1420	1595-3020	3550-7150	5200-11755	9200 - 27000	LV Driver (Rs.7960-23650)	-

The post of Senior Driver is filled by promotion from the category of Driver (Light Vehicle).

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.17890-53950 corresponding to Rs.9200-27000.

The other requests are dealt within the relevant chapters of Volume-I of the report.

10. Head Driver (GAD) / : Rs.9460-27700
Supervisory Driver (Finance) /
Garage Supervisor (Raj Bhavan)
 No. of posts :

No representation received.

The Head Drivers in GAD, Supervisory Driver and Garage Supervisor in Raj Bhavan look after the maintenance of all the vehicles under their department (s).

The following is the progression of pay scales of the above categories:

Category	1986	1993	1999	2005
	(Rs.)			
Supervisory Driver (Finance)	---	---	3550-7150	5200-11755
Head Driver GAD	810-1420	1595-3020	2990-5810	5200-11755
Garage Supervisor (Raj Bhavan)	860-1470	1665-3200	3130-6150	4595-10285

PRC 2010 recommended a revised pay scale of Rs.9460-27700, (corresponds to Rs.5470-12385) to the Supervisory Driver, Head Driver and Garage Supervisor. Regarding Garage Supervisor, the post is filled by promotion from Driver of the A.P. Raj Bhavan.

The Commission notices that the existing pay scales of these categories are adequate and assigns to it a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700.

11. DRT Assistant : Rs.7960-23650
No. of posts :

It is represented that Assistant for Dispatch, Records & Tappal Branch who have passed Graduate Eligibility Test (GET) conducted by the APPSC will be promoted as Typist-cum-Assistant in the Secretariat. Now, the Typist-cum-Assistant category exists only a meager number of working Typist-cum-Assistants. For promotion to the post of Typist-cum-Assistant, the Assistant for Dispatch, Records & Tappal Branch should qualify in GET Test or Graduation and also to acquire Typewriting qualification. The Association has requested the Government to give promotion to the Assistants for Dispatch, Records & Tappal Branch who have qualified in the GET test conducted by the APPSC. The present working DR&T Assts., have become seniors and crossed the age of 45 years. They could not learn and pass Typewriting Examination at this juncture. Moreover, the qualification for the post of Assistant Section Officer by direct recruitment is only Graduation. The Assistant for Dispatch, Records & Tappal Branch are alone doing the work of Assistants in the Secretariat Departments. The DR&T Assts., are working in the Dispatch, Record, Tappal and also in the Sections. Most of the Assistant for Dispatch, Records & Tappal Branch are well acquainted with the Secretariat procedures, processing of the files in the Sections. There is every need to assign the pay scale of Typist-cum-Assistant which is feeder category for promotion to the post of ASO, to the Assistant for Dispatch; Records & Tappal Branch to get promotional opportunity to the post of ASO.

As per G.O.Ms.No.537, GA (S.U.III) Department, dated.06.09.2011 read with G.O.Ms.No.45, GA (Ser.B) Department, dt:21.01.2013, this category will come in purview of the A.P. General Subordinate Service Rules.

The post of Assistant for Dispatch, Records & Tappal Branch is filled by transfer among full members or approved Probationers in the Andhra Pradesh General Subordinate Service, A.P. Last Grade Service. The feeder categories have been divided into three groups as indicated below:

- Group-I - Lift Operator, Motor Cycle Messenger, Drivers, Xerox Operators and Shroffs.
- Group-II - Record Assistants, Roneo Duplicating Operators.
- Group-III - Office Subordinates, Chowkidars, Sweepers, Scavengers and other categories in the A.P. Last Grade Service in the Secretariat.

The appointments among the above groups will be in the ratio of 1:2:7. The qualifications for the posts are minimum general educational qualifications

and five years of regular service in the respective categories. The promotion for them is Typist-cum-Assistant including Telex Operator. The Assistants (Dispatch, Records and Tappals) appointed prior to 30-6-2001 are eligible for appointment to the post of Typist-cum-Assistants, if they pass the competitive examination of Degree standard conducted by the Andhra Pradesh Public Service Commission. Those who were recruited after that date have to possess the qualification of Graduation and a pass in the Government Technical Examination in Typewriting by Higher Grade in Telugu on Government Standard Key Board.

Further, it is requested for sanction of special pay of Rs.800/- in view of their multifunctional duties.

The following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant for Dispatch, Records & Tappal Branch	810-1420	1595-3020	2990-5810	4595-10285	7960-23650	Record Assistants, Lift Operators (Rs.7740-23040) and Office Subordinate (Rs.6700-20110)	Typist-cum-Assistant (Rs.9460-27700)

Considering the duties and responsibilities of this category, the Commission recommends to it a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950, thus improved by one stage.

The other requests are dealt within the relevant chapters of Volume-I of the report.

12. Assistant : Rs.8440-24950
 No. of posts :

It is represented that this category of Assistant is likely to get extinct after retirement of few Assistants who are still on rolls without getting promotion to the higher post as they lack requisite minimum qualification to be promoted to the post of ASO. There is only one Assistant is working at present and has put in more than 25 to 30 years of Service in the same category and any little favour to them will not cause exchequer to the Government. Therefore, it is proposed to give corresponding scale of Typist-cum-Assistant till their retirement i.e., Rs.9460-27700.

The following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistants	910-1625	1745-3420	3290-6550	4825-10845	8440-24950	-	Assistant Section Officer (Rs.12910-36700)

According to service rules, this category must possess Graduation and there is no further recruitment.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950.

13. Telephone Operator : Rs.8440-24950
No. of posts :

It is represented that they lack promotional avenues; hence the Government is to make a provision for those Telephone Operators who acquire Degree qualification to be promoted to the post of Assistant Section Officer. As such, the post of the Telephone Operator became one of the feeder categories to the post of Assistant Section Officer. Therefore, the scale of pay may be equivalent to Typist-cum-Assistant and requested to assign a pay scale of Rs.9460-27700 and also requested for sanction of special pay of Rs.500/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Telephone Operator	910-1625	1745-3420	3290-6550	4825-10845	8440-24950	--	--

According to service rules, this category is governed by the A.P. Secretariat Subordinate Service; this category is filled in by direct recruitment and must possess the minimum general education qualification. One must possess a certificate issued by the District Manager, Telephones.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.16400-49870 corresponding to Rs.8400-24950.

The other requests are dealt within the relevant chapters of Volume-I of the report.

14. Typist-cum-Assistant : Rs.9460-27700
No. of posts :

It is represented that this post is confined to Secretariat alone and recruitment to this post is being made through APPSC under Group-II Services, which means that this post is almost nearer to the posts included in Group-II i.e., Deputy Tahsildar, Assistant Commercial Tax Officer, Sub-Registrar, Cooperative Sub-Registrar, Assistant Section Officer, Senior Assistants in the Directorates, etc. The Typist-cum-Assistant is a feeder post for promotion as Assistant Section Officer in Secretariat and pay fixation is done as per FR 22B on promotion as ASO. The Senior Assistant in the Heads of Department is also a feeder post for appointment by transfer as Assistant Section Officer in the Secretariat and pay fixation is also done under FR-22B. As such, the request is for a pay scale of Rs.10900-31550.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Typist-cum-Assistant	910-1625	1745-3420/ 1975-4010 (High Power Committee)	3750-7650	5470-12385	9460-27700	Office Subordinate (Rs.6700–20110)/ DRT Asst. (Rs.7960-23650)	Assistant Section Officer (Rs.12910-36700)

According to Service Rules, this post is filled in by direct recruitment or by transfer of Junior Assistants, Typists or Junior Stenographers from the offices of Heads of Departments. These posts are also filled in by appointment by transfer of Assistants (DRT) if they possess the qualifications prescribed and by conversion of Assistants, Junior Stenographer, Typist or Telephone Operator in Secretariat, who is qualified. The further channel is by appointment by transfer from the categories in the General Subordinate Service and Last Grade Service of the Secretariat. The minimum qualification is a Bachelor's Degree and pass in the Government Technical Examination in Telugu Typewriting by the Higher Grade.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700 to this category.

15. Junior Stenographer : Rs.9460-27700
No. of posts :

It is represented that the Junior Stenographers assist junior level officers and help in Administration. They need to be acquainted with various subjects being dealt in various Departments/Sections. They have also gather and keep updated information regarding the contact to be established with the officers with the use of Computers they are using Word Documents effectively. It is requested and proposed a pay scale of Rs.28160/- to this category.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Junior Stenographer	910-1625	1745-3420/ 1975-4010 (HPC)	3750-7650	5470-12385	9460-27700	--	Senior Stenographer (Rs.12910-36700)

This category is governed by the A.P. Secretariat Subordinate Service. This category is filled in by direct recruitment and the qualification is one must possess Bachelor Degree and must pass type writing and short hand lower in Telugu and English, and also by conversion from the category of Assistant or T.C.A. or Telephone Operator and by appointment by transfer of Junior Stenographer from the Offices of HOD.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700 to this category.

16. Assistant Section Officer : Rs.12910-36700
 No. of posts :

It is represented that this is a key post in Secretariat with wide spectrum of duties in the Section, as a pillar on which the entire administration in Secretariat standards. The initial note with reference to Rules/Acts have bearing on effective decision making process in the Secretariat. This category initiates file with comprehensive initial note along with all relevant documents after thoroughly examining the connected material and suggests alternatives keeping in view the rule position and circumstance of the case. This category stands responsible for every event that occurs in the section and is the initial officer who put up files with the guidance of the Section Officer. This category carries lot of importance and high responsibility and maintenance of secrecy and confidentiality is the pre-requisite. As and when work, demands he stays late hours to complete the work and then leave the office.

ASOs are now being appointed by direct recruitment under Group-II Services through APPSC and in the same recruitment, the posts of Executive Branch are in the pay scale of Rs.14860-39540, but the pay scale attached to ASO is less than the above scale. In order to attract talented persons from direct recruitment the pay scale attached to ASO may be given higher than the other executive branch services of Group-II.

As they are performing multifarious duties from initiating a file to making fair copies of the orders, letters, memos etc., dispatch and monitoring the same to reach the HOD concerned. All ASOs are using computers as a replacement for type writers but with memory. As a consequence of usage of computers, the quality of work has increased tremendously. Besides the above, the posts of Typist-cum-Assistants have become reduced unofficially. The recruitment to the post of TCA has not been took place since several years except filling up with candidates under compassionate appointments and by promotion from lower categories.

The post of ASO is feeder category to the post of Section Officer, which is the first level Gazetted post covered under A.P. Secretariat Service Rules. In all the cases where the feeder post to the first level Gazetted carries the scale of pay of Rs.14860-39540. Hence, it is requested to assign higher pay scale of Rs.15280-40510.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Section Officer	1230-2330	2375-5040	4550-9600	6675-15500	12910-36700	TCA (Rs.9460-27700)	Section Officer (Rs.18030-43630)

According to service rules this category is filled by direct recruitment through APPSC under Group-II recruitment and by promotion from the category of Typist-cum-Assistant/Telephone Operators and by appointment by transfer of Senior Assistants from Heads of Departments. It is brought to the notice of the Commission that based on the recommendations of Group of Ministers a Special Pay of Rs.500/- was sanctioned to this category, as an interim measure pending finalization of pay scales by the PRC. We have dealt with this issue in Volume-I of the report.

Comparison with Superintendent is not appropriate, as the duties and responsibilities of Superintendent are different. Considering the duties and responsibilities of this category, the Commission recommends to it a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570, thus improved by one stage.

17. Senior Stenographer : Rs.12910-36700
 No. of posts :

It is represented that they are posted to work with the officers from the Deputy Secretary to Special Chief Secretary. They gather all the contact number of various officers and connect them over phone as and when required. They have also maintained protocol in giving connections to the officers and monitor the day schedule of officers and remind them as per the schedule. They help the officer by obtaining requisite information from Sections and other offices / officers and place them at the disposal of the officer concerned. They maintain strict confidentiality. It is requested to higher pay scale of Rs.15280-40510.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Senior Stenographer	1230-2330	2375-5040	4550-9600	6675-15500	12910-36700	Junior Stenographer (Rs.9460-27700)	Special category Steno (Rs.14860-39540)

According to service rules this category is filled in by direct recruitment qualification is one must possess Bachelor Degree and must pass type writing and short hand higher in English and lower in Telugu and by promotion from the Junior Stenographer, by appointment by transfer of Senior Stenographer from the Offices of HOD and Directorate.

Considering the duties and responsibilities of this category, the Commission recommends to it a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570 on par with Assistant Section Officer, thus improved by one stage.

The above revised pay scale will also be applicable to Assistant Section Officer and Senior Stenographer in the Legislature, A.P. High Court, A.P. Consumer Disputes Redressal Commission, APPSC, Senior Assistant/ Assistant Section Officer, Raj Bhavan and APAT, Assistant Section Officer of A.P. State

Election Commission/Institution of A.P. Lokayukta and Upa-lokayukta/ Special Court for Land Grabbing Prohibition Act.

18. Special Category Stenographer : Rs.14860-39540
 No. of posts :

It is represented that the duties of Special Category Steno are similar to the post of Senior Steno and they are used to post to work in the Secretary/Prl.Secy./ Spl.Chief Secy. Peshies. They are very cautious in discharging their duties in view of their work with the decision making officers. They gather all the contact number of various officers and connect them over phone as and when required and they have also maintained protocol in giving connections to the officers. They monitor the day schedule of officers and remind them as per the schedule. They help the officer by obtaining requisite information from Sections and other offices and officers and place them at the disposal of the officer concerned. They maintain strict confidentiality is requested and proposed a pay scale starting with Rs.44800/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Special Category Stenographer	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Sr. Stenographer (Rs.12910-36700)	Private Secretary (Rs.18030-43630)

According to Service Rules, this category is filled in by promotion from the category of Senior Stenographers who has not opted for the clerical line.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

19. Section Officer : Rs.18030-43630
 No. of posts :

It is represented that, Section Officer is a basic functional unit in Secretariat. As per the A.P. Secretariat Office Manual, he is an in-charge of a Section in Secretariat Department. He is responsible for all files relating to the subjects allotted to the Section. The Section Officer is only the authorized signatory for issue of the Orders/instructions of the Government to the concerned. He is directly responsible to the Officers under whom he works for the efficient and expeditious dispatch of business in all stages in his section. He has to train the ASOs working under his control. He himself undertake to deal with the more difficult or important papers. He is responsible for accuracy of the notes and drafts proceedings from his section. He should check the correctness of facts stated in note or draft. He is required to be well versed with the computer operations and processing under SMART Gov./KM-ATOM. (on line file tracking system). Secretariat is the government Office wherein or

through which administration of the state carried. Files have to be prepared and circulated with full details, court matters, if any, guidelines/instructions of GOI on the subject etc., for taking a decision by Government in the interest of administration.

The Section Officer has to prepare draft para-wise remarks in various court cases get it approved by G.P./P.P. concerned and ensure filing of counter affidavits. Where the policy of Government is questioned and have attend the Court cases on their own conveyance. They have also to attend vigilance cases/work during Assembly i.e., preparation of LAQ's /LCQ's. The duties of Section Officer are more sensitive in Vigilance Wing. He has to examine the proposals in the light of Vigilance Manuals.

Further, due to Right to Information Act, 2005, the work burden in Sections is increased abnormally and each application has to attend in a time bound manner. He has to prioritize the each current so as to avoid personnel appearances of PIOs and Appellate Authorities in addition work to the Section within sufficient staff.

In 2010 revision, this category is placed in lower pay scale, whereas Court Master is assigned higher pay scale, in fact both the categories are having parity in the earlier PRCs.

It is brought to the notice to the Commission that based on recommendations of Group of Ministers, special pay of this category is enhanced from Rs.325/- p.m., to Rs.750/- p.m., vide G.O.Ms.No.202, Finance (TA) Department, dt:31.07.2013 as an interim measure. Hence, request for an enhanced special Pay of Rs.1500/-p.m.

It is requested assign a higher pay scale of Rs.19050-45850 on par with Court Master in A.P. High Court or a pay scale of Rs.20680-46960 on par with Group-I posts viz., Deputy Collector/Deputy Superintendent of Police/ Commercial Tax Officer.

The following is the progression of pay scales of this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Section Officer	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	ASO (Rs.12910-36700)	Assistant Secretary (Rs.23650-49360)
Deputy Collector	2150-3690	3880-8140	7400-15475 (CS)	10845-25600 (CS)	20680-46960	M.R.O. (Rs.16150-42590)	Special Grade Deputy Collector (Rs.27000-51760)
Deputy Superintendent of Police	2150-3690	3880-8140	7400-15475 (CS)	10845-25600 (CS)	20680-46960	Circle Inspector (Rs.16150-42590)	Additional Superintendent (Rs.27000-51760)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Commercial Tax Officer	2150-3690	3880-8140	7400-15475 (CS)	10845-25600 (CS)	20680-46960	D.C.T.O. (Rs.16150-42590)	Assistant Commissioner (Rs.27000-51760)
Court Masters in A.P. High Court	1550-3050	3110-6380	5980-12100	9285-21550	19050-45850	Senior Stenographer (Rs.14860-39540)	Assistant Secretary (Rs.23650-49360)

According to service rules this category is filled in by promotion from the category of Assistant Section Officer and appointment by transfer from the Superintendents of Heads of Departments.

Comparison with Deputy Collector, DSP and CTO is not appropriate, as the duties and responsibilities entrusted which are executive / administrative in nature are varied. The Commission notices that based on recommendations of Group of Ministers, special pay of this category is enhanced from Rs.325/- p.m., to Rs.750/- p.m., as an interim measure, pending finalization of report of PRC. We have dealt with this issue in Volume-I of the report. Further, this category was having parity with Court Master of A.P. High Court in the earlier revisions up to 2005 revision.

Considering the duties and responsibilities of this category, the Commission recommends to it a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

20. Private Secretary : Rs.18030-43630
No. of posts :

It is represented that the Private Secretary is the important staff among the personal staff attached to the Secy. / Prl. Secy. / Chief Secretary. They have to attend office before the officer arrives and keep everything ready and leaves the office late in the evening. As and when officer attends on holidays, they have to attend office even on holidays also.

This job is not very specific and keeps on changing according to the requirement of the officers and they have to prepare day's schedule of officer and inform the officer accordingly. They monitor the appointments of various people with the officer. They have to establish contact with the concerned as and when the officer desire. Therefore, they have to update themselves with latest positions, addresses and contact numbers. Their job is almost innovative and at a single command of officer they should be able to perform the job in time. The job requires special attention, acuteness and presence of mind at all times.

Request is to assign a higher pay scale of Rs.19050-45850 on par with Court Master in A.P. High Court.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Private Secretary	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Special Category Steno (Rs.14860-39540)	Assistant Secretary (Rs.23650-49360)
Court Masters in A.P. High Court	1550-3050	3110-6380	5980-12100	9285-21550	19050-45850	Senior Stenographer (Rs.14860-39540)	Assistant Secretary (Rs.23650-49360)

According to service rules this category is filled in by way of promotion from the category of Spl. Category Stenographer or by transfer of Section Officer of Secretariat who have shorthand and typewriting higher grade qualifications or by transfer of Private Clerk to the Chief Secretary who have four years of service and passed typewriting and shorthand higher grade.

The Commission notices that this category was having parity with Court Master of A.P. High Court in the earlier revisions up to 2005 revision.

Considering the duties and responsibilities of this category, the Commission recommends to it a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 to this category, thus improved by one stage.

21. Assistant Secretary : Rs.23650-49360
to Government
 No. of posts :

It is represented that the post of Assistant Secretary is very crucial as he scrutinizes every file passes through him. A proper scrutiny enables the next higher officers to take appropriate necessary decisions and many reminders are issued from his level, the affidavits and counter affidavits are filed in the name of him and many files get disposed of at the level of Assistant Secretary, since the post of Asst. Secy., is the final authority in respect of the Establishment and service matters of Class-IV category. It is therefore, requested and proposed a pay scale starting with Rs.64300/-. Another request is for sanction of Special Pay of Rs.2000/- p.m., as they have look after 2-3 sections and having heavy workload and to supervise the work of sections.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Secretary to Govt.	2410 - 4050	4400 - 8700	8400 - 16525	12385 - 27750	23650 - 49360	Section Officer (Rs.18030-43630)	Deputy Secretary (Rs.29200-54360)

According to service rules this category is filled in by of promotion from the category of Section Officer or Private Secretary.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.46060-98440 corresponding to Rs.23650-49360. The Commission recommends a Special Pay of Rs.600/- p.m., for this category, as this category is having heavy workload and supervises the work of 2-5 sections under his control.

22. Deputy Secretary to Government : **Rs.29200-53060**
No. of posts :

It is represented that this category occupies the position next to the Head of Department in Secretariat. The Dy.Secy./Jt.Secy./Addl.Secy occupies a position almost identical with that of Secretary in regard to subjects allotted to them. The Jt.Secy./Addl.Secy./ Dy.Secretary can send the cases for orders direct to the Minister. With regard to all matters relating to sensitive decisions of confidential nature, Policy making, Amendments, such other important files should be kept in the custody of the Officers. They will be placed on full addl. Charge of the post of HODs in Commissionerates & Directorates. He plays an important role in advising the senior officers in making decisions and is deputed to several meetings in place of Secretary/Principal Secretary. Therefore, he is playing important link between the subordinate staff and the Secretary concerned. It is therefore, requested and proposed a pay scale starting with Rs.84190/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Secretary to Govt.	2880 - 4930	5770 - 9260	10950 - 17575	16925 - 30765	29200 - 53060	Assistant Secretary (Rs.23650-49360)	Joint Secretary (Rs.37600 – 54360)

According to service rules this category is filled in by promotion from the category of Assistant Secretary to Government.

The Commission is of the view that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.56870-105810 corresponding to Rs.29200-53060.

23. Joint Secretary to Government : **Rs.37600-54360**
No. of posts :

It is represented that the post of Joint Secretary occupies the position next to the Head of Department in Secretariat. The Jt.Secy./ Addl.Secy./ Dy. Secretary occupies a position almost identical with that of Secretary in regard to subjects allotted to them. The Jt.Secy./ Addl.Secy./ Dy.Secretary can send the cases for orders direct to the Minister. With regard to all matters relating to sensitive decisions of confidential nature, Policy making, Amendments, such other important files should be kept in the custody of the Officers. They will be placed on full addl. Charge of the post of HODs in Commissionerates &

Directorates. He plays an important role in advising the senior officers in making decisions. A Joint Secretary will be deputed to several meetings in place of Secretary/Principal Secretary. He directly dictates notes and contributes on the file either in the preparation of DO Drafts or in Note for Circulations, etc. The Heads of Dept., keep so much of reliance on the Joint Secretaries who carries to work with oral instructions on urgent matters and get them ratified in writing subsequently. Therefore, the post of Joint Secretary is very important as it forms the link between the subordinate staff and the Secretary concerned. It is therefore, requested and proposed a pay scale starting with Rs.100420/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Joint Secretary to Govt.	3580-5380	7070-10100	13450-19050	21550-30765	37600-54360	Dy. Secretary to Govt. (Rs.29200-53060)	Addl. Secretary (Rs.44740-55660)

According to service rules this category is filled in by promotion from the category of Deputy Secretary to Government.

The Commission is of the view that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.73270-108330 corresponding to Rs.37600-54360.

24. Additional Secretary to Govt. : Rs.44740-55660
(Non-Cadre Post)
 No. of posts :

It is represented that the post of Additional Secretary occupies the position next to the Head of the Department. The Addl.Secy./ Jt.Secy./ Dy.Secretary occupies a position almost identical with that of Secretary in regard to subjects allotted to them, and he is a circulating officer. The Addl.Secy./ Jt.Secy., / Dy.Secretary can send the cases for orders direct to the Minister. With regard to all matters relating to sensitive decisions of confidential nature, Policy making, Amendments, such other important files should be kept in the custody of the Officers. He plays an important role in advising the senior officers in making decisions. An Additional Secretary will be deputed to several meetings in place of Secretary/Principal Secretary. The Additional Secretary directly dictates notes and contributes on the file either in the preparation of DO Drafts or in Note for Circulations, etc. The Secretaries to Govt., keep so much of reliance on the Additional Secretaries, who carries work with oral instructions on urgent matters and get them ratified in writing subsequently. Therefore, the post of Additional Secretary is very important as it forms the link between the subordinate staff and the Secretary concerned.

The post of Secretary to Govt. (Law) / (Courts) is tenure post drawn on tenure basis of District & Sessions Judges Gr-I in State Higher Judicial Services or transfer of Addl. Secy., to Govt. of Law Dept., or by promotion of Jt. Secretary to Govt. of Law Dept. The Spl. Pay allowable to Secretary (Law) / (Courts) may

be enhanced correspondingly. It is therefore, requested and proposed a pay scale starting with Rs.126260/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Additional Secretary to Govt. (Non Cadre)	5000-6200	8140-10380	15475-19675	25600-30765	44740-55660	Joint Secretary (Rs.37600-54360)	-

According to service rules this category is filled in by promotion from the category of Joint Secretary to Govt.

The Commission is of the view that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.87130-110850 corresponding to Rs.44740-55660. Regarding enhancement of Special Pay, it is dealt in the Volume-I of the report.

Posts specific to General Administration Department
Secretariat Central Library

25. Assistant Librarian Gr.III (GAD) : Rs.8440-24950
No. of posts :

It is represented that the post of Assistant Librarian Grade-III in the Central Secretariat Library is under the control of the General Administration Department. The Library is maintaining huge number of books of all fields of Literature. More over the Central Secretariat Library is automated with the help of E-GRANTHALAYA Software. This Library also provides online public access catalogue with local area network (LAN) site name <http://library.ap.gov.in> in addition to the regular services i.e., lending service, reference service, interlibrary loan and etc. The Library is running one Librarian (Gazetted) and one Assistant Librarian and also stated that the work load responsibilities are more to the Assistant Librarian, GAD. They have to deal with the deliver and receiving of Books / Magazines to the officers and staff of entire Secretariat working in all the (32) departments including the offices of the Hon'ble Ministers.

It is requested to assign higher pay scale of Rs.12910-36700 on par with Assistant Section Officer in Secretariat.

The following is the progression of pay scales of this category

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Librarian Gr.III(GAD)	--	1745-3420	3290-6550	4825-10845	8440-24950	--	--

According to service rules this category is filled in by appointment and by transfer from the category of Record Assistant and other categories from A.P. General Subordinate Service Rules in the Department of Secretariat in

Single Unit. By transfer from any other equivalent category on tenure basis. By direct recruitment, if suitable candidate are not available for appointment by promotion or appointment by transfer. One must possess Intermediate with a certificate in Library Science.

Considering the duties and responsibilities, the Commission recommends to this category a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700 to this category, on par with Librarian Grade-III of Zilla Grandhalaya Samastha, thus improved by two stages.

26. Gazetted Librarian (GAD) : Rs.18030-43630
No. of posts :

It is represented that this post has no promotional avenues without any career prospectus. The employees of Secretariat regularly visit Library. The daily newspapers weeklies, fortnights and monthly magazines are constantly being read to update themselves with the current events. Books have to be sent to the Hon'ble Ministers and Secretaries. Therefore, lot of importance is attached to this post. Analogous posts in Directorate of Public Libraries are Gazetted posts with higher scales of pay. However, keeping in view the limited clientele of library i.e., the employee of Secretariat, the above proportionate scale of pay is suggested. It is therefore, requested and proposed a pay scale starting with Rs.53650/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Gazetted Librarian (GAD)	1330-2630	2600-5580	5000-10600	7770-18575	18030-43630	-	-

According to service rules this category is filled by transfer from the category of Gazetted Librarian or by transfer on tenure basis from that category subject to period of tenure extending beyond 3 years at a time

The Commission notices that the existing pay scale of this category is adequate and accordingly assigns to it a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630.

Strictly Confidential Sections

27. Assistant Section Officer (SC) : Rs.14860-39540
No. of posts :

It is represented that the post of Assistant Section Officer (SC) is made distinct category slightly above ASO from general pool and below Section Officer. The responsibility and duties assigned to the post are slightly higher. The present scale of pay does not commensurate to the work carried out by ASO (SC), therefore a slightly higher scale of pay needs to be assigned keeping

in view the entire work carried out by the ASO right from taking the current number to making a disposal through putting up of back papers, preparing drafts and notes, seeking orders, issuing drafts, sealing and dispatching the orders. In simple, this category is a single man army dealing with the issue concerned from the stage of the initiation to the conclusion and they have stay in office before and beyond the office hours is a normal phenomenon in respect of all SC staff. The nature of duties and responsibilities dealing with enquiry reports and the documents are an additional burden on ASO (SC). Therefore, it is requested for proposed a pay scale starting with Rs.42240/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
ASO (SC)	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	A.S.O. (Rs.12910-36700)	Section Officer (Rs.18030-43630)

According to Service Rules, the post of Assistant Section Officer (S.C.) is filled in by promotion from Assistant Section Officers in the departments of Secretariat except Finance and Planning (Finance Wing) and Law Department. The qualifications are a Bachelor's degree and pass in the Typewriting examination in English by the Lower Grade. If a person does not possess such qualification at the time of appointment, he or she shall acquire the said qualification during the period of probation and must have a minimum of five years of service in the category of Assistant Section Officer.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

28. Section Officer (Strictly Confidential) : Rs.19050-45850
 No. of posts :

It is represented that the post of Section Officer (Strictly Confidential) is made distinct category slightly above SO from general pool and below Assistant Secretary. The responsibility and duties assigned to the post are slightly higher. The present scale of pay do not commensurate to the work carried out by Section Officer (SC), therefore a slightly higher scale of pay needs to be assigned keeping in view the entire work carried out by the Section Officer (SC) right from taking the current number to making a disposal through putting up of back papers, preparing drafts and notes, seeking orders, issuing drafts, sealing and dispatching the orders. In simple, the Section Officer (SC) is a single man army dealing with the issue concerned from the stage of the initiation to the conclusion. Staying in office before and beyond the office hours is a normal phenomenon in respect of all SC staff. The nature of duties and responsibilities such as maintenance of records relating to the enquiries and reports are an additional burden on Section Officer (SC). Therefore, the staff working in GA (SC) Dept., shall be encouraged with more benefits besides normal allowances

attached to the post, to encourage the persons with caliber to opt to work in SC wing. It is therefore, requested and proposed a pay scale starting with Rs.57050/-

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Section Officer (Strictly Confidential)	1810-3230	3310-6840	6350-13000	10285-24200	19050-45850	ASO(SC) (Rs.14860-39540)	Assistant Secretary (Rs.23650-49360)

According to service rules this category is filled by transfer of SO of the departments comprising the single unit and also by promotion from the category of ASO (SC). For both the methods one must possess a Bachelors Degree and a experience of 2 years in case of SO (S.U.) and 5 years in case of ASO (SC). SO (SU) can be considered for the post after a written examination.

Considering the duties and responsibilities of this category, the Commission recommends a pay scale of Rs.40270-93780 corresponding to Rs.20680-46960 to this category, thus improved by one stage.

Posts specific to Law Department

29. Assistant Librarian (Law Dept.) : Rs.10900-31550
 No. of posts :

It is represented that the post of Assistant Librarian in Law Dept. is basically a special Library catering to the needs of Law Dept., in particular and all Departments in Secretariat in general. The acquisition of documents pertaining to Law and legal matters, Government publications are huge in number. All the documents need to be classified, catalogued and indexed by providing referencing and cross-referencing before placing them in the racks. It needs more of technical expertise. The requisitions made by different departments are time bound and are need to be attended immediately. The special feature of this library is that the staff of library need to locate the document and also a specific portion of the requirement, get it reprographic and provide to the requisitioned department. This is quite uncommon unlike in normal libraries, where the client will have access to the document. This special library needs not only technical expertise but also laborious searching into the document. Hence, requested and proposed a pay scale starting with Rs.28160/- to the category of Assistant Librarian (Law).

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Librarian (Law Dept.)	810-1420	1535-2840	2870-5470	4260-9520	10900-31550	--	Librarian (Rs.14860-39540)

According to Service Rules, the qualification prescribed for the post of Asst. Librarian in Law Department is that one should possess a Bachelor's

Degree and Degree in Library Science from any recognized University. This post is filled by appointment by transfer of Record Assistant or equivalent or higher categories in the A.P. General Subordinate Service Rules or equivalent categories in the A.P. Last Grade Service who possess the requisite qualifications. If no qualified person is available by above method, then by direct recruitment.

The Commission notices that this category is having parity with Assistant Librarian Grade-II of Public Libraries Department.

Considering the duties and responsibilities of this category, the Commission recommends a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050, thus improved by two stages.

30. Librarian in Law Dept. : Rs.14860-39540
 No. of posts :

It is represented that the Library in Law Dept. is basically a special Library catering to the needs of Law Dept. in particular and all Departments in Secretariat in general. The acquisition of documents pertaining to Law and legal matters; Government publications are huge in number. All the documents need to be classified, catalogued and indexed by providing referencing and cross-referencing before placing them in the racks. It needs more of technical expertise. The requisitions made by different departments are time bound and are need to be attended immediately. The special feature of this library is that the staff of library need to locate the document and also a specific portion of the requirement, get it reprographed and provide to the requisitioned department. This is quite uncommon unlike in normal libraries, where the client will have access to the document. This special library needs not only technical expertise but also laborious searching into the document. Therefore, it is requested and proposed a pay scale starting with Rs.44800/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Librarian in Law Dept.	1230 - 2330	2075 - 4270	3950 - 8150	5750 - 13030	14860 - 39540	Assistant Librarian (Rs.10900- 31550)	-

According to service rules, the qualification prescribed for the post of Librarian by method of promotion from the category of Assistant Librarian of Law Department is also that one must possess a Bachelor's Degree and Degree in Library Science from any recognized university.

The Commission notices that this category is having parity with Assistant Librarian Grade-I of Public Libraries Department.

Considering the duties and responsibilities of this category, the Commission recommends to it a pay scale of Rs.29760-80930 corresponding to Rs.15280-40510, thus improved by one stage.

31. Translator in Law Dept. : Rs.14860-39540
 No. of posts :

It is represented that this is the first level Gazetted post in Law dept., and the feeder category of Asst., Draftsman in Law Dept, which is equivalent to the post of Asst. Secretary. The Translator needs to acquire expertise in the preparation of Bills and Ordinances besides translating them. This also a technical post as in the case of Asst. Draftsman & Dy. Draftsman in Law dept. They may be assigned the scale of Section Officer and special pay given to the Section Officer may be extended to this post.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Translators in Law Dept.	1380-2750	2750 - 5960	5300-11300	7770-18575	14860-39540	Assistant Section Officer (Rs.12910-36700)	Assistant Draftsman (Rs. 23650 – 49360)

According to service rules this category is filled in by appointment by transfer of Assistant Section Officer in Law Department, if no suitable or qualified Assistant Section Officer in Law Department is available for appointment, by appointment by transfer of Assistant Translator of Translation Department. The qualifications prescribed are must possess a Bachelor Degree in Law, must have passed the Translation Test conducted by the APPSC in Telugu language and must have at least one year experience either in the Translation worker in the Legislative drafting or both.

The Commission considers that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

32. Assistant Draftsman (Law Dept.): Rs.23650-49360
 No. of posts :

It is represented that the post may be continued with the existing pay scales similar to that of Asst., Secretary to Govt. It is therefore, requested and proposed a pay scale starting with Rs.64300/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Draftsman	2410 - 4050	4400 - 8700	8400 - 16525	12385 - 27750	23650 - 49360	Translator (Rs.14860-39540)	Deputy Draftsman (Rs.29200-53060)

According to Service Rules, the post is filled by promotion from the category of Translators in Law Dept.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.46060-98440 corresponding to

Rs.23650-49360. Keeping in view of the duties and responsibilities of this category, the Commission also recommends a Special Pay of Rs.600/- p.m. to it.

33. Deputy Draftsman (Law Dept.) : Rs.29200-53060
 No. of posts : 1

It is represented that the scale of pay of Dy. Draftsman is brought on par with Dy. Secy. to Govt. in 2005 P.R.C. and the same has been continued. It is basically technical post involving legal expertise. The scale of pay attached to the post of Dy. Secy. to Govt., may be continued to be assigned to this post also. It is therefore, requested and proposed a pay scale starting with Rs.84190/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Draftsman	2880 - 4930	5770 - 9260	10950 - 17575	16925 - 30765	29200 - 53060	Assistant Draftsman (Rs.23650-49360)	Draftsman (Rs.31550-53060)

According to service rules this category is filled in by promotion from the category of Assistant Draftsman (Law Department).

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.56870-105810 corresponding to Rs.29200-53060, on par with Deputy Secretary to Government.

34. Draftsman (Law Dept.) : Rs.31550-53060
 No. of posts : 1

It is represented that the scale of pay of Draftsman is a distinct post. It is basically technical post involving legal expertise. The scale of pay attached to the post of Draftsman proposed above may be assigned. It is therefore, requested and proposed a pay scale starting with Rs.91990/-.

The following is the progression of pay scales of this category.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Draftsman	3090 - 5140	6150 - 9820	11650 - 18628	18025 - 30765	31550 - 53060	Deputy Draftsman (Rs.29200-53060)	Joint Secretary to Govt., Law Dept (Rs.37600-54360)

According to service rules this category is filled in by way of promotion from the category of Deputy Draftsman / by promotion of Deputy Secretary to Government (non-cadre), Law Department.

The Commission considers the existing pay scale of this category to be adequate and accordingly assigns to it a pay scale of Rs.61450-105810 corresponding to Rs.31550-53060.

8. ADVOCATE GENERAL'S OFFICE

Advocate General is the Principal Legal Advisor to the Government. The O/o the Advocate General is a State-wide office and Head of Department to the other Law Offices viz., (i) the Public Prosecutor's Office and (ii) Government Pleaders Office. The Principle duties of the office are to advise the Government on legal matters and defend the policies of the Government in Courts. On administrative side, the Office is headed by an Administrative Officer, who is also the Drawing and Disbursing Officer. The Judicial section of the Office is headed by Assistant Administrator in the cadre of Section Officer and he has to look after all works pertaining to that section viz., filing of counter affidavits, vacate stay petitions, appeals, copy applications, intimating the stage of the case of Government, call for the required information from the Government, maintenance of fee claims of Advocate General, maintenance of law books and library of the Advocate General Office etc., with the assistance of Section Officer (Non-Gazetted). The Manager is looking after the accounts wing and also the files relating to the appointment of Law Officers etc.

1. MANAGER of Advocate General's Office, Public Prosecutor's Office and Government Pleader's Office	:	Rs.13660-38570
No. of post	:	1

The category of Managers working in the three Law Offices in A.P. High Court i.e., i) Advocate General's Office ii) Public Prosecutor's Office and iii) Government Pleader's Office are governed by the A.P. Ministerial Service Rules. The above posts are shown under Class-A, category (I)(a)(xi) along with Managers of Forest Department. The above categories are equivalent to Superintendent. The educational qualifications, nature of the job, duties and responsibilities of the Superintendents and Managers are one and same.

The pay scale of Manager in all the above three Law Offices in High Court was shown as Rs.575-950 in G.O.Ms.No.235, Finance (P) department, dated.17.09.1979 and they were allowed lower pay scales when compared to their counterparts in Judicial Department i.e., Sheristedars of Subordinate Courts who were in the higher pay scale of Rs.700-1200. As such the holders of posts of Managers of the above three Law Offices filed Writ Petition.No.390 of 1986 for allowing them the then pay scale of Rs.700-1200. Based on the orders of A.P. High Court passed in W.P.No.6605 of 1980 and also based on the orders in W.P.No.390/1986, their pay scale was revised to Rs.700-1200 w.e.f. 31.07.1987, i.e., from the date of judgment in W.P.No.390 of 1986 vide G.O.Ms.No.231, Finance & Planning (FW PRC-I) Department, dated.05.07.1989 on par with the scale of Sheristedars of Subordinate Courts. Subsequently, they were allowed a revised pay scale of Rs.1330-2630 from 01.07.1986 in 1986 revision. In subsequent revisions of 1993, 1999 and 2005, they were allowed identical and equal pay scales on par with Superintendent/Sheristedars of Sub-Ordinate Courts.

In 2010 revision, they were allowed a pay scale of Rs.13660-38570, whereas Superintendent of common category was assigned a higher pay scale of Rs.14860-39540.

Following is the progression of pay scales of these categories and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Managers of Advocate General's Office	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Senior Assistant (Rs.10900-31550)	Administrative Officer (Rs.18030-43630)
Managers of Public Prosecutor's Office	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Senior Assistant (Rs.10900-31550)	Secretary (Rs.16150-42590)
Managers of Advocate Government Pleader's Office	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Senior Assistant (Rs.10900-31550)	Accounts Officer (Rs.18030-43630)
Senior Sheristedars/ Senior Superintendent in Judicial Department	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Superintendent / Sheristedar (Rs.13660-58570(EIP)/ 11530-33200(FE))	Chief Administrative Officer (Rs.19050-45850)
Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director/ Accounts Officer (Rs.18030-43630)

In view of the above, the Commission notices that parity of these categories with Superintendent were disturbed in 2010 revision. These categories are equivalent to Superintendent as per A.P. Ministerial Service Rules and categorized as category (I) of class-A of the above rules. Hence, the Commission assigns to it a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540, on par with Superintendent under common category.

2. Section Officer : Rs.13660-38570
 No. of posts : 1

It is represented that this category was in the pay scale of Rs.750-1300 in 1978 revision, which was higher than the pay scale of Superintendent. In subsequent revisions of 1993, 1999 & 2005 they were allowed pay scales on par with Superintendent. In 2010 revision, this category was assigned a pay scale of Rs.13660-38570, whereas Superintendent was assigned a pay scale of Rs.14860-39540. Hence, it is requested to assign a pay scale of Rs.14860-39540 on par with Superintendent.

This category is filled by promotion from Senior Assistant and is equivalent to Superintendent classified as category (I) of class-A of A.P. Ministerial Service Rules.

This category was having parity with Superintendent upto 2005 revision and the same was disturbed in 2010 revision. In view of the above, the

Commission assigns a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 to this category on par with Superintendent.

3. Private Secretary : Rs.16150-42590
No. of posts : 2

It is stated that this category was created in the pay scale of Rs.800-1450 in 1978 revision on par with Personal Assistants to Hon'ble Judges and Secretaries to Government. In subsequent revisions of 1986, 1993, 1999 & 2005, their pay scales were of Rs.1550-3050, Rs.3110-6380, Rs.5980-12100 and Rs.9285-21550 on par with the Personal Assistant. In 2010 revision, this category was assigned a pay scale of Rs.16150-42590 instead of assigning a pay scale of Rs.18030-43630. Hence request is for assigning a pay scale of Rs.18030-43630.

As per service rules, this category is filled by transfer of Special Category Steno. If no qualified and suitable is available by the method, by transfer / deputation on tenure basis of Personal Assistants to the judges in the A.P. High Court.

The Commission notices that this category was having parity with Personal Secretary to Secretaries to Government up to 2005 revision and the same is disturbed in 2010 revision. In view of the above, the Commission assigns to this category a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850, on par with P.S. to Secretary to Government, thus improved by two stages.

4. Administrative Officer : Rs.18030-43630
No. of posts : 1

It is represented that the Administrative Officer is the Drawing Disbursing Officer and he has to process all the files regarding the approval of the HOD i.e., the Advocate General and to represent the Law Officer in all meetings and weekly reviews with Secretary etc.

It is stated that the category was created in the pay scale of Rs.6950-14425 on par with Assistant Director in the Directorate in 1999 revision. In subsequent revision of 2005, this category was assigned a pay scale of Rs.10285-24200 on par with Assistant Director. In 2010 revision this category was assigned a pay scale of Rs.18030-43630 instead of Rs.19050-45850. Hence request is for assigning a pay scale on par with Assistant Director in the Directorates.

This category is filled by promotion of Manager / Section Officer of the Department. Keeping in view of duties and responsibilities, the Commission assigns to it a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

9. COMMON CATEGORIES

Chainman	:	Rs.6700-20110
No. of posts	:	
Office Subordinate (Formerly known as Attender)	:	Rs.6700-20110
No. of posts	:	
Cycle Orderly	:	Rs.6700-20110
No. of posts	:	
Watchman	:	Rs.6700-20110
No. of posts	:	
Mali	:	Rs.6700-20110
No. of posts	:	
Gardner	:	Rs.6700-20110
No. of posts	:	
Malans	:	Rs.6700-20110
No. of posts	:	
Farash	:	Rs.6700-20110
No. of posts	:	
Sweeper	:	Rs.6700-20110
No. of posts	:	
Kamati	:	Rs.6700-20110
No. of posts	:	
Cleaner	:	Rs.6700-20110
No. of posts	:	
Scavenger	:	Rs.6700-20110
No. of posts	:	
B.T. Attender	:	Rs.6700-20110
No. of posts	:	
Process Server	:	Rs.6700-20110
No. of posts	:	
Chowkidar	:	Rs.6700-20110
No. of posts	:	

These categories are governed by the Andhra Pradesh Last Grade Service Rules. These posts are to be filled in by direct recruitment.

The Commission considers the existing pay scale of these categories to be adequate and recommends the pay scale of Rs.13000-40270 corresponding to Rs.6700-20110 for all these posts.

The Commission examined other requests of this category in the relevant chapters of Volume-I of the report.

Dafedar	:	Rs.6900-20680
No. of posts	:	
Jamedar	:	Rs.7520-22430
No. of posts	:	

These posts are governed by the Andhra Pradesh Last Grade Service. The post of Dafedar is filled in by promotion from the category of Office

Subordinate. The post of Jamedar is filled in by promotion from the category of Dafedar or Office Subordinate.

The Commission considers the existing pay scale of these categories to be adequate and recommends the pay scale of Rs.13390-41380 corresponding to Rs.6900-20680 to the Dafedar and the pay scale of Rs.14600-44870 corresponding to Rs.7520-22430 to the Jamedar.

Record Assistant : **Rs.7740-23040**
No. of posts :

**Roneo Operator /
Duplicating Operator /
Xerox Operator** : **Rs. 7740-23040**
No. of posts :

It is stated that the post of Record Assistant belongs to the superior service and is governed by A.P. General Subordinate Service Rules. It is requested to upgrade the posts of Record Assistant as Junior Assistant.

These posts are to be filled in by transfer of a person from Andhra Pradesh Last Grade Service in the concerned unit in the Department or transfer of the Roneo Duplicating Operator or Xerox Operator. The qualification is SSC or equivalent.

The pay scales of the Record Assistant/Roneo Operator from time to time are as mentioned below:

Category	1974	1978	1986	1993	1999	2005	2010
	Rs.						
Record Assistant / Roneo Operator	180- 350	350- 550	780- 1275	1535- 2840	2870- 5470	4260- 9520	7740- 23040

The Commission considers the existing pay scale of these categories to be adequate and recommends the pay scale of Rs.15030-46060 corresponding to Rs.7740-23040 to the category of Record Assistant / Roneo Operator / Duplicating Operator / Xerox Operator. The aspect of up gradation does not come under purview of the Pay Revision Commission.

Lift Operator : **Rs.7740-23040**
No. of posts :
Shroff/Cashiers : **Rs.7740-23040**
No. of posts :

No representation.

The posts are governed by Andhra Pradesh General Subordinate Service. The post of Lift Operator is filled in by transfer of a person from the Andhra Pradesh Last Grade Service Rules or by direct recruitment. The qualification for direct recruitment is tenth class and a Wireman certificate issued by the Electrical Inspector or practical experience of three years in Electrical Lift

Operation. The qualification for recruitment by transfer is a certificate from any Electrical Supervisor in any Engineering Department of the State Government to the effect that the individual has adequate elementary knowledge of operating an electric lift and can attend to emergencies in operating the lift.

The post of Shroff is filled in by transfer of Record Assistant, Roneo Duplicating Operator, Xerox Operator or Lift Operator. The qualification for any method of recruitment is a pass in Tenth Class.

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

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Lift Operator / Shroff Cashiers	410-625	810-1420	1595-3020	2990-5810	4370-9775	7740-23040

The Commission considers the existing pay scale of this Lift Operator category is adequate and recommends the pay scale of Rs.15030-46060 corresponding to Rs.7740-23040. Regarding the pay scale of Shroff/Cashier as this category is a promotion post to the Record Assistant/ Roneo Operator, drawing the same pay scale, the Commission recommends a pay scale of Rs.15460-47330 corresponding to Rs.7960-23650, thus improved by one stage.

Driver (LV)	:	Rs.7960-23650
No. of posts	:	
Driver (HV)	:	Rs.9200-27000
No. of posts	:	
Senior Driver	:	Rs.9200-27000
No. of posts	:	

It is represented that the duties of Drivers are the Technical nature of work and are having Technical qualification, mental and physical ability, Health hazard, strain of work, risk involved and fatigue.

It is requested to assign pay scales on par with Technical Employees as was done in the Pay Revision Commission 1986 duly introducing new common category i.e., Tailor, Blacksmiths and Carpenters and also requested to fix the **Technical pay scale** for the posts of 1. L.V. Driver, Auto Driver and Motor Cycle Messenger. 2. Heavy Vehicle Driver. 3. Senior Driver, Garage Supervisor and Bulldozer Driver.

The Association have also proposed a minimum starting time scale as detailed below:

Sl. No.	Category	Existing scale (Rs.)	Proposed scale (Rs.)
1.	L.V. Driver Auto Driver and Motor Cycle Messenger	7960-23650	18030-43630
2.	Heavy Vehicle Driver	9200-27000	21820-48160
3.	Senior Driver, Garage Supervisor and Bulldozer Driver	9200-27000	23650-49360

They submitted that those employees appointed up to year 1986 and those who are drawing less and equal pay than Drivers are declared as Technical employees and they assigned higher scales than the Drivers. Subsequently, in G.O.Ms.No.414, General Administration (OP-II) Department, dated.24-06-2008, the Government have cancelled the Technical cadre to the Drivers. The Drivers Association has approached the Hon'ble A.P.A.T., and the Hon'ble Court has suspended the above orders. (a copy of the orders is not furnished)

It is submitted that Government in G.O.Ms.No.289, General Administration (Services-B) Department, dated.06-07-2001 issued orders for recognizing the posts of Drivers as technical categories. In G.O.Ms.No.168, General Administration (Services-B) Department, dt.1-4-2002, the Andhra Pradesh Government Drivers (Technical Category) Subordinate Service Rules were issued. According to these rules appointment to the post of Driver (LV) including Motor Cycle Messenger and Auto Rickshaw Driver shall be by transfer of Motor Cycle Messenger or Auto Rickshaw Driver or Driver (LV) by appointment by transfer of a person of the APLGS in the concerned unit of the department. If no eligible person is available appointment shall be made by direct recruitment. According to Rule-3, the persons working as Driver (LV), Motor Cycle Messenger, Auto Rickshaw Driver shall be inter transferable. If recruited by the appointing authorities the persons in any one of these three categories shall acquire licenses from the appropriate authority, to drive the other two types of vehicles, if they do not possess licenses to drive the other types of vehicles. The qualifications prescribed are as follows:

Category	Method of Appointment	Qualifications
1. Driver (Heavy Vehicle)	By any method	<ol style="list-style-type: none"> 1. Must be able to read and write Telugu and Urdu or English 2. Must possess a current valid Driving License of Motor vehicle issued by competent authority under the Motor Vehicle Act. 1988 to drive a heavy motor transport vehicle, with practical experience of driving motor vehicles for not less than 3 years.
2. a. Driver (Light Vehicle)	Appointment by transfer/ Direct recruitment	<ol style="list-style-type: none"> 1. Must be able to read and write Telugu and Urdu or English 2. Must possess a current valid Light Motor Vehicle Driving License, issued by competent authority under the Motor Vehicle Act. 1988 with practical experience of driving motor vehicles for not less than 3 years with endorsement to drive Motor Cycle and Auto-Rickshaw.
b. Motor Cycle Messenger	Appointment by transfer/ Direct recruitment	<ol style="list-style-type: none"> 1. Must be able to read and write Telugu and Urdu or English. 2. Must possess a current valid Motor Cycle Driving License issued by competent authority under the Motor Vehicle Act. 1988 with practical experience of driving motor cycles for not less than 3 years with endorsement to drive Light Vehicles and Auto-Rickshaws.

c. Auto-rickshaw Driver	Appointment by transfer/ Direct recruitment	<ol style="list-style-type: none"> 1. It be able to read and write Telugu and Urdu or English. 2. Must possess a current valid Motor Cycle Driving License issued by competent authority under the Motor Vehicle Act. 1988 with practical experience of driving Auto-rickshaw for not less than 3 years with endorsement to drive Motor Cycle and Light Vehicles.
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The following are the pay scales for this post:

Category	1969	1974	1978	1986	1993	1999	2005	2010
	(Rs.)							
Driver (LV)	80-160	240-420	410-625	810-1420	1595-3020	2990-5810	4370-9775/ 4595-10285 (OMC)	7960 - 23650
Driver (HV)	90-192	260-450	450-700	950-1670	1875-3750	3550-7150	5200-11755	9200 - 27000
Senior Driver	-	-	-	-	-	3550-7150	5200-11755	9200- 27000

Keeping in view of the duties and responsibilities attached to the post of Drivers, the Commission considers the existing pay scales of these categories to be adequate and assigns the following pay scales.

1. Driver (L.V.) Rs.15460-47330 corresponding to Rs.7960-23650.
2. Driver (H.V.) Rs.17890-53950 corresponding to Rs.9200-27000.
3. Senior Driver Rs.17890-53950 corresponding to Rs. 9200-27000.

The Commission examined the other requests in the relevant chapters of Volume-I of the report.

Junior Assistant /		
Junior Accountant	:	Rs.8440-24950
No. of posts	:	
Typist	:	Rs.8440-24950
No. of posts	:	
Junior Stenographer /		
L.D. Steno	:	Rs.8440-24950
No. of posts	:	
Store Keeper Grade-III	:	Rs.8440-24950
No. of posts	:	
Telephone Operator	:	Rs.8440-24950
No. of posts	:	
Assistant-cum-Typist	:	Rs.8440-24950
No. of posts	:	

It is represented that the post of Junior Assistant, Junior Stenographer in the Heads of the Department are to be filled in by direct recruitment through Group-II Services with Graduation. Where as in Subordinate Offices the required Qualification for the same category is Intermediate. The post of

Telephone Operator is filled by direct recruitment with Intermediate Qualification and possess a certificate issued by the district Manager Telephones. As the educational qualifications are variation in HOD's and in Subordinate Offices, it is requested that these categories may be placed in different time scales keeping in view of nature of duties of the above categories. Some Departments requested these categories may be detached from common categories.

The following is the progression of pay scales to the categories of Typist and Junior Stenographers are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Junior Assistant/ Typist/ Junior Stenographer/ Telephone Operator / Store Keeper Grade-III	910- 1625	1745- 3420	3290- 6550	4825- 10845	8440- 24950	Record Assistant (Rs.7740- 23040)	Senior Assistant/ Senior Stenographer/ Store Keeper Grade-II (Rs.10900-31550)

According to the Service Rules, all the above posts are governed by the A.P. Ministerial Service Rules.

The post of Telephone Operator is filled by direct recruitment. The qualification is intermediate or equivalent and a certificate issued by the District Manager Telephones that the individual has sufficient knowledge and experience to operate the telephone exchange.

The post of Typist / Junior Stenographer is filled by direct recruitment. The qualification is intermediate in Subordinate Offices and a degree in Heads of the Departments. The category is also filled up by conversion of Junior Assistant / Telephone Operator as provided in Rule 14 & 16 and by appointment and by transfer of Record Assistant and other equivalent categories in A.P. General Subordinate Service. For appointment by transfer from the members of A.P. Last Grade Service, one must pass in Type Writing Higher Grade (Telugu / English). Request for enhancement of Special Pays to the post of Typists.

The Commission considers the existing pay scale of these categories to be adequate and assigns the pay scale of Rs.16400-49870, corresponding to Rs.8440-24950.

The other requests are dealt with in the relevant chapters of Volume-I of the report.

**Publicity Assistant
(formerly Cinema Operator) /
Cinema Operator / Film Operator /
Projectionist /
Audio Visual Incharge /
Projector Operator /** : **Rs.9460-27700**
No. of posts :

No representation has been received.

The above posts are filled in by direct recruitment and the qualification is 10th class or equivalent with license to operate the Cine Projector.

The following are the pay scales of the above posts in various departments from time to time.

Name of the category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Cinema Operator in Agriculture Department	475-760	950-1670	1875-3750	3550-7150	5200-11755	9460-27700
Film Operator in Animal Husbandry Department	500-800	950-1670	1875-3750	3550-7150	5200-11755	9460-27700
Projectionist in Archaeology and Museums Department	530-850	1010-1800	1875-3750	3550-7150	5200-11755	9460-27700
Film Operator in School Education Department	450-700	1010-1800	1875-3750	3550-7150	5200-11755	9460-27700
Projectionist in Forest Department	530-850	1010-1800	1875-3750	3550-7150	5200-11755	9460-27700
Projector Operator in Factories Department	-----	-----	1875-3750	3550-7150	5200-11755	9460-27700
Projectionist/ Projectionist cum Mechanic in Family Welfare Department	--	---	1875-3750	3550-7150	5200-11755	9460-27700
Cinema Operator in Legal Metrology Department	-----	-----	1875-3750	3550-7150	5200-11755	9460-27700
Film Operator/Cinema Operator/Projectionist cum Mechanic/Projectionist cum Operator in Medical Education	-----	-----	1875-3750	3550-7150	5200-11755	9460-27700
Cinema Operator in I & PR Department	-----	-----	1875-3750	3550-7150	5200-11755	9460-27700
Publicity Assistant (formerly known as Cinema Operator)	475-760	950-1670	1875-3750	3550-7150	5200-11755	9460-27700
Film Operator in Jawahar Bal Bhavan	-----	-----	1875-3750	3550-7150	5200-11755	9460-27700
Audio Visual in charge in Labour Department	475-760	950-1670	1875-3750	3550-7150	5200-11755	9460-27700
Cinema Operator in PR&RE Department			1875-3750	3550-7150	5200-11755	9460-27700
Film Operator in Public Libraries Department	475-760	950-1670	1875-3750	3550-7150	5200-11755	9460-27700

Name of the category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Projector Operator in Public Works (R & B Department)	-----	-----	1875-3750	3550-7150	5200-11755	9460-27700
Cinema Operator in Social Welfare Department	475-760	950-1670	1875-3750	3550-7150	5200-11755	9460-27700
Cinema Operator in Tribal Welfare Department	475-760	950-1670	1875-3750	3550-7150	5200-11755	9460-27700
Cinema Operator in Municipalities	-----	-----	1875-3750	3550-7150	5200-11755	9460-27700
Projector Operator in Greater Hyderabad Municipal Corporation	-----	-----	1875-3750	3550-7150	5200-11755	9460-27700

Apparently, the services of the above posts are being utilized in some other manner. There is no further recruitment to these posts.

PRC 2010 recommended a revised pay scale of Rs.9460-27700 to the above categories, thus improved by one stage.

Keeping in view of the duties & responsibilities entrusted, the Commission notices that the existing pay scales are adequate, assigns a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700 to these categories.

Senior Assistant : **Rs.10900-31550**

No. of posts :

Senior Stenographer : **Rs.10900-31550**

No. of posts :

Store Keeper Grade-II : **Rs.10900-31550**

No. of posts :

Request for assigning higher pay scale of Rs.12910-36700 on par with Assistant Section Officer, Andhra Pradesh Public Service Commission and A.P. Secretariat.

All these posts are Governed by the Andhra Pradesh Ministerial Service Rules. The post of Senior Assistant, and Store Keeper Grade-II is filled in by promotion from the category of Junior Assistant, Typist and Store Keeper Grade-III. The post of Senior Stenographer is filled by direct recruitment and by promotion from the category of Junior Stenographer. The qualification for direct recruitment is Intermediate with a pass in Government Tech. Examination in shorthand and type writing by higher grade in concerned language conducted by the State Board of technical examination or equivalent.

The following is the progression of pay scales to the categories of Senior Assistant, Senior Stenographers, Store Keeper Grade-II are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Senior Assistant / Senior Stenographer/ Store Keeper Grade-II	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550	Junior Asst./ Junior Stenographer/ Store Keeper Grade- III (Rs.8440-24950)	Superintendent/ Store Keeper Grade-I/ Special Category Stenographer (Rs.14860-39540)

According to service rules, these categories are filled in by promotion from Store Keeper Grade-III/ Junior Asst./Junior Stenographer.

The Commission notices that comparison with ASO of Secretariat & APPSC is not appropriate, as the duties and responsibilities entrusted are entirely different. However, in view of the multifarious duties & responsibilities and increase of workload due to implementation of various developmental and social welfare schemes, the Commission recommends the pay scale of Rs.22460-66330 corresponding to Rs.11530-33200, thus improved by one stage.

Superintendent	:	Rs.14860-39540
No. of posts	:	
Special Category Stenographer	:	Rs.14860-39540
No. of posts	:	
Store Keeper Grade-I	:	Rs.14860-39540
No. of posts	:	

The Superintendents in the Office of the Commission of Panchayat Raj, Superintendents of Zilla Praja Parishads and Mandal Praja Parishads, Superintendents of Forest Department, A.P. Government Life Insurance, Director of Works and Accounts Department and Irrigation Department have represented and requested assigning higher pay scales to these categories and also requested conferring the Gazetted status & re-designate the post as Administrative Officer. The nature of duties of Superintendent in the all Heads of Departments has to be assigned the time scale of pay of Rs.16150-42590 in the RPS 2010 instead of Rs.14860-39540. These categories may please be detached from common categories.

The following is the progression of pay scales to the categories of Superintendent, Special Category Stenographers, Store Keeper Grade-I are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Superintendent/ S.C. Steno/ Store Keeper Gr-I	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director (Rs.18030-43630)

These posts are governed by Andhra Pradesh Ministerial Service. The post of Superintendent is filled in by promotion from the category of Senior Assistant. The post of Special Category Stenographer is filled by promotion from the category of Senior Stenographer. The post of Store Keeper Grade-I is filled by promotion from the category of Store Keeper Grade-II.

The Commission notices that the existing pay scale of these categories are adequate and accordingly assigns the pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 to the above categories.

Assistant Translator in Information and Public Relations/ Junior Translator in Translation Department : **Rs.11530-33200**
No. of posts :

Request is for assigning a pay scale of Rs.13660-38570 on par with Translator Grade-II of I&PR Department and Asst. Translator of Legislature Department. This post is having parity with Junior Translator in I& PR Department.

As per Service Rules the post of Junior Translator is filled by direct recruitment or by transfer of Senior Assistants of Translation Department, one must possess a Degree or an equivalent qualification with the relevant language.

Since this category is having heavy work load and as this post is filled by transfer from the Senior Assistant of the same Department, the Commission assigns a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800, thus improved by two stages.

Translator (Tribunal for Disciplinary Proceedings) : **Rs.11530-33200**
No. of posts :

This category is having parity with Assistant Translator in I& PR Department.

Considering the above, the Commission assigns a pay scale of Rs.24440-71510 corresponding to Rs.12550-35800 to this category, thus improved by two stages.

Head Clerk : **Rs.13660-38570**
No. of posts :

No representation has been received.

This category is having parity with Superintendents as per the A.P. Ministerial Service Rules 1998.

It is represented that this category was in the pay scale of Rs.700-1200 in 1978 revision and assigned a pay scale of Rs.1330-2630 in 1986 revision on

par with Superintendents under Common Category governed by A.P. Ministerial Service Rules and classified as Class-I and equivalent to Superintendent. This category is having parity with Superintendents under Common Category in successive PRCs up to 2005 revision.

This category did not represent to PRC 2010, the corresponding pay scale of Rs.13660-38570 was assigned, but the pay scale of Superintendent in Common Category was enhanced by one stage and allowed a pay scale of Rs.14860-39540. Hence, the earlier parity was disturbed and requested for a pay scale of Rs.14860-39540.

According to Service Rules, this category is filed in by promotion from the category of Senior Assistant / Senior Steno.

The PRC notices that this category comes under Class-I of A.P. Ministerial Service Rules and equivalent to Superintendents. This category has been drawing pay scales on par with Superintendents under Common Category up to 2005 revision. The same parity is disturbed in 2010 revision. The Commission recommends a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540, thus improved by one stage.

Assistant Telugu Translator : **Rs.13660-38570**
in Legislature
No. of posts :

The Commission considers the existing pay scale of this category to be adequate and assigns a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570 to this category.

Translator Grade-II : **Rs.13660-38570**
(I&PR Department)
No. of posts :

Request for upgradation of the post of Translator Grade-II to that of Translator Grade-I. This category was having parity with Assistant Telugu Translator in Legislature Department.

In view of the above, the Commission assigns a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570 to this category.

Translator Grade-I : **Rs.14860-39540**
(I&PR Department)
No. of posts :

The Commission considers the existing pay scale of this category to be adequate and assigns a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 to this category.

Translator (Legislature and Law Secretariat and High Court) : **Rs.14860-39540**
No. of posts :

It is represented that this is the first level Gazetted post in Law Department and the feeder category of Asst., Draftsman in Law Department which is equivalent to the post of Asst. Secretary. The Translator needs to acquire expertise in the preparation of Bills and Ordinances besides translating them. This also a technical post as in the case of Asst. & Dy. Draftsman in Law dept. They may be assigned the scale of Section Officer and special pay given to the Section Officer may be extended to this post.

According to service rules this category is filled in by appointment by transfer of Assistant Section Officer in Law Department, if no suitable or qualified Assistant Section Officer in Law Department is available for appointment, by appointment by transfer of Assistant Translator of Translation Department. The qualifications prescribed are must possess a Bachelor Degree in Law, must have passed the Translation Test conducted by the APPSC in Telugu language and must have at least one year experience either in the Translation worker in the Legislative, drafting or both.

Considering the duties and responsibilities, the Commission considers the existing pay scale of this category to be adequate and assigns a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 to this category.

Accounts Officer : **Rs.19050-45850**
No. of posts :

The post is on par with Accounts Officer in Treasuries and Accounts Department.

The Commission while maintaining the parity of this category with the Accounts Officer in Treasuries and Accounts Department assigns to it a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960, thus improved by one stage.

10(a) AGRICULTURE DEPARTMENT

The Agriculture Department provides extension service to the farmers and familiarizes the farming community with the latest technologies and high yielding varieties. It imparts training to farmers to improve skills to improve agricultural production and productivity. It assesses the requirements of agriculture inputs well in advance and regulates their production and monitors timely supply of seeds, fertilizers, pesticides, credit etc. The Department performs statutory functions to ensure supply of quality inputs namely is seeds, fertilizers, pesticides to the farmers.

The Commissioner of Agriculture is the Head of the Department. He is assisted by Additional Directors, Joint Directors, Deputy Directors, Assistant Directors, Agriculture Officers in addition to personnel belonging to the Accounts / Statistical Wings. The Joint Director is the District level Officer. The Assistant Director is the Divisional level officer. The Agriculture Officer with the assistance Agriculture Extension Officers carries out the activities of the Department at the Mandal level.

1. Agricultural Extension	:	Rs.7100-21250
Officer Grade. III		
No. of Posts	:	130

It is stated that this category is a vanishing category in the State and there is to be no future recruitment. This category was in the pay scales of Rs.740-1150, Rs.1425-2525, Rs.2650-4850, Rs.3950-8815 in 1986, 1993, 1999 and 2005 revisions. The PRC 2010 assigned a revised pay scale of Rs.7100-21250 to this category, thus benefited by one stage.

The Commission recommends to this category a pay scale of Rs.13780-42490, corresponding to Rs.7100-21250.

2. Agricultural Extension	:	Rs.11530-33200
Officer Grade. II		
No. of Posts	:	2162

It is stated that this category was assigned a pay scale of Rs.11530-33200 in 2010 revision and getting promotion as AEO Gr-I at the verge of their retirement i.e., after completion of 30 years of service as AEO Gr-II. The post of Agricultural Extension Officer Grade-II was technical post and required arduous work in agency and interior areas and was also risk bearing in duty involving spraying of P.P. Chemicals. Hence request is for a higher pay scale of Rs.14860-39540 on par with Statistical Assistant, as the present pay scale is not commensurate with technical duties.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Agricultural Extension Officer Grade-II	910-1625	1745-3420	3290-6550	4825-10845	11530-33200 (five stages)	Agricultural Extension Officer Gr-III (Rs.7100-21250)	Agricultural Extension Officer Gr-I (Rs.15280-40510).
Statistical Assistant	1330-3630	2600-5580	5000-10600	7770-18575	14860-39540 (one stage)	Computer (Statistics) (Rs.11530-33200)	Assistant Director (Statistics) (Rs.18030-43630).

This category represented to PRC 2010 seeking a pay scale of Rs.6195–14175 to all Agricultural Extension Officers irrespective grades. The Pay Revision Commission 2010 recommended the scale of pay of Rs.11530-33200 which corresponds to the pay scale of Rs.6505-15025 to the category of Agricultural Extension Officer Grade-II which was in the pay scale of Rs.4825-10845, thus benefited by 5 stages.

Comparison with Statistical Assistant is not appropriate, since the duties and responsibilities are entirely different. The Commission considers that the existing pay scale of this category is adequate and therefore assigns to it the pay scale of Rs.22460-66330, corresponding to Rs.11530–33200.

3. Agricultural Extension Officer Grade-I : **Rs.15280-40510**
 No. of Posts : 503

It is represented that at present there are total 460 of Grade-I Agricultural Extension Officers in the Agriculture Department. This post is the feeder category of Agricultural Extension Officer Gr-II as per G.O.Ms.No.167 Agriculture and Cooperation (Agri.IV) Department, dated.17-4-1997. This category is getting promotion as Agriculture Officer after completion of 30 years of service at the verge of retirement. It is also stated that all the Agrl. Extension Officer Gr-I are getting SPP-II scales i.e., Assistant Director of Agriculture scale under automatic advancement scheme. In this regard, it is requested to give the pay scale of Rs.16150-42590 instead of Rs.15280-40510. It is also stated that Agricultural Extension Officers now enjoying Grade-I are appointed prior to 17-04-1997 being the date of issue of revised APASS Rules.

It is also requested for conferring Gazetted status on par with other posts declared in other departments of State Government as it is only social status and no financial burden to the Government and also to assign pay scale of Rs.16150-42590.

Following is the progression of pay scales of this post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Agricultural Extension Officer Gr-I	1100-2050	2195-4560	4190-8700	6195-14175	15280-40510	Agriculture Extension Officer Gr- II (Rs.11530-33200)	Agriculture Officer (Rs.16150-42590)

According to service rules, this category is filled by promotion from the category of Agricultural Extension Officer Grade-II.

This category was in a pay scale of Rs.1100-2050 in 1986 revision and Rs.2195-4560 in 1993 revision (benefited by one stage). This category was assigned a pay scale of Rs.4190-8700 in 1999 revision and assigned a pay scale of Rs.6195-14175 in 2005 revision. In 2010 revision, the Commission assigned a revised pay scale of Rs.15280-40510 to this category, keeping in view of qualifications of B.Sc., Dry Land Agriculture (Vocational) or Diploma in Agriculture Polytechnic.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510.

The other requests include special allowance to officers working in Labs and State Seed Farms @ 10% of basic pay and also enhancement of Fixed Travelling Allowance. These are dealt with separately under relevant chapters in Volume-I. Another request of conferring Gazetted status, does not come under the purview of this Commission.

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|-----------------------------------------------------------------------------------------|-------------------------|
| 4. Assistant Statistical Officer
(Formerly known as Computer) | : Rs.11530-33200 |
| No. of Posts | : 36 |
| 5. Deputy Statistical Officer
(Formerly known as Statistical Assistant) | : Rs.14860-39540 |
| No. of Posts | : 19 |
| 6. Assistant Director (Statistics)
(Formerly known as Assistant Statistician) | : Rs.18030-43630 |
| No. of Posts | : 03 |
| 7. Deputy Director (Statistics)
(Formerly known as Statistician) | : Rs.21820-48160 |
| No. of Posts | : 02 |

It is requested to maintain the parity with Assistant Statistical Officer, Deputy Statistical Officer Assistant Director (Statistics) and Deputy Director (Statistics) of Economics and Statistics Department.

Following statement showing pay scales assigned both in this Department and Economics and Statistics Department:

Agriculture Department			Director of Economics and Statistics		
Sl.No.	Name of the post	Pay scale Rs.	Sl.No.	Name of the post	Pay Scale Rs.
1	Deputy Statistical Officer (formerly known as Statistical Assistant)	14860-39540	1	Deputy Statistical Officer	14860-39540
2	--	--	2	Statistical Officer	16150-42590
3	Assistant Director (Statistics) (formerly known as Assistant Statistician) / Computer Programmer)	18030-43630	3	Assistant Director	18030-43630
4	Deputy Director (Statistics) (formerly known as Statistician)	21820-48160	4	Deputy Director/ Chief Planning Officer	21820-48160

PRC 2010 recommended the same pay scales to the above categories on par with similar categories of Economics and Statistics Department. Hence the above parity was maintained.

In view of the above, Commission assigns following pay scales on par with similar categories of Economics & Statistics Department and to maintain the earlier parities.

- i. Assistant Statistical Officer : Rs.24440-71510, corresponding to Rs.12550-35800, thus improved by two stages.
- ii. Deputy Statistical Officer : Rs.28940-78910 corresponding to Rs.14860-39540
- iii. Assistant Director (Statistics) : Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.
- iv. Deputy Director (Statistics) : Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage.

8. Agriculture Officer : Rs.16150-42590
 No. of Posts : 2112

It is submitted that this category is mandal level post and has to implement various developmental programs. Even though they are selected through Common Entrance Exam for Professional courses i.e., MBBS, BVSC, BSC (Agriculture), they were allowed a lower pay scales, when compared to Veterinary Assistant Surgeon, Civil Assistant Surgeon.

It is stated that this category was having pay scale on par with Veterinary Assistant Surgeon in Animal Husbandry Department in 2005 revision. In 2010 revision, this category was assigned a lower pay scale of Rs.16150-42590, whereas Veterinary Assistant Surgeon in Animal Husbandry Department was assigned a higher pay scale of Rs.18030-43630. Hence request is for a higher pay scale of Rs.18030-43630 on par with Veterinary Assistant Surgeon in Animal Husbandry Department. Another request is for assigning pay scales on par with Agriculture Officers of Tamilnadu and Karnataka.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Agriculture Officer	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	Agricultural Extension Officer Gr-I (Rs.15280-40510)	Assistant Director (Rs.19050-45850)
Veterinary Assistant Surgeon A. H. Department	1550-3050	3310-6840	6350-13000	9285-21550	18030-43630	--	Assistant Director (Rs.20680-46960)

As per Service Rules, this category is filled by direct recruitment (or) by promotion from Agricultural Extension Officer Grade-I and must possess a Bachelor Degree in Agriculture. The category of Veterinary Assistant Surgeon is filled by direct recruitment, one must possess a degree of B.V.Sc., or its equivalent qualification in Animal Husbandry Department (G.O.Ms.No.16, A&C Department, dt:21.01.2000).

Keeping in view the qualifications, duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630, thus benefited by one stage.

9. Assistant Director : Rs.19050-45850
 No. of Posts : 511

It is stated that this category is responsible for implementation of all developmental schemes with in the division. He is also responsible for quality of work, monitoring the supply of inputs with the help of Agriculture Officers and Agricultural Extension Officers. It is represented that this category was

having parity with Assistant Director of Animal Husbandry from 1986 to 2005 Pay Revisions. In 2010 revision, this category was assigned a lower pay scale of Rs.19050-45850, whereas Assistant Director of Animal Husbandry was in a higher pay scale of Rs.20680-46960. Hence request is to equalize the pay scale of this category with Assistant Director, Animal Husbandry Department.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2008 (A.C.)	2010	Feeder category	Promotion category
	(Rs.)							
Assistant Director	1980- 3500	3640- 7580	6950- 14425	10285- 24200	10845- 25600	19050- 45850 (C.S)	Agriculture Officer (Rs.16150- 42590)	Deputy Director (Rs.23650 -49360)
Assistant Director Animal Husbandry Dept.	1980- 3500	3640- 7580	6950- 14425	10845- 25600	-	20680- 46960 (one stage)	Veterinary Assistant Surgeon (Rs.18030- 43630)	Deputy Director (Rs.25600 -50560)

According to Service Rules, this category is filled by promotion from the category of Agriculture Officer. By direct recruitment, the qualification prescribed is B.Sc., Agriculture and P.G. in Agriculture and evidence of ability to plan and organize Agricultural Extension or Community Development.

Keeping in view of the qualifications, duties and responsibilities of this category and the increase of one stage in the pay scale of feeder category, the Commission assigns to this category a pay scale of Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by one stage.

10. Deputy Director : Rs.23650-49360
No. of Posts : 84

It is stated that this category was responsible to organize training programmes for the Farmers, organization of exhibitions and Kisan Melas etc., with in the district. This category was responsible for conducting of soil testing / seeds / pesticides / conducting of fertilizer testing etc. It is stated that Assistant Directors, Deputy Directors, and Joint Directors in both Agriculture Department and Animal Husbandry Departments were having similar pay scales. The 9th Pay Revision Commission proposed lower pay scales to this category when compared with Deputy Director in Animal Husbandry Department. Hence, it is requested to allow a pay scale of Rs.25600-50560 on par with Deputy Director of Animal Husbandry Department, duly rectifying the above anomaly.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2008 (A.C.)	2010	Feeder category	Promotion category
	(Rs.)							
Deputy Director Agriculture Department	2410-4050	4400-8700	8400-16525	12385-27750 (CS)	13390-28500 (one stage)	23650-49360	Assistant Director (Rs.19050-45850)	Joint Director (Rs.27000-51760)
Deputy Director Animal Husbandry	2410-4050	4400-8700	8400-16525	13390-28500 (one stage)	-	25600-50560 (two stages)	Assistant Director (Rs.20680-46960)	Joint Director (Rs.27000-51760)

According to service rules, this category is filled in by promotion from the category of Assistant Director of Agriculture Department.

Keeping in view of the duties and responsibilities of this category as its area of supervision, the Commission assigns to it a pay scale of Rs.49870-100770, corresponding to Rs.25600-50560, thus improved by one stage.

11. Joint Director : Rs.27000-51760
No. of Posts : 29

It is stated that this category looks after seeds / seeds farming / soil conservation, crop insurance schemes, monitoring and distribution of fertilizers etc.

It is stated that Joint Director of this Department was assigned the equal pay scale with Joint Director of Animal Husbandry Department from 1986 revision to 2010 revision. Hence, request is to maintain the same parity in the revised pay scales. Further stated that there is an anomaly between the pay scale of Joint Director compare with Superintending Engineer. Hence request is for a pay scale of Rs.31550-53060. Further seeking parity with Civil Surgeon (Health) and Principal (Ayush) i.e., Rs.31550-53060.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Joint Director, Agriculture Dept.	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Deputy Director (Rs.23650-49360)	Additional Director (Rs.34050-54360)
Joint Director, Animal Husbandry Dept.	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Deputy Director (Rs.25600-50560)	Additional Director (Rs.31550-53060)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Superintending Engineer	2880-4930	5770-9260	10950-17575	18025-30765	31550-53060	Executive Engineer (Rs.23650-49360)	Chief Engineer (Rs.41550-55660)

Comparison with Superintending Engineer / Civil Surgeon / Principal (Ayush) is not relevant, as qualifications, duties and responsibilities are different. However, considering the duties and responsibilities of this category of the area of supervision, the Commission assigns to it a pay scale of Rs.56870-105810, corresponding to Rs.29200-53060, thus improved by one stage.

10(b) CO-OPERATION DEPARTMENT

The Department of Co-operation is connected with administration of co-operative laws viz., Andhra Pradesh Co-operative Societies Act 1964, Andhra Pradesh Mutually Aided Co-operative Societies Act 1995 and Multi State Co-operative Assistants Act 2002. The department has two wings namely administrative and audit. There are nearly 53260 societies functioning in the State, out of which 29103 societies are functioning under the control of Commissioner of Co-operatives, Employees Credit Co-operatives etc., and 24157 societies are functioning under the control of various heads of departments. The co-operative societies at primary level are federated into central and apex level institutions. There are 31 apex level co-operative federations like APCOB, A.P. Markfed etc.

The Commissioner of Co-operation and Registrar of Co-operative Societies is the head of the department and assisted by Additional Registrars and other gazetted and ministerial staff. One of the Additional Registrar function as Chief Auditor and incharge of audit wing of the department. In the Districts, Joint Registrar Act as District Co-operative Officer. A division is headed by a Deputy Registrar known as Divisional Co-operative Officer and Sub Divisional Officer is headed by Assistant Registrar (formerly known as Co-operative Sub Registrar). The audit wing is headed by Deputy Registrar known as Deputy Co-operative Audit Officer.

1. Junior Inspector	:	Rs.10900-31550
No. of posts	:	794

The Junior Inspector conducts audit, inspection and stock verification of primary level co-operative societies and cause execution of EP's with Quasi-Judicial power. Further this category attends to disposal of Arbitration and Execution Petitions and work in office as Assistant and deal with all subjects entrusted by the Departmental Administration. This category is the initial Non-Gazetted post in Executive Cadres of the Department.

It is represented that VDO Grade II with the qualification of Intermediate is in the pay scale of Rs.9200-27000, whereas Junior Assistant is in the pay scale of Rs.8440-24950. On promotion, the VDO Grade-II will get promotion as VDO Grade-I in the pay scale of Rs.11530-33200, whereas Junior Assistant of this Department on promotion as Junior Inspector will get pay scale of Rs.10900-31550. Hence there is need to equate the pay scale of Junior Inspector with that of VDO Grade-I.

As per A.P., Co-Operative Subordinate Service Rules, the method of appointment to the post of Junior Inspector of Co-operative Department is by direct recruitment/recruitment by transfer from Junior Assistants and Typists in the Cooperative Department. The qualifications prescribed for direct recruitment is, one must have passed Intermediate Examination conducted by the Board of Intermediate Education, A.P., Hyderabad or any equivalent

examination. The qualifications for transfer to this category is one must have passed the examination in Co-operation Auditing, Banking and Book Keeping conducted by the Central Co-operative Societies, Hyderabad.

Keeping in view the duties performed by this category which are Quasi-Judicial, Executive and Statutory in nature, the Commission assigns to it a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200, thus improved by one stage.

2. Senior Inspector : Rs.12910-36700
No. of posts : 796

The Senior Inspector is entrusted with the audit of the accounts of different types of institutions, such as Credit Institutions, Banks, Industrial Societies, Weavers Societies, Processing Societies of various types, Manufacturing Societies, Spinning Mills, Dairy Societies, besides discharging the departmental functions.

It is stated that the post of Senior Inspector is in between cadre of Senior Assistant and Superintendent in common cadres and is vested with statutory duties to be discharged and requires a better pay scale of Rs.14860-39540 on par with Superintendent scale in common category.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Senior Inspector	1230-2330	2375-5040	4550-9600	6675-15500	12910-36700	Junior Inspector (Rs.10900-31550)	Assistant Registrar (Rs.14860-39540)
Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director (Rs.18030-43630)

The request is to equate the pay scale on par with Superintendent in Common Categories. The comparison is not appropriate. However, keeping in view the duties and responsibilities of this category which are Quasi-Judicial and Statutory in nature, the Commission assigns to it a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570, thus improved by one stage.

3. Assistant Registrar : Rs.14860-39540
(Formerly Co-operative Sub-Registrar)
No. of posts : 1086

It is represented that this category is a field level Gazetted Officer and discharging duties as Sub-Divisional Cooperative Officer having jurisdiction of 3

to 4 Mandals and they are in-charge of the Cooperative Societies under their jurisdiction. This category is having the duties of Arbitrator, Sale Officer, Liquidator and Election Officer.

It is also stated that prior to 1969, the scale of pay of Assistant Registrar (Formerly known as Cooperative Sub Registrar) was equal to the cadre of Tahsildar in Revenue Department and at present, the scale of Tahsildar is Rs.16150-42590. Further stated, the scale of Women and Child Welfare Officer is Rs.225-450 in 1965 which was lower than the Assistant Registrar, they are now in the pay scale of Rs.16150-42590. In view of the above, request is to assign a higher scale of pay on par with Tahsildar and Women and Child Welfare Officer and Agriculture Officer.

Following is the progression of pay scales of this post and comparable posts.

Name of the category	1986	1993	1999	2005	2010	Feeder category	Promotion post
	(Rs.)						
Assistant Registrar in Co-operative Department	1330-2630	2600-5580	5000-10600	8385-19125	14860-39540	Senior Inspector (Rs.12910-36700)	Deputy Registrar (Rs.18030-43630)
Women and Child Welfare Officer in Women Development and Child Welfare Department	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Women Welfare Organizer (Rs.9200-27000)	Assistant Director/ Project Director (Rs.18030-43630)
Agrl., Officer in Agrl., Dept.	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	Agriculture Extension Officer Gr-I. (Rs.15280-40510)	Assistant Director (Rs.19050-45850)
Tahsildar in Land Admn., Dept.	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Dy. Tahsildar (Rs.14860-39540)	Revenue Divisional Officer (Rs.20680-46960)

As per service rules, appointment to this category is by direct recruitment through Group-II competitive examination conducted by APPSC or by promotion from the category of Senior Inspector of Co-operative Societies one must possess any Degree of a University.

Comparison with Tahasildar, Agriculture Officer and Women and Child Welfare Officer is not appropriate, as the above categories are Mandal level posts and having multiple duties and responsibilities.

Keeping in view of duties of this category which are Quasi-Judicial and Statutory in nature under the Co-operative Societies Act, the Commission

assigns to it a pay scale of Rs.29760-80930 corresponding to Rs.15280-42590, thus improved by one stage.

4. Deputy Registrar : Rs.18030-43630
 No. of posts : 218

It is represented that from the 1993 revision onwards and upto 2005 revision, this category was allowed the same pay scale as the Regional Transport Officer, District Registrar, District Panchayat Officer and Divisional Fire Officer. But in 2010 revision, the Deputy Registrar of Cooperative Societies, is allowed scale of Rs.18030-43630, whereas other categories are assigned a pay scale of Rs.19050-45850. The Commissioner of Cooperation and Registrar of Co-operative Societies has requested to equate the pay of Dy. Registrar on par with the above said categories. Following is the progression of pay scales of this category and comparable posts in successive PRCs:

Name of the Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Registrar of Cooperative Societies	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630	Assistant Registrar (Rs.14860-39540)	Special category Deputy Registrar (Rs.21820-48160)
Regional Transport Officer	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Motor Vehicle Inspector (Rs.18030-43630)	Deputy Transport Commissioner (Rs.23650-49360)
District Registrar, Registration and Stamps Department	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Sub-Registrar Gr-I (Rs.16150-42590)	Deputy I.G. of Registrations and Stamps (Rs.23650-49360)
District Panchayat Officer	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Divisional Panchayat Officer (Rs.16150-42590)	Deputy Chief Executive Officer (Rs.19050-45850)
Divisional Fire Officer	1810-3230	3640-7580	6950-14425	10285-24200	19050-45850	Assistant Divisional Fire Officer (Rs.15280-40510)	Regional Fire Officer (Rs.25600-50560)

As per service rules, appointment to the category of Deputy Registrar is by direct recruitment from Group-I services and by promotion from the category of Asst. Registrar of Co-operative Department. The requisite qualification is one must possess a Degree from any University in India. The PRC 1999, ruled out comparison with Dy. Collector and Commercial Tax Officer and assigned a corresponding scale of Rs.6950-14425. The Pay Revision Commission 2005 assigned a pay scale of Rs.10285-24200. The 2010 Pay Revision Commission did not agree with Revenue Divisional Officer and assigned a pay scale of Rs.18030-43630.

Keeping in view the qualifications and duties of this category which are Quasi-Judicial and statutory in nature, the Commission assigns to it a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850, thus improved by one stage.

5. Special Category : **Rs.21820-48160**
Deputy Registrar
No. of posts : 28

It is represented that this category is 3rd level Gazetted Officer in the Co-operative Department. Most of the Officers of this cadre are working on Foreign Service, terms as Project Directors of DWMA, DRDA and Project Officers of ITDA, Rajiv Vidya Mission, MEPMA, Micro Irrigation Project and District Youth welfare Officers and they are looking after the development schemes of the Government under the close guidance and monitoring of the District Collectors. As a Project Directors/Project Officers, in the institutions having jurisdiction of entire District, this category is the independent decision making authority interacting across the different section of people. Hence, request is to equate their pay scale on par with the Special Grade Dy. Collector.

It is stated that this category is an Intermediary cadre which was assigned pay scales of Deputy Cane Commissioner, Municipal Commissioner (Special Grade), Deputy Transport Commissioner, Assistant Registrar/Judicial/Accounts/ Investigation, A.P. Lokayukata in 2005 revision. In 2010 revision, however, this category is assigned a pay scale of Rs.21820-48160, while others are assigned a higher pay scale of Rs.23650-49360.

As per service rules, the method of appointment to the post of Special Cadre Dy. Registrar in Cooperative Societies is filled by promotion from the cadre of Deputy Registrar. The PRC 2005 Commission did not accept its parity with Special Grade Deputy Collector/ DRO. The 2010 Pay Revision Commission, also did not agree its parity with S.G. D.C./ DRO and recommended a corresponding scale of Rs.21820-48160.

Seeking parity with the posts of the District Revenue Officer, Deputy Transport Commissioner and Municipal Commissioner (S.G.) is not justifiable, as the responsibilities and nature of duties of all these categories are different. However, keeping in view the duties and responsibilities of this category which are Quasi-judicial and Statutory in nature, the Commission assigns to it a pay scale of Rs.46060-98440 corresponding to Rs.23650-49360, thus improved by one stage.

6. Joint Registrar : **Rs.27000-51760**
No. of posts : 17

It is represented that the functions of Joint Registrars of Cooperative Societies involve implementation of APCS Act, 1964 and APMACS Act, 1995. The duties involve supervision of Divisional Officers exercising statutory powers under APCS Act., 1964. Joint Registrars are also reviewing the orders issued by

the competent statutory authorities under APCS Act., 1964. In addition to the function of review and supervision order of the statutory authorities, this category as District Cooperative Officer is designated as 'Registrar' under APMACS Act, 1995 exercising the powers of the Commissioner for Cooperation & Registrar of Cooperative Societies as delegated.

The Association has further stated that Deputy Commissioner, CT and Joint Director, Excise had parity with this category in 2005 revision. In 2010 revision, this category is assigned a pay scale of Rs.27000-51760, whereas the above categories were assigned a higher pay scale of Rs.29200-53060. Following are the progression of pay scale of this post and comparable posts.

Name of the Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Joint Registrar of Co-operative Societies	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Special category Deputy Registrar (Rs.21820-48160)	Additional Registrar (Rs.34050-54360)
Deputy Commissioner (Commercial Tax Department)	2690-4440	5390-8980	10250-17050	15500-30000	29200-53060	Assistant Commissioner (Rs.27000-51760)	Joint Commissioner (Rs.31550-53060)
Joint Director, Excise Academy	2690-4440	5390-8980	10250-17050	15000-30000	29200-53060	Assistant Commissioner Prohibition and Excise (Rs.27000-51760)	Joint Commissioner Prohibition and Excise (Rs.31550-53060)

As per service rules, this category is filled by promotion from the category of Special Grade Deputy Registrar. Comparison of this category with the Deputy Commissioner (CT) Department and Joint Director (Excise Academy) is not appropriate as the nature of duties and functions are different.

The Commission considered the existing pay scale of this category to be adequate and assigns a pay scale of Rs.52590-103290 corresponding to Rs.27000-51760 to this category.

7. Additional Registrar : **Rs.34050-54360**
 No. of posts : 23

It is stated that this category is 5th level and the highest post in the Gazetted Officers cadres in the Co-operative Department. He has to discharge of functions as delegated by the Registrar of Co-operative Societies as the said post is next, only to the Registrar of Co-operative Society. Further, these categories are posted as Members in the four (4) Co-operative Tribunals at Visakhapatnam, Vijayawada, Warangal and Hyderabad. This category is having quasi-Judicial, judicial and Administrative functions.

This category was having parity with Additional Commissioner of Sales Tax Appellate Tribunal (Departmental Member)/Additional Commissioner (CT) in 2005 revision by assigning pay scale of Rs.19675-30765. In 2010 revision, this category is assigned a pay scale of Rs.34050-54360 and other categories are assigned a pay scale of Rs.37600-54360. Hence, the request is for pay scale of Rs.37600-54360 on par with the above categories.

Following is the progression of this post and comparable posts.

Name of the Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Additional Registrars of Co-operative Societies/ Member in (A.P. Co-operative tribunals)	3090-5140-	6610-9820	12550-18625	19675-30765	34050-54360	Joint Registrar (Rs.27000-51760)	--
Departmental Member, Sales Tax appellate Tribunal (Additional Commissioner)	3090-5140-	6610-9820	12550-18625	19675-30765	37600-54360	Secretary (CTO) (Rs.20680-46960)	--
Additional Commissioner, Commercial Tax Department	3090-5140-	6610-9820	12550-18625	19675-30765	37600-54360	Joint Commissioner (Rs.31550-53060)	--

Comparison of this category with officers of Commercial Tax Department is not appropriate, as the nature of duties and functions are entirely different.

The Commission considered the existing pay scale of this category to be adequate and assigns a pay scale of Rs.66330-108330 corresponding to Rs.34050-54360 to this category.

10 (C) AGRICULTURAL MARKETING DEPARTMENT

A separate Department of Marketing was established on 01.02.1962 in Andhra Pradesh bifurcating it from the Agriculture Department to enforce the provisions of the Agricultural Produce Markets Act and other schemes of the Department. The Commissioner Director of Marketing is the Head of the Department. It is under the administrative control of the Agriculture Department. Every district is headed by an Assistant Director of Marketing functioning as a District Officer with regional Joint Directors and Deputy Directors of Marketing in the State. All the field Officers supervise and monitor the enforcement and implementation of the provisions of the A.P. (Agril. Produce and Livestock) Markets Act, 1966 through the Agricultural Market Committees in the State and other programmes of the Department. Directorate of Marketing is responsible for facilitating and marketing agricultural products in the State of Andhra Pradesh. The Directorate works through market committees and yards set up in the different districts of Andhra Pradesh.

1. Senior Marketing Assistant :	Rs.13660-38570
No. of Posts :	63
2. Statistical Assistant :	Rs. 13660-38570
No. of Posts :	2
3. Chemist :	Rs. 13660-38570
No. of Posts :	2

It is stated that in the Agricultural Marketing Department there are three types of Services i.e. Govt. Service, Central Market Fund Service and Agricultural Market Committee Service and these are governed by separate service rules.

It is stated that the pay scales of the Senior Marketing Assistant, Superintendent are one and the same up to 2005 revision. In Pay Revision Commission, 2010, this category was assigned a lower pay scale of Rs.13660-39540, whereas Superintendent was assigned higher pay scale of Rs.14860-39540. Thus an anomaly has arisen in 2010 revision. Further Senior Assistant may be promoted as Superintendent / Senior Marketing Assistant.

Regarding Statistical Assistant and Chemist, it is stated that these categories were having parity with Superintendent up to 2005 revision and the same was disturbed in 2010 revision and assigned a pay scale of Rs.13660-38570, whereas Superintendent was assigned a pay scale of Rs.14860-39540. Hence, it is requested for rectification of anomaly.

Following is the progression of pay scales of these categories and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Senior Marketing Assistant	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Junior Marketing Assistant or Senior Assistant (Rs.10900-31550)	Assistant Director (Marketing) (Rs.18030-43630)
Statistical Assistant	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Computer (Rs.10900-31550)	Assistant Director (Marketing) (Rs.18030-43630)
Chemist	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Junior Chemist (Rs.11530-33200)	Chief Chemist (Rs.18030-43630)
Superintendent (Common category)	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director (Marketing) (Rs.18030-43630)

The Commission notices that the categories of Senior Marketing Assistant, Statistical Assistant, Chemist and Superintendent are having parity in successive Pay Revision Commissions up to 2005 revision and the same is disturbed in 2010 revision. Hence, the Commission assigns a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 to the above categories, thus improved by one stage.

4. Assistant Engineer : Rs.13660-38570
(Formerly known as Engineering Supervisor)
 No. of posts : 3

It is represented that the duties and responsibilities of Engineers working in all departments are one and the same. This category is having similar qualifications i.e., Diploma in Civil Engineering on par with Assistant Engineers of Engineering Departments/ Engineering Supervisors of Agricultural Marketing Committee and have parity with the above categories from 1978 to 1999 revision. The parity with the above categories was disturbed in 2005 and 2010 pay revisions and this category was assigned a lower pay scale of Rs.13660-38570 in the 9th Pay Revision Commission, where as Assistant Engineers working in Agriculture Market Committee Services and the Assistant Engineers working in all other Departments were assigned a higher pay scale of Rs.15280-40510.

As per Service Rules issued in G.O.Ms.No.348, Agriculture and Co-operation Department, dated.30-12-1999, the category of Assistant Engineer (formerly known as Engineering Supervisor) is filled in by promotion of Draughtsman Grade-II. If no qualified candidate is available by the above method, then by direct recruitment. For both the methods, one must possess a Diploma in Civil Engineering.

The following is the progression of pay scales of this post and comparable posts.

Name of the Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Engineer in Agrl. Marketing Department	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Draughtsman Grade-III (Rs.9460-27700)	Deputy Executive Engineer (Rs.19050-45850)
Engineering Supervisor (Agriculture Market Committee Services)	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510	Draughtsman Grade-II (Rs.11530-33200)	Deputy Executive Engineer (Rs.19050-45850)
Assistant Engineer in other Engineering Departments	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510	Draughtsman Grade-II (Rs.11530-33200)	Asst. Executive Engineer (Rs.16150-42590)

In view of the above, the Commission notices that this category is having similar qualification of Diploma in Civil Engineering or Mechanical Engineering on par with Assistant Engineers/ Engineering Supervisor of A.M.C. and is having parity them upto 1999 revision and the same is disturbed in subsequent revisions. The Commission recommends a pay scale of Rs.31460-84970 corresponding to Rs.16150-42590 to this category on par with Assistant Engineers in other Engineering Departments, thus improved by three stages.

This same pay scale of Rs.31460-84970, corresponding to Rs.16150-42590 will apply to the Engineering Supervisor of A.M.C.

Keeping in view the parities in the posts of Joint Director/ Additional Director and Director in other Departments, pay scale of these categories in Agricultural Marketing Department is improved by one stage each as follows:

1. Joint Director : Rs.52590-103290 corresponding to Rs.27000-51760.
2. Addition Director: Rs.61450-105810 corresponding to Rs.31550-53060.
3. Director : Rs.73270-108330 corresponding to Rs.37600-54360.

10(d) HORTICULTURE DEPARTMENT

Horticulture Department has been carved out of Agriculture Department in 1982. The main objective of the department is to extend technical services to farmers taking up horticulture activity and to guide them in implementation of new technologies and introduction of new crops etc.

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

1. Sub-Assistant Grade-II : **Rs.8440-24950**
No. of posts : 174

It is represented that the designation of Sub-Assistant Grade-II working in Agriculture Department have been changed as Agricultural Extension Officer Grade-II (formerly Sub Assistant Grade-II), but the designation of Sub-Assistant Grade-II of this Department has not been changed. Hence, the request is to change their designation of Sub-Assistant Grade-II as Horticulture Extension Officer Grade-II and also for a pay scale of Rs.11530-33200 on par with Agricultural Extension Officer Grade-II of Agriculture Department.

As per service rules, this category is filled by direct recruitment, the qualification prescribed is Intermediate with Bi.P.C. Further, no recruitments are to be done for this category in the future and the incumbents are presently working in supernumerary posts.

This category was in the pay scales of Rs.1745-3420, Rs.3290-6550, Rs.4825-10845 and Rs.8440-24950 in 1993, 1999, 2005 and 2010 revisions. Comparison with Agricultural Extension Officer Grade-II is not appropriate, as the qualifications, duties and responsibilities are varied. The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.16400-49870, corresponding to Rs.8440-24950. The aspect of re-designation does not come under the purview of this Commission.

2. Administrative Officer : **Rs.14860-39540**
No. of Posts : 2

No representations have been received. As per service rules, this category is filled by transfer of Superintendents of Horticulture Department.

Following is the progression of pay scales of these categories.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Administrative Officer	1550-3050	2930-5960	5640-11300	8385-19125	14860-39540	Superintendent (Rs.14860-39540)	--

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Administrative Officer (Rs.14860-39540)

As seen from the above, Administrative Officer has been drawing higher pay scales from 1986 to 2005 revisions, being promotion category to the post of Superintendent. In 2010 revision, both the feeder category i.e., Superintendent and promotion category i.e., Administrative Officer are assigned the same pay scale of Rs.14860-39540, which creates anomalous situation. Hence, the Commission assigns to this category a pay scale of Rs.29760-80930 corresponding to Rs.15280-40510, thus improved by one stage.

3. Horticultural Officer : Rs.16150-42590
No. of posts : 228

No representations have been received. This category is filled by direct recruitment and also by transfer of Sub-Assistant Grade-I&II and Supervisor Grade-I, for both the methods, one must possess B.Sc., (Horticulture)/M.Sc., (Agriculture) and one must have passed departmental tests.

This category is having parity with Agriculture Officer in successive PRCs. The Commission therefore assigns to it a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 on par with Agriculture Officer, thus improved by one stage.

4. Assistant Director : Rs.19050-45850
No. of posts : 39
5. Deputy Director : Rs.23650-49360
No. of posts : 7
6. Joint Director : Rs.27000-51760
No. of posts : 2

The category of Assistant Director is filled by direct recruitment and by promotion of Horticultural Officer. The qualifications for direct recruitment is M.Sc., (Horticulture) with basic Degree in Horticulture. Remaining categories are filled by promotion.

The Commission notices that the above categories are having parity with similar categories of Agriculture Department.

The Commission therefore assigns the following pay scales:

- Assistant Director : pay scale of Rs.40270-93780 corresponding to Rs.20680-46960 (one stage improvement)

2. Deputy Director : pay scale of Rs.46060-98440
corresponding to Rs.23650-49360
(corresponding scale)
3. Joint Director : pay scale of Rs.52590-103290
corresponding to Rs.27000-51760
(corresponding scale)
- 7. Additional Director : Rs.31550-53060**
No. of posts : 2

This category was in the pay scale of Rs.6150-9820 in 1993 revision and represented to 1999 revision, seeking parity with Additional Director of Agriculture Department, the same was not agreed and assigned a corresponding scale of Rs.11650-18625. The PRC 2005 assigned a corresponding scale of Rs.18025-30765. This category represented to PRC 2010, seeking parity with Additional Director of Agriculture Department, the same was not agreed and assigned a corresponding scale of Rs.31550-53060.

The Commission notices that existing pay scale of this category is adequate and assigns it pay scale of Rs.61450-105810, corresponding to Rs.31550-53060.

Garden Wing

- 1. Supervisor Grade-III : Rs.8440-24950**
No., of posts : 6
- 2. Supervisor Grade-II : Rs.10900-31550**
No., of posts : 5
- 3. Supervisor Grade-I : Rs.13660-38570**
No., of posts : 2

No representations have been received.

As per service rules, the category of Supervisor Grade-III is filled by direct recruitment and also by transfer from the category of Head Mali/Mali. For direct recruitment one must possess Intermediate and six months training in any Government Horticulture Station. For method of transfer one must have passed 8th class and a certificate in proficiency in any approved local language and knowledge of very simple arithmetic is adequate. This category is having parity with Sub-Assistant Grade-II.

As per service rules, the category of Supervisor Grade-II is filled by direct recruitment or by promotion of Supervisor Grade-III and also by transfer from Sub-Assistant Grade-II (now known as AEO Grade-II) of Agriculture Department. For direct recruitment one must possess a certificate of one year training in Horticulture or Diploma in Agriculture. For other methods no academic qualification is prescribed.

As per service rules, the category of Supervisor Grade-I is filled by direct recruitment or by promotion of Supervisor Grade-II. For direct recruitment one must possess B.Sc., with Botany or B.Sc., (Agriculture) with one year experience in Gardening. Following is the progression of pay scales of the above categories.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Supervisor Grade-III	910-1625	1745-3420	3290-6550	4825-10845	8440-24950	Mali (Rs.6700-20110)/ Head Mali (Rs.7100-21250)	Supervisor Grade-II (Rs.10900-31550)
Supervisor Grade-II	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550	Supervisor Grade-III (Rs.8440-24950)	Supervisor Grade-I (Rs.13660-38570)
Supervisor Grade-I	1330-2630	2525-5390	5000-10600	7770-18575	13660-38570	Supervisor Grade-II (Rs.10900-31550)	Horticulture Officer (Rs.16150-42590)

In view of the qualifications, duties and responsibilities of these categories, the Commission assigns the following pay scales:

Supervisor Grade-III : Rs.16400-49870 corresponding to Rs.8440-24950.

Supervisor Grade-II : Rs.21230-63010 corresponding to Rs.10900-31550.

Supervisor Grade-I : Rs.28940-78910 corresponding to Rs.14860-39540.
(one stage improvement)

10 (e) SERICULTURE DEPARTMENT

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

Full Time Contingent employees:

The Full Time Contingent employees of Sericulture have requested for enhancement of minimum pay of last grade employees in the revised pay scales and also for allowing annual increments. They have also stated that they are about 1300 Full Time Contingent Employees and they are serving the Department for a longer period of 30 years. They have also requested for other benefits such as sanction of TA & DA, Risk Allowances, sanction of leave, Death Relief, extension of facilities of GPF and Insurance scheme.

It is further stated that they have approached the Hon'ble APAT / A.P. High Court and Supreme Court of India. Based on the orders of the Hon'ble Court, the Government constituted a Cabinet sub-committee to look into the aspect of regularization of their services. Their services were not regularized as per the recommendations of the above sub-committee. However their services are being continued based on the orders of the Hon'ble Courts.

At present, the Full Time Contingent employees whose services are not regularized, are eligible for a remuneration of Rs.6700/- p.m. with admissible allowances i.e., HRA, CCA and DA, as per the recommendations of PRC 2010. The Commission elsewhere in the report recommended a remuneration of Rs.13000/- p.m., and HRA, DA and CCA to the full time contingent employees whose services were not regularized and who are already drawing a remuneration of Rs.6700/- p.m. on par with Last Grade Employee with admissible HRA, D.A and CCA as applicable. The above recommendation will equally apply in the case of Full contingent employees working in Sericulture Department. The regularization of their service has to be examined and considered by the Government in Administrative Department in consultation with Finance Department, as the issue does not fall within the terms of reference of Pay Revision Commission.

1. Technical Assistant	:	Rs.7520-22430
(Formerly Known as Operative)		
No. of posts	:	836

It is represented that this category is in charge of one Mandal covering 20-25 villages and is the first Non-Gazetted cadre in the department. The staff

working in the cadre are discharging crucial works in the seed Farms, Cocoon Markets, extension side and Chawkie Rearing Centre and coordinating with the farmer in implementing the new technologies from lab to Land. They are also playing a vital role in marketing of silk worm eggs produced at Government Grainage of the Department. Request is for a higher pay scale of Rs.10900-31550 on par with Live Stock Assistant (Animal Husbandry), Agricultural Extension Officer (Agriculture), Junior Inspector (Co-Operative) and Junior Inspector of Fisheries.

The following are the progression of pay scales of this category and comparable posts:

Category	1986	1993	1995 (A.C.)	1999	2005	2010	Feeder category	Promotion category
	(Rs.)							
Technical Assistant (Formerly known as Operative)	740 - 1150	1425- 2525	--	2650- 4850	4260- 9520	7520- 22430	-	Technical Officer (Rs.10900-31550)
Live Stock-Assistant (Animal Husbandry)	1100- 2050	2195- 4560	-	4190- 8700	6195- 14175	10900- 31550	Veterinary Assistant. (Rs.9200-27000)	Junior Veterinary Officer (Rs.12550-35800)
Agricultural Extension Officer Gr-II (Agriculture Department)	910- 1625	1745- 3420	2195- 4560	3290- 6550	4825- 10845	11530- 33200	Agricultural Extension Officer Gr-III (Rs.7100-21250)	Agricultural Extension Officer Gr-I (Rs.15280-40510)

This category is filled by direct recruitment and the qualifications prescribed are pass in VIII class examination with practical experience in units of the Sericulture Department (or) vocational course in Sericulture conducted by A.P. Intermediate Board as per G.O.Ms.No.13, Housing (Sericulture) Department, dated.28-01-1991. The category forms feeder category to the post of Technical Officer (Rs.10900-31550).

It is brought to the notice of Commission that some of Technical Assistant & Technical Officer approached the Hon'ble APAT seeking higher pay scales as recommended by Anomalies Committee, 2008 and the Hon'ble APAT issued orders and the same is pending with Government. Hence, the action lies with the Government. Further, the above recommendations of Anomalies Committee, 2008 were not accepted by the Government.

Comparison with the other categories is not valid, as duties and responsibilities, area of jurisdiction of comparable posts and this category are entirely different. Keeping in view of the technical nature of work and field duties, the Commission recommends to this category a pay scale of Rs.15460-47330, corresponding to Rs.7960-23650, thus improved by two stages.

2. Technical Officer : Rs.10900-31550
(Formerly known as Farm Foreman-II)
No. of posts : 620

It is represented that this category is the second non-Gazetted cadre in the Department. The staff of Officers cadre are discharging technical works in all the units on par with other cadres. Further stated that most of the existing persons working in this cadre have completed more than twenty five years of service and approximately 95% are covered under Automatic Advancement Scheme which is the pay scale of next promotion post i.e., Assistant Sericulture Officer. Hence request is for the pay scale of Rs.14860-39540 on par with the Fisheries Development Officer (Fisheries Department), Secretary Grade-II (Agricultural Market Committee) and Development Officer (Handlooms and Textiles Department).

As per service rules issued in G.O.Ms.No.4, Housing Department, dated.13-11-1990 read with G.O.Ms.No.13, Housing Department, dated.26-01-1991, this post is filled by direct recruitment and by promotion from the category of Technical Assistant/Sericulture Demonstrator. The qualifications prescribed for direct recruitment are B.Sc., in Sericulture or B.Sc., with Botany, Zoology and Chemistry as subjects with preference to the holders of Bachelor's Degree in Sericulture or PG Diploma in Sericulture/Short term Course in Sericulture, as an additional qualification. The qualifications prescribed by method of promotion are i) one must have passed 10th class and ii) must have passed the Sericulture Department Test Part-I, provided the persons possessing B.Sc., in Sericulture or holding Bachelor's Degree in Sericulture or P.G. Diploma in Sericulture/Short term course in Sericulture shall not be required to pass this test.

This category represented to PRC, 2005 seeking parity with Supervisor of Horticulture Department, Junior Inspector of Co-operative Department and Agricultural Extension Officer of Agriculture Department. Keeping in view the nature of duties and skills assigned to the people with similar qualifications in other departments, the Pay Revision Commission assigned a revised pay scale of Rs.6195-14175 (improved by two stages). The Anomalies Committee 2008 recommended a higher pay scale of Rs.6675-15500, but the Government did not agree with the above recommendation. This category has also represented to Pay Revision Commission 2010 seeking a higher pay scale of Rs.8385-19125, on the ground that their duties were technical in nature and the same was not agreed and assigned the corresponding pay scale of Rs.10900-31550.

Comparison with the Fisheries Development Officer, Development Officer of Handlooms & Textiles, Secretary Grade-II of AMC is not appropriate, since the duties & responsibilities, jurisdiction are entirely different.

Keeping in view of technical nature of duties of this category and prescribed qualification of B.Sc., in Sericulture for direct recruitment, the Commission recommends a pay scale of Rs.22460-66330 corresponding to Rs.11530-33200, thus benefited by one stage.

3. **Assistant Sericulture Officer : Rs.13660-38570**
(Formerly known as Assistant Inspector Sericulture)
 No. of posts : 235

It is stated that this cadre is next to the Sericulture Officer which is Non-Gazetted rank. This cadre has to co-ordinate with lower cadre and higher cadres. When compared to the categories of Agriculture Officer/Horticultural Officer who are having similar qualifications and similar nature of the duties are given higher pay scale of Rs.16150-42590, whereas this category is assigned a lower pay scale of Rs.13660-38570.

Hence, request is for the pay scale of Rs.16150-42590 on par with Agriculture Officer & Horticultural Officer.

As per Service Rules, this category is filled by direct recruitment or by promotion from the category of Technical Officer. The qualifications prescribed for direct recruitment are Bachelor's degree in Sericulture or Bachelor's Degree with Botany and Zoology as subjects or Bachelor's degree in Agriculture from any recognized University in India. Preference shall however be given to candidates possessing Bachelor's Degree in Sericulture or holding Post Graduate Diploma in Sericulture from any recognized University. This category forms feeder category to the post of Sericulture Officer (Rs.16150-42590).

The Pay Revision Commission 2005, keeping in view of the higher qualifications, nature of duties and the scales assigned with similar qualification in other Departments recommended to this category the pay scale of Rs.7770-18575, thus benefited by 4 stages. The Pay Revision Commission 2010, keeping in view of the improvement in the last Pay Revision Commission, the Commission felt that the existing scale was adequate and accordingly, assigned a corresponding scale of Rs.13660-38570.

The following is the progression of pay scales of this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Sericulture Officer (Formerly known as Assistant Inspector Sericulture)	1150-2110	2315-4880	4430-9300	7770-18575	13660-38570	Technical Officer (Rs.10900-31550)	Sericulture Officer (Rs.16150-42590)
Agricultural Extension Officer Grade-I of Agriculture department (Formerly known as Sub-Assistant Grade-I)	1100-2050	2195-4560	4190-8700	6195-14175	15280-40510	Agricultural Extension Officer Grade-II (Rs.11530-33200)	Agriculture Officer (Rs.16150-42590)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Horticultural Officer, Horticulture Deptt.	-	3110-6380	5980-12100	9285-21550	16150-42590	Sub Assistant Grade-II (Rs.8440-24950)	Assistant Director (Rs.19050-45850)
Agriculture Officer, Agrl. Deptt.	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	Agricultural Extension Officer Grade-I (Rs.15280-40510)	Assistant Director (Rs.19050-45850)

The aspects of Risk Allowance and FTA will be dealt with the relevant chapter under Volume-I.

In view of the duties of technical in nature and also qualifications prescribed, this Commission recommends a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540, thus, benefited by one stage.

4. Sericulture Officer	:	Rs.16150-42590
No. of Posts	:	180
5. Assistant Director	:	Rs.18030-43630
No. of Posts	:	47
6. Deputy Director	:	Rs.21820-48160
No. of Posts	:	8
7. Joint Director	:	Rs.27000-51760
No. of Posts	:	5
8. Additional Director	:	Rs.31550-53060
No. of Posts	:	1

The request is for assigning pay scales to the officers of the Sericulture Department on par with the Officers of Agriculture and Horticulture Departments as the minimum qualification for the post of Sericulture Officer is M.Sc.

Category	Existing Pay Scale	Pay scale sought
	(Rs.)	
Sericulture Officer	16150-42590	16150-42590
Assistant Director	18030-43630	19050-45850
Deputy Director	21820-48160	23650-49360
Joint Director	27000-51760	27000-51760
Additional Director of Sericulture	31550-53060	<u>31550-53060</u> 34050-54360

The mode of recruitment of the posts and the qualifications are as under:

Category	Mode of recruitment	Qualification
Sericulture Officer	By direct recruitment and by transfer of Assistant Sericulture Officer	Second Class M.Sc., in Sericulture or Agriculture or Zoology or Botany or second class M.Sc., in Chemistry with B.Sc., in Botany or Zoology
Assistant Director	By direct recruitment and promotion from the category of Sericulture Officer	Second Class M.Sc., in Sericulture or Agriculture or Zoology or Botany or second class M.Sc., in Chemistry with B.Sc., in Botany or Zoology
Deputy Director	By promotion from the category of Assistant Director	-do-
Joint Director	By promotion from the category of Deputy Director	-do-
Addl. Director of Sericulture	By promotion from the category of Joint Director	-do-

The pay scales assigned to these categories and comparison categories in the earlier Pay Revisions as indicated below:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Sericulture Officer	1330-2630	2750-5960	5300-11300	9285-21550	16150-42590
Agriculture Officer (Agriculture Department)	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590
Horticultural Officer	1330-2630	2750-5960	5300-11300	9285-21550	16150-42590
Assistant Director	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630
Assistant Director (Agriculture Department)	1980-3500	3640-7580	6950-14425	<u>10285-25600</u> 10845-25600 (A.C. 2008)	19050-45850
Assistant Director (Horticulture Department)	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850
Deputy Director of this Department	2410-4050	4400-8700	8400-16525	12385-27550	21820-48160
Deputy Director (Agriculture Department)	2410-4050	4400-8700	8400-16525	<u>12385-27750</u> 13390-28500 (A.C. 2008)	23650-49360
Deputy Director (Horticulture Department)	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360
Joint Director of this Department	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760
Joint Director (Agriculture Department)	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760
Joint Director (Horticulture Department)	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760
Additional Director	--	6150-9820	11650-18625	18025-30765	31550-53060
Additional Director (Agriculture Department)	3090-5140	6610-9820	12550-18625	19675-30765	34050-54360
Additional Director (Horticulture Department)	--	6150-9820	11650-18625	18025-30765	31550-53060

Considering the overall organizational, span of the department and the nature and complexities of duties etc., the Commission recommends the following pay scales to these categories.

4. Sericulture Officer : Rs.35120-87130 corresponding to Rs.18030-43630, thus improved by one stage.
5. Assistant Director : Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by two stages.
6. Deputy Director : Rs.46060-98440 corresponding to Rs.23650-49360, thus improved by one stage.
7. Joint Director : Rs.52590-103290 corresponding to Rs.27000-51760.
8. Additional Director : Rs.61450-105810 corresponding to Rs.31550-53060.

10 (f) AGRICULTURAL MARKET COMMITTEES

There are 285 Agricultural Market Committees in the State at present. These are Local Authorities constituted under the A.P. (Agricultural Produce and Livestock) Markets Act, 1966. The aims and objectives of the Agriculture Market Committees to establish markets for regulation of sale and purchase of notified Agricultural commodities produced by the farmers. These committees are administered by nominated bodies headed by non-official Chairmen. They are assisted by a Secretary and other Committees. Various grades of Secretaries are appointed to these Committees depending on the income of the Committees, which come from levy and collection of market fee and license fee.

**1. Junior Market Supervisor
(Formerly known as Maistry) : Rs.7740-23040**
No. of posts : 731

It is stated that Junior Market Supervisors are working in Agricultural Market Committee in the pay scale of Rs.7740-23040 and the category of Drivers working in the Department are in pay scale of Rs.7960-23650. It is stated that as per the provisions of A P Market Rules, 1969, the categories of Attender/ Watchman are the feeder category posts for promotion to this category and Driver. The pay scale in feeder category i.e., Attender/ Watchman is the same, whereas for promotion categories i.e., Junior Market Supervisor and Driver have different pay scales. Request is consider a pay scale of Rs.7960-23650 on par with Driver.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Market Supervisor	740-1150	1425-2525	2650-4850	3950-8815	7740-23040	Office Sub-ordinate or Watchman (Rs.6700-20110)	Assistant Market Supervisor/ Bid Clerk etc., (Rs.8440-24950)
Driver (L.V)	-	1595-3020	2990-5810	4595-10285	7960-23650	Office Sub-ordinate or Watchman (Rs.6700-20110)	Assistant Market Supervisor/Bid Clerk etc., (Rs.8440-24950)

The post is filled by direct recruitment and by promotion for the category of Attender or Watchman with not less than 5 years of service. Originally, the qualification for the post for any method of recruitment was a pass in VII Class. The qualification is enhanced to Secondary School Certificate or its equivalent for direct recruitment vide G.O.Ms.No.217, A&C (AM.-III-2), dated.10th July, 2007.

In view the enhanced qualification for direct recruitment, the 9th Pay Commission assigned the pay scale of Rs.7740-23040 corresponding to Rs.4370-9775 to this category (Rs.3950-8815),thus improved by 2 stages.

Keeping in view of the qualifications, duties and responsibilities of this category, the Commission considers the existing pay scale to be adequate and assigns to it the pay scale of Rs.15030-46060 corresponding to Rs.7740-23040.

2. Assistant Secretary	:	Rs. 11530-33200
No. of Posts	:	127
3. Secretary Grade-III	:	Rs.12550-35800
No. of Posts	:	110
4. Secretary Grade-II	:	Rs.14860-39540
No. of Posts	:	132
5. Secretary Grade-I	:	Rs.16150-42590
No. of Posts	:	53
6. Secretary Special Grade	:	Rs.18030-43630
No. of posts	:	75
7. Secretary Selection Grade	:	Rs.21820-48160
No. of posts	:	57

It is stated that Secretary Grade–III is in the pay scale Rs.12550-35800 and Superintendent pay scale is in Rs.14860-39540. The post of Office Superintendent is ministerial and while the post of Secretary Grade-III is executive in nature of duties and that the Secretary Grade-III is the enforcing authority as per A.P. Market Act Rules and Bye-Laws, but both these posts are the feeder categories to the post of Secretary Grade-II and Assistant Secretary / Accountant are the feeder category posts to the post of Secretary Grade-III and Office Superintendent. On promotion one is getting lower pay scale, another is getting higher pay scale which amounts anomaly in promotion scales of Office Superintendent and Secretary Grade-III.

It is also stated that the number of lower cadre Secretary posts i.e., Assistant Secretary, Secretary Grade-III, Secretary Grade-II, and Secretary Grade-I in Agricultural Market Committee services be regrouped to one Secretary cadre which is equivalent to the post of Senior marketing Assistant in the Marketing Department. It is requested to rectify the anomaly of Assistant Secretary / Accountant and to assign a pay scale of Rs.14860-39540 to the categories of Assistant Secretary / Accountant and Secretary Grade-III/ Office Superintendent. Another request is also higher pay scales for the remaining higher categories.

The Service Rules provide for direct recruitment to ¼ of the vacancies in the category of Secretary Grade- III. Appointment to the remaining higher categories is by promotion for the lower category or by transfer from vacancies categories of Marketing Department and Marketing Committees.

The following in progression of pay scales of these categories:

Name of the Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Assistant Secretary	575-950	1150-2110	2315-4880	4430-9300	6505-15025	11530-33200
Secretary Grade-III	650-1100	1330-2630	2525-5390	4850-10250	7200-16925	12550-35800
Secretary Grade-II	750-1300	1550-3050	2930-5960	5640-11300	8385-19125	14860-39540
Secretary Grade-I	800-1450	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590
Secretary Special Grade	1050-1600	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630
Secretary Selection Grade	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160

The Commission notices that PRC 1999 did not agree for clubbing of the above categories and assigned common higher pay scales.

Keeping in view the qualifications, duties and functions of these categories, the Commission assigns to them the following pay scales:

Assistant Secretary	:	Rs.22460-66330 Corresponding to Rs.11530-33200
Secretary Grade-III	:	Rs.24440-71510 Corresponding to Rs.12550-35800
Secretary Grade-II	:	Rs.28940-78910 Corresponding to Rs.14860-39540
Secretary Grade-I	:	Rs.31460-84970 Corresponding to Rs.16150-42590
Special Grade Secretary	:	Rs.37100-91450, Corresponding to Rs.19050 45850 (improved by one stage)
Selection Grade Secretary	:	Rs.46060-98440 Corresponding to Rs.23650-49360 (Improved by one stage)

11(a) ANIMAL HUSBANDRY DEPARTMENT

The Animal Husbandry Department (Formerly known as Civil Veterinary Department in the erstwhile Hyderabad) came in to existence from the formation of the State. The department is concerned with the development of Animal Resources. The objectives are to deal with the care of livestock, disease diagnosis and prevention, feed and fodder development, extension activities and training programs etc. There is Veterinary Biological and Research Institute (VBRI) for vaccine production and disease investigation. The department is headed by a Director assisted by Additional Directors (3) and other subordinate staff. The Animal Husbandry institutions in the districts function under the control of Joint Directors. The veterinary dispensaries/ rural Livestock units in the divisions function under the administrative control of Assistant Directors. The Farms, Semen Banks, training activities etc., are headed by Assistant Directors /Deputy Directors.

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

1. Lab-Attender (VBRI) : Rs.7960-23650
No. of posts :

The Association has represented that the method of appointment to this category in the Veterinary Biological and Research Institute, Hyderabad was from the post of Attender now re-designated as Office Sub-ordinates. However, the service rules framed in G.O.Ms.No.26, Animal Husbandry Dairy Development and Fisheries (AH) Department, dated.28.06.2004 provide for only direct recruitment to this category, ignoring the procedure that prevailed in the past.

Submitted that this category has to attend washing of laboratories, renders assistance in handling, shifting of flasks and watch grazing feeding and watering of animals involved in vaccine production and experimental animals etc. Hence the request is equating the pay scale of this category on par with Lab Attendant in Medical and Health department, as the duties and responsibilities are similar. The following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2004 (A.C)	2005	2010	Feeder category	Promotion category
	(Rs.)							
Lab Attender in Animal Husbandry	740-1150	1375-2375/ 1425-2525 (A.C. 1995)	2650-4850	-	4050-9050	7960-23650	-	Lab Technician (Rs.10020-29200)
Lab Attendant of Medical & Health	780-1275	1535-2840	2870-5470	2990-5810	4370-9775	8440-24950	-	-

According to service rules, this category is filled by direct recruitment, the qualification is pass in S.S.C., or its equivalent examination. The qualifications required for the post of Lab Attendant in Medical and Health Department is SSC with one year training in Lab Attendant course is required.

Comparison with Lab Attender of M& H Department is not appropriate, as the qualifications, duties & responsibilities are different. However, keeping in view of risky and arduous nature of duties, the Commission assigns to this category a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950, thus improved by one stage.

- 2. Electrical Mechanic : Rs.8440-24950**
 No. of posts : 1
- 3. Electrician : Rs.9200-27000(P)**
Rs.7100-21250(FE)
 No. of posts : 7

Represented that the duties of Electrician are to attend the repairs, installation and replacements of new fittings and maintenance of electrical wiring and the duties of Electrical Mechanic are to maintenance of repairs of incumbent chambers, washing blender and PM motor centrifugal, vacuum pumps etc. Hence, request is for a suitable pay scales on par with their counter parts in other departments, as there are no promotional posts for them. The above posts filled by direct recruitment and the qualifications prescribed are ITI in Electrician.

The following is progression of pay scales of these categories:

Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Electrical Mechanic (AH)	--	--	1745-3420	3290-6550	4825-10845	8440-24950
Electrician	475-760	780-1275 (U.Q.)/ 910-1625 (personal)	1875-3750 (Personal)/ 1745-3420 (FE)/1475-2675 (UQ)	3550-7150(P) / 2750-5150 (FE)	5200-11755(P)/ 4050-9050 (FE)	9200-27000(P) 7100-21250 (FE)

The Commission notices that the existing pay scale of these categories are adequate and assigns the following pay scales.

Electrical Mechanic: Rs.16400-49870 corresponding to Rs.8440-24950.
 Electrician : Rs.17890-53950 corresponding to Rs.9200-27000(P)
 Rs.13780-42490 corresponding to Rs.7100-21250 (FE)

- 4. Refrigerator Mechanic : Rs. 9200-27000**
 No. of posts : 2

It is represented that this category is looking after the work of the machinery during the process of Freeze Drying Tissue Culture Vaccine, Poultry Vaccine, Sheep Box, P.P.R. Tissue Culture Vaccine, R.D.K., F.D. Vaccine are

produce and operated the Freeze Drying Machines and also working for maintenance of freezers, cold storage, package units deep freezers and all Refrigerator of the institute. Hence request is for higher pay scale. This post is filled in by direct recruitment and the qualifications prescribed are Trade Certificate in Refrigerator Mechanic trade from any ITI or its equivalent examination. This category forms feeder category to the post of Refrigerator Engineer (Rs.15280-40510).

The pay scale of this post from time to time is as under:

1974	1978	1986	1993	1999	2005	2010
(Rs.)						
275-475	500-800	1010-1800	1875-3750	3550-7150	5200-11755	9200-27000

The Commission is of the view that the existing scale of pay of this category is adequate and assigns to it a pay scale of Rs.17890-53950 corresponding to Rs.9200-27000.

- 5. Boiler Mechanic : Rs.9200-27000(Q)**
 Rs.8440-24950 (UQ) (Existing UQ incumbent)
- No. of posts : 1

It is represented that the duties and responsibilities of Boiler Mechanic are to operate boiler, open steam valves and its closure. It involves lot of risk and therefore, this category deserves apart from better pay scale and Risk Allowance of Rs.1,000/- per month.

As per service rules, this category is filled by direct recruitment and one must possess a ITI certificate. The following is the progression of pay scale of this category.

1993	1999	2005	2010
Rs.1875-3750 (Q) Rs. 1745-3420 (for existing UQ incumbent)	Rs. 3550-7150(Q) Rs. 3290-6550 (for existing UQ incumbent)	Rs.5200-11755(Q) Rs.4825-10845 (for existing UQ incumbent)	Rs.9200-27000(Q) <u>Rs. 8440-24950</u> (for existing UQ incumbent)

The Commission is of the view that the existing pay scale of this category is adequate and assigns pay scale of Rs.17890-53950 (Q)/ 16400-49870 (UQ) corresponding to Rs.9200-27000 (Q) / Rs.8440-24950 (UQ) (Existing UQ incumbent).

- 6. Lab – Technician (VBRI) : Rs.10020-29200**
 No. of posts : 12

It is represented that that this category renders services in various laboratories in VBRI, Hyderabad Animal Health Centre and assists in vaccine production unit in processing/preparation of culture required for the

manufacture of vaccine. The duties of this category is washing of glassware, rubber goods, pipettes and other Lab-material etc. It is stated that the pay scale attached to this category in earlier Pay Revisions is on lesser side when compared to Lab Technician of Archaeology Department, Medical and Health Department and Institute of Preventive Medicine. Request is for pay scale of Rs.10900-31550 on par with the Lab-Technician in Medical and Health Department.

As per service rules, this category is filled by direct recruitment (or) by promotion from the category of Lab-Attender, the qualification prescribed for the category of Lab Technician is SSC and 6 months Training in V.B.R.I. or Veterinary College. The qualifications prescribed for the post of Lab Technician in Medical and Health Department is Intermediate plus a Certificate in Laboratory Technician of a recognized Institute.

Following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Lab Technician (Animal Husbandry Dept.,)	740-1150/ 810-1420 (A/RGC1989)	1535- 2840	2870- 5470	4370- 9775	10020- 29200	Lab Attender (Rs.7960- 23650)	-
Lab Technician Grade-II (Medical & Health Department)	1010-1800	1875- 3750	3550- 7150	5470- 12385	10900- 31550	Lab Attendant (Rs.8440- 24950)	-

Parity with Lab Technician in Medical & Health Department is not justifiable. However, keeping in view of the qualifications and difficult nature of duties and responsibilities, the Commission assigns to this category a pay scale of Rs.21230-63010 corresponding to Rs.10900-31550, thus improved by one stage.

7. Veterinary Assistant : Rs.9200-27000
No. of posts : 2032

Andhra Pradesh Non-graduate Veterinarians Federation represented that this category is an entry level and a basic functionary post. It is also stated that the nature of duties of this category are more complex and discharging duties round the clock in Veterinary Poly Clinics, Veterinary Hospitals and Semen Banks. In addition to hospital duties, they have to perform Artificial Insemination, Vaccination programmes independently in rural villages and have to achieve certain fixed targets. They are treating ill affected or diseased animals and cover endemic vaccinations in endemic areas before the season and to vaccinate 100% of cattle, buffaloes, sheep and poultry population and has also to create awareness in farmers about livestock. Hence, request is to

enhance pay scale of Rs.10020-29200 on par with Multi Purpose Health Assistant in Medical and Health Department.

Following is progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Veterinary Assistant (Animal Husbandry Dept.)	910-1625	1745-3420	3290-6550	5200-11755	9200-27000	-	Live Stock Assistant (Rs.10900-31550)
Multi Purpose Health Assistant (Medical & Health Dept.)	950-1670	1875-3750	3550-7150	5200-11755	10020-29200	-	Multipurpose Health Supervisor (Rs.11530-33200)

As per service rules, this category is filled in by direct recruitment and also by transfer from the category of Record Assistant / Attender / Lab Attender / Field Man and Maistries appointed prior to 31-12-1992. The qualification prescribed for direct recruitment is Intermediate with Science/Intermediate with Vocational course in Dairy and Poultry Science etc., as one of the subjects of study. For appointment by transfer of Record Assistant etc., the qualifications prescribed is Intermediate (Biological Science)/ Intermediate (Vocational) course like Dairy and Poultry as one of the subjects and one must have under gone one year training in Veterinary Assistants course. The in-service candidates appointed prior to 31-12-1992 must have passed SSC or its equivalent examination.

Keeping in view of duties and responsibilities of arduous and risky in nature being para veterinary staff, the Commission assigns to this category a pay scale of Rs.19500-58330 corresponding to Rs.10020-29200, thus improved by two stages.

8. Live Stock Assistant : Rs.10900-31550
No. of posts : 1268

The A.P Live Stock Assistants Service Association, Veterinary Live Stock Officers Association, A.P. Non-Graduate Veterinarians Federations have represented that the post of Livestock Assistant is a promotion post among the Veterinary Assistants. This category gets trained in artificial insemination with frozen semen technique imparted by the department and qualified themselves for Animal Husbandry Departmental test. They have also stated that at present the senior most Veterinary Assistant who puts in not less than 8-10 years of service and successfully completed the above training are being considered for the promotion to this category.

The Telangana Animal Husbandry Non-Gazetted Officer's Central Forum, Hyderabad has represented that they have to perform duties like treatment of Animals, Disease Diagnosis, Artificial Insemination work and

vaccination programmes. They play a key role in implementing various welfare schemes launched by the Government. The Live Stock Assistants Service Association has requested to change the designation of Live Stock Assistant as Live Stock Inspector.

Hence it is requested for a pay scale Rs.11530-33200 on par with Multi Purpose Health Supervisor in Medical and Health Department.

The following is the progression of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Live Stock Assistant (Animal Husbandry Dept.,)	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550	Veterinary Assistant (Rs.9200-27000)	Junior Veterinary Officer (Rs.12550-35800)
Multi Purpose Health Supervisor (Medical & Health Dept.,)	1050-1945	2075-4270	3950-8150	5750-13030	11530-33200	Multi-Purpose Health Assistant (Rs.10020-29200)	Multi-Purpose Health Extension Officer (Rs.12550-35800)

According to service rules, the post of Livestock Assistant is filled by promotion from the category of Veterinary Assistant and the prescribed qualifications are eight months training in Livestock Assistants course and have passed Animal Husbandry Departmental Test.

Keeping in view of duties of arduous and risky nature and having trained in artificial insemination with frozen sermon techniques, the Commission assigns to this category a pay scale of Rs.22460-66330 corresponding to Rs.11530-33200, thus improved by one stage.

The change of nomenclature of this category as "Live Stock Inspector" does not come under the purview of this Commission.

9. Radiographers : Rs.11530-33200
 No. of posts : 19

It is represented that this category is assigned a pay scale of Rs.11530-33200 on par with Radiographers of Medical & Health Department. This category is not having avenues unlike Radiographers of Medical & Health Department. As a result of which Radiographer of Medical & Health Department is getting the pay scale of Rs.13660-38570 as special promotion post scale, whereas Radiographers of this Department is the pay scale of Rs.11860-34050 as special adhoc promotion post scale. It is requested to extend S.P.P. scale as applicable to the Radiographer in Medical & Health Department to the Radiographer of this Department and also requested for higher pay scale as they are not being promotional avenues.

As per service rules, this category is filled by direct recruitment/by transfer from any equivalent category in the Department. One must possess Intermediate and pass in certified Radiological Assistants course.

This category is having parity with Radiographer of Medical & Health Department in successive PRCs. Hence the Commission maintains parity and assigns a pay scale of Rs.22460-66330 corresponding to Rs.11530-33200.

The other requests will be examined under the relevant chapters of Volume-I.

10. Research Chemist : Rs.11530-33200
 No. of post : 1

It is represented that the incumbent was appointed on 1.08.1992 in Feed Analytical Lab, V.B.R.I. Hyderabad and completed 21 years of service in the same cadre. This category is said to be having heavy duties and responsibilities attached, but assigned a lower pay scale when compared to Research Chemist of Medical Education Department, Assistant Chemist of Ground Water/Mines & Geology Department. It is also stated that during the past 5 pay revisions, there has been only a marginal increase in the scale when compared to similar posts existing in other State Government Departments. Hence, request is for pay scale of Rs.18030-43630. Another request is for risk allowance, because all categories in V.B.R.I. are having risky nature of duties.

The following is the progression of pay scales for this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Research Chemist (Animal Husbandry)	1230-2330	2315-4880	4430-9300	6505-15025	11530-33200	-	-
Research Chemist (Medical Education Department)	1550-3050	3310-6840	6350-13000	9285-21550	16150-42590	Non- Medical Assistant (Non-Gazetted) (Rs.12910-36700)	-
Assistant Chemist (Ground Water Department)	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Lab Assistant (Rs.11530-33200)	-
Assistant Chemist (Mines and Geology)	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	--	Chemist (Rs.18030-43630)

As per service rules, this category is filled by direct recruitment, one must possess a bachelor degree in science with Chemistry as one of the subjects.

Comparison with the Research Chemist of Medical Education Department, Assistant Chemist of Ground Water / Mines and Geology Department is not appropriate as the duties, responsibilities and qualifications are different.

Keeping in view the duties of risky nature and responsibilities of this category, the Commission assigns to it a pay scale of Rs.23100-67990, corresponding to Rs.11860-34050, thus improved by one stage.

**11. Junior Veterinary Officer : Rs.12550-35800
(Formerly known as Veterinary
Livestock Inspector)**

No. of Posts : 1026

It is represented that Junior Veterinary Officer holds independent charge of rural livestock unit. He extends veterinary services to the livestock at the rural areas. He is also entrusted with multifarious duties round the clock. He educates and motivates the farming community in upgrading the local livestock under his jurisdiction and encourage to cultivate the improved fodder varieties. This category is responsible for breeding programme with artificial insemination technique and pregnancy diagnosis of animals.

It is represented that this category has been drawing higher pay scales when compared to MPHO of Medical & Health Department upto 2005 revision. In 2010 revision, the same pay scale of Rs.12550-35800 was assigned for both the categories. Hence, it is requested to enhance a higher pay scale as the nature of duties and responsibilities of post is always higher than Multi Purpose Health Extension Officer in Health Department.

The following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Veterinary Officer (Animal Husbandry Dept.)	1230-2330	2375-5040	4550-9600	7200-16925	12550-35800	Live Stock Assistant. (Rs.10900-31550)	Veterinary Live Stock Officer (Rs.13660-38570)
Multi Purpose Health Extension Officer (Medical & Health Dept.,)	1150-2110	2315-4880	4430-9300	6505-15025	12550-35800	Health Supervisor (Rs.11530-33200)	Community Health Officer (Rs.15280-40510)

Considering the proposed increase of pay scale of feeder category, the Commission assigns a pay scale of Rs.25140-73270 corresponding to Rs.12910-36700 to this category, thus improved by one stage.

12. Statistical Investigator : Rs.13660-38570
 No. of posts : 22

The duties and responsibilities attached to this category are compilation of statistical reports, preparation of monthly/quarterly/annual administration reports/notes of departmental activities/Departmental Meetings and its correspondence. Apart from that they have to prepare reports on Live Stock census/ Integrated sample survey scheme and Live Stock Economic survey reports.

It is represented that the feeder category to the post of Statistical Investigator is computer Operator (Statistics). This category is a zonal post carried with the pay scale of Rs.7770-18575 on par with Deputy Statistical Officer in Director of Economics and Statistics Department, Statistical Assistant in Agricultural Department, Statistical Assistant in Directorate of Health Department and Superintendent in Animal Husbandry Department in 2005 revision. In 2010 revision, this category was assigned a pay scale of Rs.13660-38570, whereas Deputy Statistical Officer was assigned a higher pay scale of Rs.14860-39540. Hence, request is for rectification of the anomaly.

The following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Statistical Investigator in Animal Husbandry Department	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Statistical Computer (Rs.10900-31550)	Assistant Director (Statistics) (Rs.20680-46960)
Deputy Statistical Officer in Economics and Statistics Department	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Assistant Statistical Officer (Rs.11530-33200)	Statistical Officer (Rs.16150-42590)

As per Service Rules appointment for this post is by promotion from the category of Computer (Statistics). The qualification prescribed is B.A, B.Com, B.Sc., with Maths or Economics as one of the subjects. This category did not represent to the 1993, 1999, 2005 and 2010 revisions. However corresponding pay scales of Rs.2600-5580, Rs.5000-10600, Rs.7770-18575 and Rs.13660-38570 were assigned.

The Commission notices that parity of this category with Deputy Statistical Officer of Economics & Statistics Department is disturbed in 2010 revision and therefore assigns to it a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 on par with Deputy Statistical Officer of Economics and Statistics Department.

13. Veterinary Live Stock Officer : Rs.13660-38570
 No. of posts : 509

A. P. Non-Graduate Veterinarians Federation, Telangana Animal Husbandry Non-Gazetted Officers' Central Forum, Hyderabad and Veterinary Livestock Officers Associations have represented that Government have created 509 new Veterinary Live Stock Officers posts equivalent to Superintendent i.e., Rs.7770-18575 vide G.O.Ms.No.53, Finance (SMPC) Department, dated.21.2.2009. This category represented 2010 revision, seeking pay scale of Community Health Officer (Rs.8385-19125) but the Commission observed that this category was newly created and rules had not been framed and assigned a corresponding pay scale of Rs.13660-38570.

It is stated that this category is having same qualifications like Community Health Officer in Medical and Health Department and in addition to this category requires additional training qualifications and having arduous nature of duties. The Government issued Service Rules vide G.O.Ms.No.12, AH, DD&F (AH-II) Dept., dated.3.4.2013. Hence, it is requested to enhance the pay scale of Rs.15280-40510 on par with Community Health Officer in Health Department.

The Telangana Animal Husbandry Non-Gazetted Officer's Central Forum, Hyderabad represented that to assign the pay scale of Veterinary Live Stock Officer on par with the Community Health Officer in Medical & Health Dept. They have also represented that the Multi-Purpose Health Extension Officer in Medical & Health Dept., is given Gazetted status after getting one promotion but in Animal Husbandry Dept., for the post of Veterinary Live Stock Officer is not given Gazetted status even after getting three stages of promotions from the post of Veterinary Asst., Live Stock Asst., and Junior Veterinary Officer.

Another request is conferring the Gazetted status for the post of Veterinary Livestock Officer as was done in case of Community Health Officer. The following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Veterinary Live Stock Officer (Animal Husbandry Dept.,)	-	-	-	7770-18575	13660-38570	Junior Veterinary Officer (Rs.12550-35800)	-
Community Health Officer (Medical & Health Dept.,)	1380-2750	2930-5960	5640-11300	8385-19125	15280-40510	Multipurpose Health Extension Officer (Rs.12550-35800)	-

The Government created a new category of Veterinary Live Stock Officer in the pay scale of Rs.7770-18575 in the structure of Para Medical Officer vide G.O.Ms.No.53, Finance (SMPC) Department, dated.21.02.2009. The Pay Revision Commission 2010 has opined that, it was a newly created post and

rules had not been framed. Hence, the Commission assigned a corresponding scale of Rs.13660-38570 (Rs.7770-18575) till such time the rules are framed.

Subsequently service rules were framed in G.O.Ms.No.12, Animal Husbandry, Dairy Development and Fisheries (AH.II) Department, dated:03-04-2013. As per the above orders the appointments to the post shall be made by promotion from among the category of Junior Veterinary Officer of Animal Husbandry Department included in the A P Animal Husbandry Subordinate Service Rules, 2003 and must have put in ordinarily (3) three years of service in the category of Jr. Veterinary Officer.

Comparison with the Para Medical staff in Medical and Health Department is not appropriate, as the degree of responsibilities and complexity of job are different. However, Commission assigns to this category a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510, since the duties and responsibilities of Para Veterinary structure of Animal Husbandry Department are arduous and risky, thus improved by two stages.

Conferring Gazetted status of this category does not fall within the purview of the Commission.

14. Gazetted Office Manager	:	Rs.14860-39540
No. of posts	:	25
15. Administrative Officer	:	Rs. 16150-42590
No. of posts	:	1

Animal Husbandry Gazetted Ministerial Officers Association, Hyd., and A.P. Animal Husbandry Ministerial Service Association, Eluru, W.G. Dist have represented that Gazetted Office Manager post is the first level Gazetted post in the District Head Quarters Offices and total cadre strength is only (25) in the Department. The job chart of Gazetted Office Manager is to assist the Heads of Offices in all administrative matters and in addition to this, the Gazetted Office Manager is also discharging duties of drawing and disbursing Officers. He/She will act as Drawing and Disbursing Officer for all Governmental Accounts in the Office of Joint Director (AH) render supervision and control over the ministerial and other staff, deal with all disciplinary cases and maintain the records of punishment awarded. It is submitted that the feeder category to this post is Superintendent and this category is also having the same pay scale of Rs.14860-39540. As per service rules in G.O.Ms.No.54, AH & F (AH-I) Dept., dated.06-06-1996, this category is filled by transfer of Superintendent of their Department. Hence, it is requested to enhance the pay scale of this category. The category of Administrative Officer is filled by promotion of Gazetted Office Manager. Another request is for change of nomenclature of this category as Assistant Director (Administration).

The following is progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Gazetted Office Manager (Animal Husbandry Dept.)	1550-3050	2930-5960	5640-11300	8385-19125	14860-39540 (C.S)	Superintendent (Rs.14860-39540)	Administrative Officer (Rs.16150-42590)
Superintendent (Animal Husbandry)	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540 (one Stage)	Senior Assistant (Rs.10900-31550)	Asst. Director (Rs.18030-43630)

According to the service rules, appointment to the post of Gazetted Office Manager is by transfer of Superintendent of A.P. Ministerial Service of Animal Husbandry Department. This category forms feeder category to the post of Administrative Officer.

In the instant case, both the feeder category i.e. Superintendent and promotion category of Gazetted Office Manager are in the same pay scale of Rs.14860-39540. Hence, the Commission assigns a pay scale of Rs.29760-80930, corresponding to Rs.15280-42510 to Gazetted Office Manager category, thus benefitted by one stage. As a result of this change, the pay scale of Administrative Officer is enhanced to Rs.35120-87130, corresponding to Rs.18030-43630, thus benefitted by one stage.

Change the nomenclature of Gazetted Office Manager as "Assistant Director (Administration)", does not come under the purview of PRC.

16. Veterinary Assistant Surgeon : Rs.18030-43630
 No. of posts : 2514

It is stated that the working of the Department have been oriented towards health care of livestock and increased production of milk, meat, and eggs to fight protein hunger, improve nutritional standards of human population and generate additional source of income of farmers and Veterinary Doctors in different cadres at various levels play key roles in preventive health care of animals, veterinary public health. There now exists a generation gap between the Veterinary Assistant Surgeon and Civil Assistant Surgeon, which clearly explains the discrimination and injustice which has to be redressed. Requested for a higher pay scale on par with Civil Assistant Surgeon. The following is the progression of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Veterinary Assistant Surgeon	1550-3050	3310-6840	6350-13000	9285-21550	18030-43630	-	Assistant Director (Rs.20680-46960)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Civil Assistant Surgeon (Health & Medical Dept.)	1810-3230/ 1980-3500 (A/ RGC)	3640-7580	6950-14425/ 7900-15475 (improved by the Task force.)	11755-26300	20680-46960	-	Dy. Civil Surgeon (Rs.25600-50560)

As per service rules, this category is filled by direct recruitment and must possess a Bachelor Degree in Veterinary Science. In 1986 revision, this category was assigned a pay scale of Rs.1550-3050. In 1993 revision in pay scale of Rs.3310-6840 (2 stages benefit). This category was assigned a corresponding pay scale of Rs.6350-13000 in 1999 revision and assigned a corresponding pay scale of Rs.9285-21550 in 2005 revision. In 2010 revision, they compared with Assistant Civil Surgeon of Medical & Health Department. But the Commission did not agree with the above parity and assigned the pay scale of Rs.18030-43630 with one stage benefit.

Keeping in view of the different nature of duties, responsibilities and qualifications, seeking parity with Asst. Civil Surgeon may not be justifiable. The PRC notices that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630.

17. Assistant Director : Rs.20680-46960
No. of posts : 521

The Association represented that Veterinary Doctors in different cadres at various levels play key roles in preventive health care of animals, veterinary public health, disease diagnosis, disease management etc. It is stated that the M.B.B.S. Graduate reads only human anatomy and the human physiology, where as a Veterinarian has to read the Anatomy of different species of animals. While enclosing recommendations of Fifth Central Pay Commission, it is stated that equivalence with Allopathic may be considered. Hence, request is for assigning pay scale of Rs.25600-50560 on par with Deputy Civil Surgeon in Medical and Health Department.

The following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Director (Animal Husbandry department)	1980-3500	3640-7580	6950-14425	10845-25600	20680-46960	Veterinary Assistant Surgeon (Rs.18030-43630)	Deputy Director (Rs.25600-50560)
Deputy civil Surgeon (Medical and Health Department)	<u>2150-3690</u> 2240-3860 (Improved by the Anomalies and regrouping committee)	4400-8700	8400-16525/ 9600-16525 (Improved by the task force)	14600-29250	25600-50560	Assistant Civil Surgeon (Rs.20680-46960)	Civil Surgeon (Rs.31550-53060)

According to Service Rules, the method of appointment to the category of Assistant Director is by promotion from the category of Veterinary Assistant Surgeons and must possess a Bachelor's Degree in Veterinary Sciences and must have not less than two years of service in the Veterinary Assistant Surgeon Cadre.

This category has been representing to successive PRCs, seeking parity with Deputy Civil Surgeon the same has not been agreed. In 2010 revision, the Commission did not agree the parity with Deputy Civil Surgeon of Medical & Health Department and assigned a pay scale of Rs.20680-46960 on par with Civil Assistant Surgeon, thus benefited by one stage.

In view of the above, the Commission notices that the existing scale of this category is adequate and assigns to it a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960.

18. Deputy Director : Rs.25600-50560
No. of posts : 62

Request is for a pay scale of Rs.31550-53060 on par with Civil Surgeon in Medical and Health Department.

The following is progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Deputy Director	2410-4050	4400-8700	8400-16525	13390-28500	25600-50560	Assistant Director (Rs.20680-46960)	Joint Director (Rs.27000-51760)
Civil Surgeon (Medical & Health Dept.)	2690-4440/ 2780-4680 (A/RGC)	5390-8980	10250-17050/ 11650-18625 (Task Force)	18025-30765	31550-53060	Deputy Civil Surgeon (Rs.25600-50560)	Special Grade Civil Surgeon (UGC scale given) / Additional Director (Rs.44740-55660).

As per service rules, this category is filled in by promotion from the category of Assistant Director.

Comparison with Civil Surgeon is not appropriate, as the qualifications, duties & responsibilities, area of supervision and jurisdiction are different. The Commission notices that the existing pay scale is adequate and assigns to it a pay scale of Rs.49870-100770, corresponding to Rs.25600-50560.

19. Joint Director : Rs.27000-51760
No. of posts : 26

It is represented to equate the pay of Joint of Director of Animal Husbandry Department with District Medical and Health Department and to

assign a pay scale of Rs.31550-53060, as the qualifications and nature of duties are similar in both the cadres. The following is progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Joint Director	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Deputy Director (Rs.25600-50560)	Additional Director (Rs.31550-53060)
District Medical & Health Officer (Medical & Health Dept.)	2780-4680	5390-8980	11650-18625	18025-30765	31550-53060	Deputy Civil Surgeon (Rs.25600-50560)	Special Grade Civil Surgeon (UGC scale given)

According to service rules, this category is filled by promotion from the category of Deputy Director of Animal Husbandry Department.

Considering the duties and responsibilities and the area of its supervision, the Commission assigns to it a pay scale of Rs.56870-105810, corresponding to Rs.29200-53060, thus improved by one stage.

20. Additional Director : Rs.31550-53060
 No. of posts : 3

It is represented to equate the pay of Addl. Director of Animal Husbandry Department with Addl. Director of Medical and Health Department, as the qualifications and nature of duties are similar in both the cadres. The following is the progression of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Additional Director (Animal Husbandry Dept.)	3090-5140	6150-9820	11650-18625	18025-30765	31550-53060	Joint Director (Rs.27000-51760)	Director (Rs.41550-55660)
Additional Director (Medical & Health Dept.)	3090-5140	6150-9820	13450-19150	23500-30765	44740-55660	Special Grade civil surgeon (UGC scale being drawn)	Director (Rs.44740-55660)

According to service rule, this category is filled by promotion from the category of Joint Director.

Seeking parity with of Addl. Director of Medical and Health Department may not be justifiable, keeping in view of different nature of duties. However, keeping in view the duties and responsibilities attached with post, the Commission assigns a pay scale of Rs.66330-108330, corresponding to Rs.34050-54360, thus improved by one stage.

21. Director : Rs.41550-55660
 No. of posts : 1

It is represented to equate the pay of Director of Animal Husbandry Department with Director of Medical and Health Department and to assign a pay scale of Rs.44740-55660, as the qualifications and nature of duties are similar in both the cadres.

The following is the progression of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category
	(Rs.)					
Director (Animal Husbandry Dept.)	3580-5380	7580-10100	14425-19150	23500-30765	41550-55660	Additional Director (Rs.31550-53060)
Director (Medical & Health Dept.)	3580-5380	7580-10100	14425-19150/ 15475-19675 (Improved by the Task force.)	25600-30765	44740-55660	Additional Director (Rs.44740-55660)

As per service rules, this category is filled by promotion from the category of Additional Director.

Keeping in view of duties and responsibilities, the Commission notices that the existing pay scale of this category is adequate and assigns to this category a pay scale of Rs.80930-110850, corresponding to Rs.41550-55660.

11(b) FISHERIES DEPARTMENT

The Commissioner of Fisheries is the Head of the Department. The Regional Deputy Directors of Fisheries supervises all Fisheries activity in the Zone and there are six Regional Deputy Directors for six regions with supporting staff and one Deputy Director of Fisheries in the State Institute of Fisheries Technology at Kakinada. In addition Asst. Directors of Fisheries are also working in special schemes in brackish water/Marine Fisheries. All the Districts are having one Assistant Director of Fisheries as District Officer.

1.	Fisherman	:	Rs.7100-21250
	No. of Posts	:	272

It is stated that these posts were created to assist Fisheries Development Officers/Asst. Inspector of Fisheries and other categories at the field level in various activities of the department. This category is recognized as technical field worker. The request is to enhance the pay scales of Fisherman on par with the Field Staff of Forest and Agriculture Departments and also compared with Field Maistry (Animal Husbandry) drawing the same scales.

Following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Fisherman, Fisheries Department	740- 1150	1425- 2525	2650- 4850	4050- 9050	7100- 21250	-	Field Man (Rs.7520-22430)
Field Maistry, Animal Husbandry	740- 1150/ 780- 1275 (A/RGC 1989)	1475- 2675	2750- 5150	4050- 9050	7100- 21250	-	Field Man (Rs.8440-24950)
AEO Grade-III (Formerly Field Assistant)	740- 1150	1425- 2525	2650- 4850	3950- 8815	7100- 21250	--	AEO Grade-II (Rs.11530- 33200)
Forest Beat Officer (Forest Dept)	--	1535- 2870	2870- 5470	4595- 10285	7960- 23650	Assistant Beat Officer (Rs.7520- 22430)	Forest Section Officer (Rs.10020- 29200)

According to service rules, the category of Fisherman in Fisheries Department is by direct recruitment and the qualification required is 7th class and 3 months training certificate course in IFTC, whereas the qualification required for the post of Field Maistry in Animal Husbandry Department is SSC or its equivalent exam and practical experience in Dairy and Cattle Management or in Live Stock Farm.

This category has also compared with the Forest Beat Officer. The method of appointment to the post of Forest Bet Officer is by direct recruitment

with SSC examination and prescribed physical measurements (or) by promotion from the category of Assistant Beat Officer with same qualifications. Comparison with Forest Beat Officer is not appropriate, as the duties and responsibilities, qualifications are entirely different and Forest Beat Officer has been drawing higher pay scales in successive PRCs, when compared to this category. Comparison with Agricultural Extension Officers Grade-II of Agriculture Department is also not appropriate, as the qualifications, duties and responsibilities are entirely different.

The Commission notices that the existing pay scale of this category of Rs.7100-21250 is adequate and accordingly assigns a pay scale of Rs.13780-42490 corresponding to Rs.7100-21250 to this category.

2. Field Man	:	Rs.7520-22430
No.of Posts	:	191
3. Petty Yard Officer/ Fishery Guard	:	Rs.7520-22430
No. of posts	:	11
4. Fishery Overseer	:	Rs.7960-23650
No. of posts	:	1

It is submitted to enhance the pay scales of these categories on par with Animal Husbandry Department and other departments with same job profile being rendered in the field and assisting the higher officers in the department. They are allowed lower pay scales when compare to Agricultural Extension Officer Grade-II (formerly Sub-Assistant Grade-II). Hence, request to assign the pay scale on par with Agricultural Extension Officer Grade-II in Agriculture Department, Forest Beat Officer in Forest Department and Field Man in Animal Husbandry department.

Following is the progression of pay scales for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Field Man, (Fisheries Dept.,)	780-1275	1475-2675	2750-5150	4260-9520	7520-22430	Fisherman (Rs.7100-21250)	Fishery Overseer (Rs.7960-23650)
Field Man, (Animal Husbandry Dept.,)	810-1420/ 910-1625 (A/RGC)	1745-3420	3290-6550	4825-10845	8440-24950	Field Maistry (Rs.7100-21250).	-
A.E.O. Grade-II (formerly Sub Assistant Gr-II)	910-1625	1745-3420	3290-6550	4825-10845	11530-33200	AEO Grade-III (formerly Field Asst.) (Rs.7100-21250)	AEO Grade-I (formerly Sub-Assistant Grade-I) (Rs.15280-40510)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Forest Beat Officer (Forest Dept)	-	1535-2840	2870-5470	4595-10285	7960-23650	Assistant Beat Officer (Rs.7520-22430)	Forest Section Officer (Rs.10020-29200)

According to service rules issued in G.O.Ms.No.131, AH&F Department, dt.30-6-1993 as amended in G.O.Ms.No.8, AH&F Department, dt.24-1-2002, the post of Field Man in Fisheries Department is filled by direct recruitment and qualification prescribed is a pass in SSC and training in Institute of Fisheries Centre (IFTC) or by transfer from A.P. Last Grade Service in Fisheries Department or by promotion from the category of Fisherman. For appointment by transfer/promotion, five years of service is required in addition to the above qualifications. This category forms feeder category to the post of Fishery Overseer along with Petty Yard Officer/Fishery Guard.

Comparison with Agricultural Extension Officer Grade-II and Forest Beat Officer is not appropriate as the qualifications, duties and responsibilities entrusted are entirely different.

Considering the nature of duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.15030-46060 corresponding to Rs.7740-23040, thus improved by one stage. The same pay scale is also applicable to the Petty Yard Officer/Fishery Guard.

Keeping in view of the enhancement of pay scales of feeder categories i.e. Field Man / Petty Yard Officer/Fishery Guard, the Commission assigns a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950 to the category of Fishery Overseer, thus improved by one stage.

5. Fisheries Development Officer : Rs.14860-39540
No. of Posts : 188

It is represented that this category is 1st level Gazetted Officer in the department and with 8-10 mandal jurisdiction for implementing both State and Central Government programmes and also attending statutory duties. It is represented that the admission into the professional courses prescribed for the posts of Fisheries Development Officer, Veterinary Officer and Agriculture Officer are one and the same and considered from the merit through the EAMCET examination. This category is having similar qualifications on par with Veterinary Assistant Surgeon/Agriculture Officer and discharging similar duties. This category was assigned a lower pay scale of Rs.14860-39540, whereas Veterinary Assistant Surgeon, Agriculture Officer and Sericulture Officer in Sericulture Department were assigned a higher pay scales of Rs.18030-43630 and Rs.16150-42590 in 2010 revision. Hence, request is a higher pay scales of Rs.18030-43630 and Rs.16150-42590 on par with them.

Following is the progression of pay scales for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder Post	Promotion post
	(Rs.)						
Fisheries Development Officer	1330-2630	2600-5580	5000-10600	8385-19125 (two stages)	14860-39540 (CS)	Asst. Inspector of Fisheries (Rs.10900-31550)	Assistant Director (Rs.18030-43630)
Veterinary Assistant Surgeon.	1550-3050	3310-6840	6350-13000	9285-21550 (CS)	18030-43630 (one stage)	---	Assistant Director (Rs.20680-46960)
Agriculture Officer.	1380-2750	3110-6380	5980-12100	9285-21550 (one stage)	16150-42590 (CS)	Asst. Extension Officer Grade-I (Rs.15280-40510)	Assistant Director (Rs.19050-45850)
Sericulture Officer.	1330-2630	2750-5960	5300-11300	9285-21550 (three stages)	16150-42590 (CS)	Asst. Sericulture Officer (Rs.13660-38570)	Assistant Director (Rs.18030-43630)

As per service rules issued in G.O.Ms.No.131, A.H&F Department, dated.30.06.1993, this category is filled by direct recruitment, one must possess B.Sc., or M.Sc., Agriculture or Marine Culture or M.Sc., (Agriculture/ Marine Culture)/M.Sc.,(Fisheries/ Marine Biology) / M.Sc., (Zoology). By promotion from the category of Assistant Inspector of Fisheries including Assistant Farm Superintendent and recruitment by transfer of Senior Assistant in Fisheries Department, Assistant Section Officer of Secretariat. For appointment by transfer, the qualifications prescribed are B.Sc., (Zoology) and passing of Departmental Tests.

Comparison with Veterinary Assistant Surgeon, Agriculture Officer and Sericulture Officer is not appropriate, as the duties and responsibilities entrusted, qualifications and area of jurisdiction are entirely different. The successive PRCs did not agree parity with the above categories.

However, keeping in view of duties and responsibilities of risky and arduous in nature, the Commission assigns to this category a pay scale of Rs.29760-80930 corresponding to Rs.15280-40510, thus improved by one stage.

6. Assistant Director : Rs.18030-43630
No. of Posts : 48

It is represented that this post is the 2nd level Gazetted post in the department. He/she is the technical and Administrative Officer responsible for implementation of the department schemes. He is Adjudicating Officer under A.P.MFR Act, 1994 and ex-officio Deputy Registrar of Fisheries Co-op Societies and member in various technical Committees. This category was assigned a lower pay scale of Rs.18030-43630, whereas Assistant Director of Animal Husbandry and Assistant Director of Agriculture was assigned higher pay scales

of Rs.20680-46960 and Rs.19050-45850 respectively. This category is also having additional duties when compared with the duties of Assistant Director of Agriculture and Asst. Director of Animal Husbandry and Asst. Director in Horticulture Department. Request is for higher pay scales of Rs.20680-46960/Rs.19050-45850 on par with Assistant Director of Animal Husbandry/ Agriculture.

Following is the progression of pay scales for this post and comparable posts.

Category	1986	1993	1999	2005	2008 (A.C)	2010	Feeder Post	Promotion post
	(Rs.)							
Assistant Director of Fisheries	1980-3500	3640-7580	6950-14425	10285-24200	-	18030-43630 (CS)	Fisheries Development Officer (Rs.14860-39540)	Deputy Director (Rs.21820-48160)
Assistant Director (Animal Husbandry Department)	1980-3500	3640-7580	6950-14425	10845-25600	-	20680-46960 (one stage)	Veterinary Assistant Surgeon (Rs.18030-43630)	Deputy Director (Rs.25600-50560)
Assistant Director (Agriculture Department)	1980-3500	3640-7580	6950-14425	10285-24200	10845-25600	19050-45850 (CS)	Agriculture Officer (Rs.16150-425900)	Deputy Director (Rs.23650-49360)
Assistant Director (Sericulture Department)	1980-3500	3640-7580	6950-14425	10285-24200	--	18030-43630	Sericulture Officer (Rs.16150-42590)	Deputy Director (Rs.21820-48160)

As per service rules issued in G.O.Ms.No.316, F&A Department, dated.09-04-1991, this post is filled by direct recruitment and one must possess 1st class degree in Fisheries Science/1st class M. Tech in Aqua cultural engineering/first class B.Sc., with Zoology / Fisheries / Ichthyology / Marine Biology/ Biological Science and also by promotion from the category of Fisheries Development Officer and by transfer from the categories of Research Assistant and Hydrologist.

Keeping in view the duties and responsibilities entrusted, the Commission assigns to this category a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

7. Deputy Director : Rs.21820-48160
No. of Posts : 11

It is represented that this is a State cadre post in the department and Assistant Director is feeder category for this cadre. He is responsible for supervision, monitoring and reporting to the Head of the Department on implementation of various schemes of the department. Though this category was similar to Dy. Director in Agriculture / Animal Husbandry department, it was assigned a lower pay scale of Rs.21820-48160, whereas Deputy Directors of Animal Husbandry/ Agriculture were assigned higher pay scales of

Rs.25600-50560 and Rs.23650-49360 respectively. Hence seeking parity with Deputy Director of Animal Husbandry/Agriculture.

Following is the progression of pay scales for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Deputy Director Fisheries Department	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160 (CS)	Assistant Director (Rs.18030-43630)	Joint Director (Rs.25600-50560)
Deputy Director, Agriculture Department	2410-4050	4400-8700	8400-16525	12385-27750/ 13390-28500 (A.C 2008)	23650-49360 (one stage)	Assistant Director (Rs.19050-45850)	Joint Director (Rs.27000-51760)
Deputy Director, Sericulture Department	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Assistant Director (Rs.18030-43630)	Joint Director (Rs.27000-51760)
Deputy Director, Animal Husbandry Department	2410-4050	4400-8700	8400-16525	13390-28500 (one stage)	25600-50560 (two stages)	Asst. Director (Rs.20680-46960)	Joint Director (Rs.27000-51760)

As per service rules issued in G.O.Ms.No.316, F&A Department, dated.09-04-1991, the post of Deputy Director is filled by promotion from the category of Assistant Director.

Keeping in view the duties and responsibilities of this category, which are technical in nature, the Commission assigns to it a pay scale of Rs.46060-98440 corresponding to Rs.23650-49360, thus improved by one stage.

8. Joint Director : Rs.25600-50560
 No. of Posts : 4

It is represented that this category is a State cadre post, responsible for supervision, monitoring and reporting to the Head of the Department on implementation of various schemes and also performing similar duties as the Joint Directors of Agriculture and allied departments. It is stated that this category was assigned a corresponding pay scale of Rs.25600-50560 in 2010 revision, whereas Joint Directors of other departments were assigned a higher pay scale of Rs.27000-51760 and requested for higher pay scale.

Following is the progression of pay scales for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Joint Director, Fisheries Department	2690-4440	5040-8700	9600-16525	14600-29250	25600-50560 (CS)	Deputy Director (Rs.21820-48160)	Addl. Director (Rs.29200-53080)
Joint Director, Agriculture Deptt.	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760 (CS)	Deputy Director (Rs.23650-49360)	Addl. Director (Rs.34050-54360)
Joint Director, Animal Husbandry Deptt.	2690-4440	5770-9260	10950-17575	15500-30000	27000-51760 (CS)	Deputy Director (Rs.23650-49360)	Addl. Director (Rs.31550-53060)
Joint Director, Sericulture Deptt.	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760 (CS)	Deputy Director (Rs.21820-48160)	Addl. Director (Rs.31550-53060)

As per service rules issued in G.O.Ms.No.316, F&A Department, dated.09-04-1991, the post of Joint Director is filled by promotion from the category of Deputy Director.

Keeping in view the duties and responsibilities of this category and the improvement in the scale of pay of the lower category, the Commission assigns to it a pay scale of Rs.52590-103290 corresponding to Rs.27000-51760, thus benefitted by one stage.

9. Additional Director : Rs.29200-53060
 No. of Posts : 2

It is represented that this category is the senior most Technical Officer and second in the hierarchy in the Department, responsible for supervision, monitor and reporting to the Head of the Department on implementation of various schemes. This category was assigned a lower pay scale of Rs.29200-53060 in 2010 revision, whereas Additional Directors of Animal Husbandry and Sericulture were assigned a higher pay scale of Rs.31550-53060 and Additional Director of Agriculture was assigned a higher pay scale of Rs.34050-54360. In view of the above position, request is for a higher pay scale of Rs.34050-54360, Rs.31550-53060 on par with Additional Directors of Agriculture and Sericulture Departments.

Following is the progression of pay scales to this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Additional Director, Fisheries Department	3090-5140	6150-9820	10950-17575	16925-30765	29200-53060	Joint Director (Rs.25600-50560)	Cadre Post
Additional Director, Agriculture Department	3090-5140	6610-9820	12550-18625	19675-30765	34050-54360 (CS)	Joint Director (Rs.27000-51760)	Cadre Post
Additional Director, Horticulture Department	3090-5140	6150-9820	11650-18625	18025-30765	31550-53060 (CS)	Joint Director (Rs.27000-51760)	Cadre Post
Additional Director, Animal Husbandry Department	3090-5140	6150-9820	11650-18625	18025-30765	31550-53060 (CS)	Joint Director (Rs.27000-51760)	Director (Rs.41550-55660)
Additional Director, Sericulture Department	--	6150-9820	11650-18625	18025-30765	31550-53060 (CS)	Joint Director (Rs.27000-51760)	Cadre Post

As per service rules issued in G.O.Ms.No.316, F&A Department, dated.09-04-1991, this category is filled by promotion from the category of Joint Director.

We have considered the overall parities in the scale of pay in different Departments, the complexities of the job and the span of control etc., in pressing the new scale of pay. Keeping in view the duties and responsibilities attached to this post and the improvement in the scale of pay of the lower category, the Commission assigns to this category a pay scale of Rs.61450-105810 corresponding to Rs.31550-53060, thus benefitted by one stage.

Another request by Assistant Director for stepping up of pay on par with Junior is as follows:

It is stated that the incumbent i.e., Sri. N. Hanmanth Rao appointed initially as Research Assistant in the pay scale of Rs.1230-2330 (1986) through APPSC with the qualification of M.Sc., and passed requisite tests and joined duty as Research Assistant on 10.01.1990.

The scale of Rs.700-1200 was assigned both for Research Assistant and Fisheries Development Officer (Previously called as Inspector of fisheries) in 1978 revision. In PRC 1986, Research Assistant was allowed for Rs.1230-2330, whereas Fisheries Development Officer was allowed the scale of Rs.1330-2630, resulting which the anomalies were arisen between the above posts from 1986 revision. This category and Fisheries

Development Officers were considered for promotion to post of Asst. Director of Fisheries as per the combined seniority of above two categories. Out of existing 3 posts of Research Assistants, he was only working as Research Assistant leaving the two posts lying vacant since his initial appointment i.e., dt:10.01.1990. After getting promotion as Assistant Director, he is drawing the basic pay of Rs.27700/- as on 01.01.2013, whereas Fisheries Development Officers who are promoted as Assistant Director are drawing basic pay of Rs.31550/-p.m. as on 01.01.2013. Hence it is requested to rectify the above anomaly by stepping up his pay on par with his junior.

This cannot be construed as an anomaly and can be clarified and examined at the level of the Government as per the existing instructions/orders.

12. CONSUMER AFFAIRS FOODS & CIVIL SUPPLIES DEPARTMENT

12(a) CIVIL SUPPLIES DEPARTMENT

No representations have been received regarding rectification of anomalies. However, it is stated that the Department is implementing various schemes like Procurement (levy) and Minimum Support Price Operations, Public Distribution System, Computerization of IRIS based ration cards/Mid-Day Meal Scheme, Anthyodaya Anna Yojana, the enrolment of Aadhaar project grounding of LPG connections under Deepam scheme, price monitoring of all ECs and enforcement of E.C. Act etc. Besides these schemes the e-pads project and cash transfer scheme, is being implemented in the department.

The District Supply Officer has to collect the daily information from the Mandals on various subjects of Civil Supplies and to send the daily information to the Commissioner of Civil Supplies, A.P., Hyderabad by compiling the information received from the Mandals.

The Civil Supplies executive staff U.D. Revenue Inspectors, Senior Checking Inspectors and Junior Enquiry Inspectors are touring in their respective area for 20 days a month and the Civil Supplies Deputy Tahsildars are working at erstwhile Taluq level comprising of 3 to 4 Revenue Mandals and assisting the Divisional Assistant Supply Officers in their jurisdiction. The Grain Purchasing Assistants are also attending to Civil Supplies work besides Paddy Procurement and MSP operations. Supply Officers who are equivalent to Tahsildar are working at Divisional Level and are in-charge of 8-10 Mandals. The Assistant Grain Purchasing Officers are looking after the Paddy Procurement, MSP operations.

The Civil Supplies Services Association requested for sanction of FTA to the categories of District Supply Officer, Assistant Supply Officer, Assistant Grain Purchasing Officer, Deputy Tahsildars, L.D.R.I./Upper Divisional Revenue Inspector, Senior Checking Inspector/Junior Checking Inspector. Another request is for enhancement of Conveyance Allowance by 100% as the existing allowance is very meagre.

This aspect will be dealt with in the relevant chapter of volume-I.

Presently categories of this department are having parity with similar posts in Revenue Department in pay scales and same parity may be continued.

12 (c) A.P. STATE CONSUMER DISPUTES AND REDRESSAL COMMISSION

To provide speedy and simple redressal to consumer disputes, quasi-judicial machinery is set up at each District, State and National levels called District Forums, State Consumer Disputes Redressal Commission and National Consumer Disputes Redressal Commission respectively. The A.P. State Consumer Disputes Redressal Commission started functioning on a full time basis from 20.01.1993 in Hyderabad. This was followed by setting up of district forum on full time basis with one President & two members to each of the District Forum.

1. Sheristedar	:	Rs.11530-33200
No. of Posts	:	29

It is represented that Sheristedars/Head Assistants are working in 29 District Consumer Fora. Section 10 of the Consumer Protection Act lays down that each District Forum should be headed by a Sheristedar, who should be in the rank of Superintendent in the State Government, whose duties involve assisting the Forum in Judicial and administrative matters and also look after the work relating to maintenance of Library, preparation of bills, T.A. Bills, maintaining books of accounts and keeping the Bank Guarantees which are taken from the parties etc.

It is further submitted that prior to issuance of the rules vide G.O.Ms.No.34, Consumer Affairs, Food and Civil Supplies (CS.III) Department, dated.27-04-2006. Sheristedars were being fitted in the scale of pay of Rs.6505-15025 in RPS 2005. Consequent to the issuance of G.O. stated above, the Sheristedar are entitled to avail the benefit of equivalent cadre in the District Collectorate i.e., Superintendent together with Pay and Allowances and other benefits as specified in the G.O.

As per recommendations of PRC 2010, this category was assigned a pay scale of Rs.11530-33200, whereas the Superintendent of Land Administration Department assigned pay scale of Rs.14860-39540. They approached the Hon'ble High Court by filling W.P.No.14124/2010 along with MP.WP.No.17762/2010 and the Hon'ble High Court in interim order, dated.21-06-2010, it was directed the respondents to consider the cases of the petitioners and extend the benefits under G.O.Ms.No.34, CA, F&C (Cs. III) department, dated.27.04.2006. However, the final outcome of the case and action taken by the department is not clearly indicated.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Sheristedar/Head Clerk/ Head Assistant	--	4430-9300	6505-15025	11530-33200	Senior Assistant (Rs.10900-31550)	Section Officer (Rs.18030-43630)

Category	1986	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Superintendent/ Sheristadar of Collectorate and other Officers	1330- 2630	5000- 10600	7770- 18575	14860- 39540	Senior Assistant (Rs.10900- 31550)	AO/AD (Rs.18030 -43630)

According to the service rules issued in G.O.Ms.No.34, dated.27.04.2006, the category of Sheristedar /Head Assistant / Head Clerk is filled by promotion of Senior Assistant or by transfer from other zones, or by direct recruitment, if suitable candidates are not available. For all methods, one must have a degree in Arts/ Science / Commerce. As per schedule-II of the above orders, the corresponding post to these categories is Superintendent of Collectorate and other services.

This category represented to PRC 2010 seeking parity with Superintendent under common category. The PRC observed that this category was comparable with Superintendent of Judicial Department, accordingly assigned a pay scale of Rs.11530-33200.

In view of the above position, the Commission assigns to this category a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 on par with Sheristedars / Superintendent of Judicial Department, thus improved by five stages.

13 (a) SCHOOL EDUCATION DEPARTMENT

- 1. Secondary Grade Teacher : Rs.10900 - 31550**
 No. of posts :

The request on behalf of Secondary Grade Teacher is for a higher pay scales ranging from Rs.22120-53880; Rs.25500-73400; Rs.22600-37450; Rs.23200-71220. It has been stated that the Secondary Grade Teachers have been deprived of the advantage of two increments in the earlier fixations on account of their pay being fixed with the minimum of the scale instead of one stage above the minimum in the revised pay scales. Stating this, a number of Teachers Associations requested for assigning the higher pay scales.

The other requests are the following:

1. Introduction one more stage under Automatic Advancement Scheme and assigning special Grades of SPP-I and SPP-II without insisting on the required qualifications.
2. Sanction of Special pay to those handling higher classes.
3. Rectification of anomalies in fixing pay scale of Secondary Grade Teachers on account of revision in 1999, 2005 and 2010.

According to A.P. School Education Subordinate Service Rules issued in G.O.Ms.No.538, Education Department, dated.20-11-1998, appointment to this post is by direct recruitment and also by transfer from other categories in Class-III of the Education Sub-ordinate Service Rules. The minimum qualification prescribed is a pass in Intermediate and Teachers Training Certificate issued by the Commissioner for Govt. Examinations or its equivalent. This category forms feeder category to the post of School Assistant.

This category has represented to the earlier PRCs seeking parity with Senior Assistant, Librarians of Junior Colleges and Librarian (SCERT). The same has not been accepted.

Following is the progression of pay scales for this post.

Category	1978	1982 Regrouped Scale	1986	1993	1999	2005	2010
	(Rs.)						
Secondary Grade Teacher	450- 700	530-850 (3 stages)	1010- 1800 (CS)	1975- 4010 (one stage)	3750- 7650 (CS)	5470- 12385 (CS)	10900- 31550 (two stages)

The Commission notices that the PRC 2010 had improved the pay scales of this category by two stages.

The Commission is of the view that considering the entry level qualification prescribed for this category, the existing pay scale is adequate.

The Commission, therefore assigns to it the pay scale of Rs.21230-63010 corresponding to Rs.10900-31550.

2. Language Pandit Grade-II : Rs. 10900- 31550
 No. of posts :

It is represented that the Telugu pundits are getting the lower pay scale than that of the School Assistants those who are appointed with same qualifications as shown below:

Name of the School	Classes they are dealt with	Teacher working	Qualifications
Primary School	1 st to 5 th Classes	S.G. Teacher	TTC + Intermediate
Upper Primary School (along with Primary School)	1 st to 7 th Classes	S.G. Teacher/ School Assistant/Language Pandit	SG Teacher to teach 1 st to 5 th Classes and Degree + B.Ed., Teachers to teach 6 th to 8 th Classes; Language Pandits with Degree + Telugu Pandit Training for teaching Telugu subject treating them as SGTs whereas the subject teachers are appointed as School Assistants and some times as Head Masters.
High School	6 th to 10 th Classes	School Assistant/Language Pandit	School Assistants are being appointed to teach all the subjects with Degree + B.Ed, qualification. In the case of Telugu Subject, Language Pandits with Degree + Telugu Pandit Training are being appointed for teaching Telugu subject treating them as Gr-II (i.e. equal to SGTs).

Thus though they are having the equal qualifications for appointment as Telugu Pandits in Zilla Parishad high schools with Degree plus B.Ed., qualification, on par with the School Assistants, these Pandits are appointed as SGT Grade-II. They are teaching the subjects like School Assistants, but they are not getting pay on par with School Assistants. The request is to enhance the pay scale on par with School Assistant those who are working in Upper Primary Schools and to re-designate them as School Assistants.

The Language Pandit Grade-II was in a higher scale as compared to Secondary Grade Teacher upto 1978 revision. In the wake of introduction of regrouped pay scales in 1982, this category was given a pay scale on par with Secondary Grade Teacher.

The progression of pay scale of this category is as follows:

Category	1978	1982 Regrouped Scale	1986	1993	1999	2005	2010
(Rs.)							
Language Pandit Gr-II	530- 850	530-850 (C.S.)	1010- 1800 (C.S.)	1975- 4010 (one stage)	3750- 7650 (C.S.)	5470- 12385 (C.S.)	10900-31550 (two stages)
Secondary Grade Teacher	450- 700	530-850 (3 stages)	1010- 1800 (C.S.)	1975- 4010 (one stage)	3750- 7650 (C.S.)	5470- 12385 (C.S.)	10900-31550 (two stages)

According to A.P. School Education Subordinate Service Rules issued in G.O.Ms.No.538, Education, dated.20-11-1998, appointment of Language Pandit Grade-II is by direct recruitment or by transfer from other categories of Class-III employees of State Government. The qualifications prescribed for both the methods are Oriental title with Pandit training in the relevant language. The rules also stipulate that candidates with B.A., in the relevant language as one of the optional subjects and Pandit training or its equivalent or B.Ed., could also be appointed.

This category has represented to the earlier PRCs seeking parity with Senior Assistant, Librarian of Junior Colleges and Librarian (SCERT). The same has not been accepted.

In 2005 revision, this category represented for higher pay scale on par with Language Pandit Grade-I, but it was not accepted, as qualifications cannot be the sole basis for determining the pay scales. One is a feeder category to the other. The Language Pandits Grade-II had parity with SGB Teachers in successive PRCs.

The Pay Revision Commission 2010 recommended the pay scale of Rs.10900-31550 (Rs.6195-14175) for this category. This is an improvement of two stages. The request is for assigning the pay scale on par with School Assistant is not reasonable.

The Commission considers the existing pay scale of this category to be adequate and assigns to it the pay scale of Rs.21230-63010 corresponding to Rs.10900-31550.

Other request for re-designate them as School Assistants does not come under purview of the Commission.

3. Physical Education Teacher : **Rs.10900 – 31550**
No. of posts :

It is represented that the Physical Education Teachers are totally neglected in our State though it is an integral part of general education and has

key role in the Education Curriculum. For a healthy and all round development is essential for all citizens in any country. The Radha Krishna Commission, Mudaliar Commission, Kothari Commission and National Sports Policy recommended improving the standards in Physical Education and status of Physical Education Teachers.

Further they stated that the NIS coaches working in SAAP appointed under category-3, after completing 5 years of service they are promoted in to category-II, after completing of 5 yeas service again they are promoted Grade-I, coaches without any qualification, and the Coaches are working 3 hours per day. Whereas the physical Education Teacher is working for 5 ½ hours per day and taking the teams to participate in Mandal, Zonal, District, Rural, Inter District and national level Games keeping them away from their families for several days (i.e. day and night) they are handling coaching, physical fitness, health education. His /her job chart (work load) is more than other teachers and SAAP coaches. The same promotion period may be followed to the PETs/ PDs / School Assistant (Physical Education) on par with Sports Authority of Andhra Pradesh Employees.

Now, the Association has requested to examine the following points and redress the injustice being meted out to the cadre of Physical Education Teachers and recommended their grades on par with Category-II service i.e. Physical Director (Grade-II) & School Assistant i.e.Rs.14860 – 39540.

1. **Up gradation of PET posts into Grade-II Physical Director / School Assistant (Physical Education) Posts in Aided, Municipal and IDA High Schools.**
2. **Study Leave:** Physical Education Teachers / Physical Director Gr-II/ School Assistant (Physical Education) may be permitted to go for higher studies for a period of two years on study leave with full pay.
3. **Sanction of Special pay for teaching Higher classes:** Requested to consider a special pay of Rs.1000/- per month to all such PETs who are working in High Schools and handling High School sections.
4. **Exemption from passing the PAT for PETs who crossed 45 years for getting 16 years scale on par with other category of teachers.**
5. **Request for enhancement of CCA and other allowance by 50%.**
6. **Provision for Kit Allowance as Rs.1000/- per month :** It is stated that the physical Education Teachers require kit such as shoes, socks, track suits , banyans, T. shirts, knee caps, supporters, shots and white uniforms, caps etc., the above kit is very essential for Physical Education Teachers /Physical Directors Grade-II / School Assistants (Physical Education) to conduct daily Physical Education Programme and national festivals the Physical Education Teachers who are involved in coaching the school children for the participation in games and sports at Mandal/ Rural/ Divisional / District / State / National in Association Tournaments or School Games Federation of India Tournaments. The Physical Education Teacher/ Physical Director / School Assistant (Physical Education) be awarded Rs.1000/- per month towards the kit allowance.

7. Sanction of additional increments for possessing additional qualifications of M.Phil./Ph.D., for all categories of teachers.

8. Sanction of Risk allowance may be paid to the Physical Education Teachers/ School Assistant (Physical Education) during coaching camps and to escort with the teams in the day and night time during District level / State level / National level School Games tournaments Rs.3,000/- Rs.5,000/- and Rs.7,500/- respectively. Another request to sanction special risk allowance Rs.2000/- p.m. to the District School Games organizing Secretary for conduct and sending the District teams to participate the State level tournaments.

The Commission notices that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.21230-63010 corresponding to Rs.10900-31550.

The up-gradation of the post as Physical Director Grade-II / School Assistant does not come under purview of the Commission and other request for sanction of Special Pay and Allowance are to be dealt in relevant chapters at Vol-I.

4. School Assistant : Rs.14860-39540
No. of posts :

No anomaly has been pointed out. It is represented that School Assistants have longer working hours than other categories of teachers in the same pay scales. A comparison is also drawn with Teachers of Central Government Schools. Another request on behalf of School Assistants is for a higher pay scales ranging from Rs.34600-91900; Rs.25660-62520; Rs.30020-56290; Rs.31840-92260.

This is the first category in class-I of School Education Sub-ordinate service. Appointment to this category is by direct recruitment and by promotion from S.G. teachers, Language Pandits Grade-II and other categories in Class-III of School Education Sub-ordinate service and also by transfer from Junior Assistants and equivalent cadres in ministerial service under the control of Director School Education. The qualification prescribed for all three methods is a Bachelor Degree in the relevant subject and B.Ed., degree.

This category has represented to the successive PRCs seeking parity with Supervisor (Engineering) and the teachers of Central Government Schools. The same has not been accepted.

Following is the progression of pay scales to this category.

Category	1978	1982 Regrouped Scale	1986	1993	1999	2005	2010
	(Rs.)						
School Assistant	575-750	700-1200 (3 stages)	1280-2440 (C.S.)	2525-5390 (one stage)	4850-10250 (C.S.)	7200-16925 (C.S.)	14860- 39540 (3 stages)

Comparison with Teachers of Central Government is not accepted. The Commission notices that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

5. Mandal Educational Officer : Rs.16150-42590

No. of Post :

It is represented that the Mandal Educational Officer and High School HM Gr-II (Gazetted) posts are inter transferable and previously both are having same scale of pay, but the 9th PRC recommended lower pay scale to Mandal Educational Officer.

It is stated that Mandal Educational Officer and Gazetted Head Master Grade-II posts are inter-transferable and previously both categories are having same scale of pay i.e., Rs.9285-21550 in 2005 pay revision, but 9th PRC assigned a lower pay scale of Rs.16150-42590 for category of M.E.O. and Gazetted Head Master Grade-II (Gazetted) was assigned a higher pay scale of Rs.18030-43630. Request is to assign the pay scale of Rs.18030-43630 on par with Headmasters Grade-II (Gazetted) and to change the nomenclature as Mandal Parishad Educational Officer (MPEO).

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Mandal Educational Officer	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550	16150-42590 (C.S)	School Assistant, Grade-I Language pandit, Head Master of Primary schools (Rs.14860-39540).	Gazetted Head Master Gr-I / Deputy Educational Officer (Rs.18030-43630)
Head Master Gr-II	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550	18030-43630 (one stage)	School Assistant, Grade-I Language pandit, Head Master of Primary schools (Rs.14860-39540).	Gazetted Head Master Gr-I /Deputy Educational Officer (Rs.18030-43630)

According to A.P. Educational Service Rules vide G.O.Ms.No.505 Education (Services-I) Department, dated.16-11-1998, appointment to this category is by transfer from School Assistants Headmasters of Primary Schools and Grade-I Language Pandits of A.P.S.E.S.S. and the categories of Gazetted Headmaster/Headmistress Grade-II of Govt. High School / Zilla Parishad High School, Mandal Education Officer, Deputy Inspector of Schools; Project Officer (NFE) are comes under similar category-I of Class-IV of A.P. Educational Service Rules. This Category did not represent to PRC, 2010 and assigned a corresponding scale of Rs.16150-42590.

It is seen from the above that the post of Mandal Educational Officer and the Post of Gazetted Head Master Grade-II are inter-transferable, hence the Commission recommends to this category the pay scale of Rs.35120-87130, corresponding to Rs.18030-43630 on par with Gazetted Head Masters Grade-II. Change of nomenclature does not come under the purview of the Commission.

6. Deputy Inspector of Schools : Rs.16150-42590
No. of post :

No representation.

As per service rules, this category is filled by direct recruitment and by promotion from Gazetted Head Master/ Gazetted Head Mistress Grade-II of Government High School/Zilla Parishad High School, Mandal Education Officer and Project Officer (NFE) and also by transfer from Lecturer (DIET). For all above methods, one must possess a Degree in Arts/Science/Commerce and a Degree in Education.

The Commission notices that this category is having parity with Gazetted Head Master/Gazetted Head Mistress Grade-II and Mandal Educational Officer in successive PRCs i.e., upto 2005 revision and was assigned a pay scale of Rs.16150-42590 in 2010 revision. They are having heavy duties and have a jurisdiction over all the Schools of Mandal and entrusted non-academic work. Moreover, the above category is classified as category-I of Class-IV of A.P. Educational Service Rules along with Gazetted Head Master/Gazetted Head Mistress Grade-II and Mandal Educational Officer. Hence the Commission recommends to this category a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

7. Gazetted Head Master/Headmistress : Rs.18030-43630
Grade-II
(In Government and Z.P. High
Schools) (Formerly Head Masters
of Secondary Schools)
No. of posts :

The request on behalf of Gazetted Head Master / Headmistress Grade-II is for a higher pay scales ranging from Rs.38930-103420; Rs.37450-68030; Rs.28660-69850; Rs.41940-101500. No anomaly has been pointed out. The request is for assigning higher pay scale.

According to the revised Service Rules issued in G.O.Ms.No.505, Education (Service-I) Department, dated.16-11-1998, appointment to this category is by transfer from School Assistants, Headmasters of Primary schools and Grade-I Language Pandits of Educational Sub-ordinate service. The qualification prescribed is a Degree in Arts/Science/ Commerce and Degree in Education.

This category has represented to successive Pay Revisions seeking parity with Assistant Directors of Fisheries, Statistical Officers, Geo-Physicist of

Ground Water Department and Lecturers of Degree Colleges. The same has not been agreed. The progression of pay scale of this category is as follows.

Name of the category	1978	1982 Regrouped scale	1986	1993	1999	2005	2010
	(Rs.)						
Gazetted Head Master / Gazetted Head Mistress Gr-II	750- 1300	900- 1500 (two stages)	1550- 3050 (C.S.)	3110- 6380 (one stage)	5980- 12100 (C.S.)	9285- 21550 (one stage)	18030 – 43630 (one stage)

The Commission considers the existing pay scale of this category to be adequate and assigns to it the scale of Rs.35120-87130 corresponding to Rs.18030-43630.

- 8. Deputy Educational Officer : Rs.18030 - 43630**
No. of Posts :
- 9. Gazetted Headmaster Grade-I/
Gazetted Headmistress Grade-I : Rs.18030 - 43630**
No. of Posts :

It is represented that the pay scale of Headmaster Grade-I should be changed as Rs.20680–46960 instead of Rs.18030–43630. The 9th Pay Revision Commission has recommended the same pay scale i.e., 18030-43630 for both Head Masters Grade-I, Grade-II and Deputy Educational Officer Posts. Whereas the Head Master Grade-II is a feeder category post to the Head Master Grade-I. Request is to assign the higher pay scale of Rs.20680–46960 instead of Rs.18030-43630. The progression of pay scales of these categories are as follows:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Educational Officer / Head Master Grade -I	1980- 3500	3640- 7580	6950- 14425	10285- 24200 (C.S.)	18030- 43630 (C.S.)	Head Master Grade-II (Rs.18030-43630)/ M.E.Os. (Rs.16150-42590)	District Educational Officer (Rs.21820-48160)
Head Master School Education Gr-II	1550- 3050	3110- 6380 (one stage)	5980- 12100 (CS)	9285-21550 (one stage)	18030- 43630 (one stage)	School Assistant, Grade-I Language pandit, Head Master of Primary schools (Rs.14860-39540)	Gazetted Headmaster Gr-I (Rs.18030-43630)

According to A.P. Educational Service Rules vide G.O.Ms.No.505, Education (Services-I) Department, dated.16-11-1998, the category of Deputy Educational Officer to be filled by the direct recruitment one must possess a P.G. Degree subject suitable for admission into B.Ed., Course. The category of Gazetted Head Master Grade-I to be filled by promotion from the category of Gazetted Headmasters Grade-II and Mandal Educational Officers, one must have possess a graduate degree in Arts/Science/Commerce and a graduate

degree in education and the categories of Deputy Educational Officer and Gazetted Headmaster/Headmistress Grade-I comes under the category-I of Class-III of A.P. Educational Service Rules.

This categories did not represent to the P.R.C. 2010, however the Commission assign the corresponding pay scale i.e., Rs.18030-43630.

The Gazetted Head Master / the Gazetted Head Mistress Grade-II forms (Class-IV category-I of A.P. Education Services) feeder category to the post of Gazetted Head Master / Gazetted Head Mistress Grade-I / Deputy Educational Officer (Class-III Category-I of A.P. Education Service Rules). Hence the Commission assigns to this category a pay scale of Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by two stages.

10. Assistant Director : Rs.18030-43630
No. of posts :

It is represented that for a pay scale of Rs.20680-46960 for the category of Assistant Director.

The category of Assistant Director is filled by transfer from Auditors and Superintendents in the A.P. Ministerial services in the office of DSC and all Moffusil offices under the control of DSE.

The Commission assigns a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960 to Assistant Director on par with Deputy Educational Officer/Gazetted Head Master/Gazetted Head Mistress Grade-I, thus maintains uniformity in the pay scales. These pay scales are equally applicable to Special Officer (Hindi/Oriental Studies/English/ Urdu)/ Assistant Director (NFE).

11. District Educational Officer : Rs.21820-48160
No. of post :
12. Deputy Director : Rs.21820-48160
No. of post :

No representation.

As per service rules, the category of District Educational Officer/Deputy Director is filled by promotion from Deputy Educational Officer /Gazetted Head Master/Gazetted Head Mistress Grade-I, Lecturer, S.C.E.R.T./I.A.S.E/C.T.E, Senior Lecturer, D.I.E.T, Assistant Director. One must possess a Degree with B.Ed., and one must put in one year service in the category of Deputy Educational Officer.

The Commission notices that the workload, duties and responsibilities have increased abnormally in recent times. Further, duties of these categories are administrative as well as academic in nature. The Commission therefore assigns to this category a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage. The above pay scales are equally applicable to Special Officer (Text Books)/Deputy Director (Oriental Studies)/Deputy Director (Planning/Training/ MC).

District Institute of Education & Training (DIET)

13. Lecturer (DIET) : Rs.18030-43630
No. of Post : 30

It is stated that the District Institute of Education and Training (DIETs) are the premier institutions at the district level which undertakes pre-service and in service Teachers Education programme at the elementary level. The qualifications required for Lecturers of District Institute of Education and Training (DIETs) are two Post Graduations i.e. M.A./ M.Sc., and M.Ed., they are dealing with the pre-service and in service teacher education. They are requested with Junior Lecturer who are possessing a qualification of single Post Graduation to teach Intermediate level or Higher Secondary level. It is stated that parity could be drawn with the scales of Lecturers of Polytechnic in the State, where they are dealing the courses of post secondary courses i.e., diploma courses, are drawing higher scales (AICTE recommended scales) than the Lecturers in DIETs. Request is to assign higher pay scale on par with Lecturers of Polytechnic colleges.

Following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Lecturer in DIET	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	School Assistant/ Head Master of Primary schools,/ Language Pandits Grade-I (Rs.14860-39540)	Senior Lecturer (Rs.20680-46960)
Lecturer in Polytechnic	1980-3500	3640-7580	6950-14425	10845-25600	19050-45850	Associate Lecturer (Rs.16150-42590)	Head of Section (Polytechnics / State vide Institutions) (Rs.23650-49360)

According to service rules appointment to the category of Lecturer (DIET) is by direct recruitment and also by transfer from School Assistants, Head Masters of Primary Schools and Grade-I Language Pandits of the A.P. School Education Subordinate Service. For both the methods, the qualification prescribed is 1st or 2nd class Post-graduate Degree in the relevant subject together with 1st or 2nd class post-graduate degree in education in the relevant subject.

This category sought parity with Lecturer Govt., Degree College in 2005 revision on the ground that they were having double P.G. The Pay Revision Commission endorsed the views of the 1999 and assigned a revised pay scale of Rs.9285-21550, improvement by one stage. The PRC 2010 did not agree parity with Lecturer of Govt. Degree College and assigned a revised scale of Rs.18030-43630, thus benefited by one stage.

The Commission notices that the comparison with Lecturer in Polytechnics is not appropriate, as the duties and responsibilities are different. The existing pay scale of this category is adequate and the Commission assigns to it the pay scale of Rs.35120-87130 corresponding to Rs.18030-43630.

14. Senior Lecturer (DIET) : Rs.20680-46960
No. of Posts :

It is stated that the Senior Lecturers of DIETs possess double PG qualifications, with considerable teaching experience in Teacher Education as a Lecturer, teaching of the courses of post Intermediate level. They are the Head of the Departments, and as per the MHRD guidelines, the cadre of Senior Lecturer is equated to that of the Principal of Junior College, where as they are allotted a pay scale is Rs.20680-46960 on par with Lecturer of Degree College. It is stated that a parallel can be drawn in the Directorate of Intermediate Education and the next promotion to the post of Junior Lecturer is Principals of Junior College. In the scale of Rs.21820-48160. Hence the Senior Lecturer working in DIET, having more scale than the Junior Lecturer is going to next higher post i.e., Principal of DIETs, by this logic at least the Senior Lecturer of DIET should get the scale equivalent to the Principal of Junior College (Rs.21820-48160).

Progression of the pay scale of this category and comparable posts are as follows:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Senior Lecturer in DIET	1810-3230	3640-7580	6950-14425	10285-24200	20680-46960	Gazetted Head Master-II/ Mandal Educational Officer/ Deputy Inspector of Schools/ Project Officer (NFE) and Lecturer (DIET)/ Lecturer in Art Education, DIET (Rs.18030- 43630)	Principal (DIET) (Rs.21820-48160)
Head of Department of Polytechnic	2410-4000	4400-8700	8400-16525	13390-28500	23650-49360	Lecturer (Poly technique)/ State wide Institution) (Rs.19050-45850)	Principal (Polytechnic/ State Wide Institutions (Rs.27000-51760)
Principal of Junior College	2150-3690 +150 special pay	4140-8140 special pay (merged)	7900-15475	11755-26300	21820-48160	Junior Lecturer (Rs.18030-43630)	District Vocational Education Officer (Rs.21820-48160)

As per the A.P. Educational service rules, vide G.O.Ms.No.505, Education (Services-I) Department, dated.16-11-1998, the category of Senior Lecturer, of DIETs belong to class-III under category 4 and the category is filled by direct

recruitment and by promotion from the categories of Gazetted Headmaster / Headmistress Grade-II, Mandal Educational Officers, Deputy Inspector of Schools, Project Officer (NFE), Lecturer in D.I.E.T. and Lecturer in Art Education (DIET). The qualification and teaching experience for becoming Lecturers of SCERT/IASEs/ CTEs/GOPE is same as of Senior Lecturers of DIETs.

Further, the Senior Lecturers act as the Head of the Department in DIETs they are dealing with post intermediate course and possessing double Post Graduations.

Comparison with head of sections of polytechnic colleges / Principal of Junior Colleges is not appropriate as the duties and responsibilities, level of supervision are extremely different.

The Commission considers the existing pay scale of this category to be adequate and assigns to it the pay scale of Rs.40270-93780 corresponding to Rs.20680-46960.

15. Principal (DIET) : Rs.21820-48160
 No. of posts :

It is stated that Principals of District Institute of Education and Training (DIETs) is in Class-II category-III officer cadre of APES rules. The qualifications required for the principals of DIETs is double Post Graduation and with a substantial teaching experience in Teaching Education. In spite of these requirements the scale awarded in the 9th PRC is Rs.21820-48160 which is less than the pay scale of other teaching categories of class-II offices (i.e. Principals of CTE/Professors in the scale of Rs.23650-49360). It is further stated that the DIET is only one Institute at the district level, meant for training to in service teachers and pre-service teachers at the elementary level. The Principal and other teaching staff working in the DIETs are dealing the courses of post Intermediate level or higher secondary level. Request is to assign a higher pay scale of Rs.23650-49630 on par with Principal, College of Teacher Education.

Following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category
	(Rs.)					
Principal of DIET	2150-3690	3880-8140	7900-15475	11755-26300	21820-48160	Deputy Educational Officer / Parishad Educational Officer / Lecture (SCERT/I.A.S.E/C.T.E/Sr. Lecturer, DIET/ Assistant Director (Non formal Education) Statistical Office (English/ Hindi/ Urdu/Special Officer (Oriental Studies) Asst. Director/Gazetted Administrative Officer / Assistant Pension Officer (Rs.18030-43630)
Principals of CTE (College Teacher Education)	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360	Junior Lecturer in Junior Colleges (Rs.18030-43630)

As per service rules, this category is filled by promotion from the categories of Deputy Educational Officer/Parishad Educational Officer/ Lecturer (S.C.E.R.T., I.A.S.E./C.T.E.)/Senior Lecturer, D.I.E.T./ Assistant Director (N.F.E.) and Special Officer (Oriental Studies) and also by transfer from the categories of District Educational Officer, Deputy Director and Principal, College of Teacher Education(CTE).

The Commission notices that the feeder category to this category is Sr. Lecturer (DIET) in the pay scale of Rs.20680-46960. Keeping in view of the above position, the Commission assigns to this category a pay scale of Rs.46060-98440 corresponding to Rs.23650-49360, thus improved by one stage.

- 16. Professor (SCERT / IASE) : Rs.23650 - 49360**
 No. of Posts :
17. Principal (CTEs & GCPEs) : Rs.23650 - 49360
 No. of Posts :

It is stated that the present category of Principal, College of Teacher and Professor of SCERT/SIET/ IASEs belonging to Class-II under category-II officer cadre of APES rules were given the pay scale of Rs.23650-49360. The qualifications required for the Principal, College of Teacher and Professor of SCERT/SIET/IASEs are double Post Graduations and with a substantial teaching experience in Teacher Education. It is stated that the above personnel deal with courses of Post Graduation and Graduation and also in service teacher training programmes and extension services, where the Principals of Institutions of Polytechnic deals with post SSC courses (Class-X) have given the pay scale of Rs.27000-51760. The Professors of MCRHRDI, were given the pay scale of Rs.29200-53060. Request is to assign the pay scale of Rs.29200-53060 on par with Professor of MCRHRDI or at least a pay scale of Rs.27000-51760 on par with Principal of Polytechnic Colleges.

The Progression of pay scale of this post and comparable posts are as follows:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Principals of College of Teacher and Professors of SCERT/ IASE	2410-4050	4400-8700	8400-16525	12385-27750	23650-49360	Dy. Educational Officers, Gazetted Head Master/ Head mistress Gr-I (Rs.18030-43630) / Parishad Education Officer/ Lecturer (SCERT/ IASE/ (CTE) (Rs.20680-46960)/ Senior Lecturer (DIET), Asst. Director (non formal Education) and Special Officer (Oriental Studies) (Rs.21820-48160)	Principal IASE (Rs.27000-51760)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Professor of MCRHRDI	3090-5140	5770-9260	10950-17575	16925-30765	29200-53060	--	-
Principal of Polytechnic Colleges	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Head of Section (Rs.23650-49360)	-

As per service rules the categories of Principal, College of Teacher Education (CTE) and Professor IASE / SCERT are belonging to category 2 and 4 of Class-II respectively. These posts are filled by promotion from the category of Deputy Educational Officers, Gazetted Head Master/Headmistress Grade-I, P.E.O., Lecturer (SCERT/IASE/CTE), Senior lecturer (DIET), Assistant Director (non formal Education) and Special Officer (Oriental Studies) and by transfer from the category of District Educational Officer, Deputy Director.

The Commission notices that comparison with Professor of MCRHRDI / Principals of Polytechnic Colleges is not appropriate as the duties and responsibilities, functions and qualifications are different. The Commission considers the existing scale of this category is adequate and accordingly assigns to it the pay scale of Rs.46060-98440 corresponding to Rs.23650-49360.

13(b) ADULT EDUCATION DEPARTMENT

Major focus of Adult Education Department is implementation of Saakshar Bharat Programme in the State. The Programme aims at raising the overall literacy rate, reduce the gender gap and minimizing the regional, social and gender disparities in the literacy level throughout the Country. In Andhra Pradesh, 19 districts, except Hyderabad, West Godavari, Krishna and East Godavari are being covered under Saakshar Bharat Programme. The four districts are having more than 50% of female literacy, so they were not included in the Programme. At District level, the Zilla Lok Siksha Samithi, at Mandal level, Mandal Lok Siksha Samithi and at Pachayat level, Gram Panchayat Lok Siksha Samithi are implementing agencies.

1. Supervisor : Rs.10900-31550
 No. of posts : 254

It is represented that this category is a field level supervisory post having jurisdiction of 3-4 mandals. He has to conduct Survey and identification of illiterates and bring awareness among the people. In recent times, they have to supervise more than 30 centres in each Mandal, have to travel 20-25 days in every month and sometimes stay in villages. Further, they are not having promotional chances even after completion of 25 years of service. It is therefore requested for assigning a higher pay scale of Rs.14860-39540 and Rs.12550-35800 on par with Extension Officer (PR &RD) and Extension Officer Grade-I in Women and Child Welfare Department.

The following is progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Supervisor (Adult Education)	1100-2050	2075-4270	3950-8150/ 4190-8700 (AC 2004)	6195-14175	10900-31550	Typist (Rs.8440-24950)	Statistical Asst. (Rs.11530-33200)
Extension Officer Grade-I Panchayat Raj Dept.	1280-2440	2525-5390	4850-10250/ 5000-10600 (AC 2004)	8385-19125	14860-39540	Executive Officer Grade-II (Panchayat Secretary Gr-II) (Rs.10900-31550)	Mandal Parishad Development Officer (Rs.16150-42590)
Extension Officer Gr-I Women Development and Child Welfare Dept.	1150-2110	2315-4880	4430-9300	6675-15500	12550-35800	Extension Officer Gr-II (Rs.9200-27000) Balwadi Teachers/ Cretch (Rs.9460-27700)	Asst. Project Officer/Child Development Project Officer/Addl. Child Development Project Officer/ Manager, R.Ware House/ Women and Child Welfare Officer (Rs.16150-42590)

The Commission notices that a critical review of service rules for this department is very much required. This was already observed by 2005 & 2010 Pay Revision Commissions.

Comparison of this category with Extension Officer Grade-I in Panchayat Raj Department and Women Development and Child Welfare Department is not valid, as the duties and responsibilities are entirely different. Keeping in view the jurisdiction and number of institutions covered by this category, the Commission recommends a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200 (i.e., improved by one stage).

2. Statistical Assistant : Rs.11530-33200
 No. of Posts : 25

It is represented that this category is corresponding in the office of Deputy Directors. He is entrusted with not only updation of data received from subordinate officers but also performing administrative duties. Further, stated that this category is having limited promotional avenues to the post of Assistant Project Officer when compare to Supervisor, since the ratio between Statistical Assistant and Supervisor has not been clearly earmarked in the Service Rules. As a result of which they are deprived of promotional avenues. Further, they have completed more than 25 years of service without having any promotion and stagnated in the same post. In view of the above request is a higher pay scale of Rs.14860-39550 on par with Statistical Assistant of Agriculture/Horticulture/AMC.

As per service rules, appointment to the post is made by transfer from among the members of the A.P. Ministerial Services and by promotion of Supervisor in the department or by transfer from among the staff working in similar wings of Bureau of Economics and Statistics or by direct recruitment. The qualifications prescribed are a degree with Mathematics or Statistics as one of the subjects and 2 years service in the category that a person holds on the date of selection and appointment in the department. Preferential qualification is 1st or 2nd class Masters Degree with Mathematics or Statistics as one of the main subjects or special subjects and experience of Statistical Analysis for 2 years.

The following is progression pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Statistical Assistant	1150-2110	2195-4560	4190-8700/ 4430-9300 (AC 2004)	6505-15025	11530-33200	--	Assistant Project Officer (Rs.14860-39540)
Statistical Assistant in Horticulture Department	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Computer (Rs.11530-33200)	Assistant Statistician (Rs.18030-43630)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Statistical Assistant in Agriculture Marketing Department	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Computer (Rs.10900-31550)	Assistant Director (Rs.18030-43630)
Statistical Assistant in Agriculture Marketing Department	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Computer (Rs.10900-31550)	Assistant Director (Rs.18030-43630)

Comparison of the above categories is not valid, as the duties and responsibilities handled level of feeder and promotion categories are different. The Commission notices that this category is attending to administrative and statistical duties and having limited promotional avenues. The Commission recommends to it a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800, thus improved by two stages.

3. Assistant Project Officer : Rs.14860-39540
 No. of Posts : 39

It is stated that this category looks after the implementation of Adult Education Programmes in the area of Revenue Division consisting of 10-16 mandals, whereas the Mandal Educational Officer, Mandal Parishad Development Officers, Executive Officer, Rural Development and Assistant Agriculture Officer will look after only Mandal level programmes and all are Gazetted Officers. In view of the above position, request is for a higher pay scale of Rs.16150-42590 on par with Mandal Educational Officer. Another request is for conferring Gazetted status to this post.

According to the service rules, appointment to this category is made by transfer from Upper Divisional Clerks and Statistical Assistant working in the Adult Education Department and Supervisors or by promotion from the category of Deputy Inspector of Schools (Grade-II) and from among Officers working in identical posts in the Departments of Higher Education, Agriculture, Animal Husbandry, Medical and Health Services and Panchayat Raj. Appointment to this category is also made by transfer from among Officers who are on equal scale of pay in the Departments of School Education and Higher Education. This category is also appointed by direct recruitment.

The following is progressive of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Project Officer	1330-2630	2525-5390	4850-10285/ 5000-10600 (AC)	7770-18575	14860-39540	Supervisor (Rs.10900-31550)	Project Officer (Rs.18030-43630)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Social Welfare Officer/ Asst. Director in Social Welfare Department.	1810-3230	3310-6480	6350-13000/ 6950-14425 (A.C. 2004)	10285-24200	18030-43630	Asst. Social Welfare Officer (Rs.14860-39540)	Deputy Director (Rs.21820-48160)

Comparison with the above categories are not relevant, as the duties and responsibilities, qualifications and area of supervision are entirely different. Keeping in view of duties and responsibilities level of supervision and area of jurisdiction and being promotion category to the post of Statistical Assistant, the Commission recommends to this category a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510, thus improved by one stage.

13 (c) GOVERNMENT EXAMINATIONS

The Directorate of Government Examinations as an independent body conducts SSC/OSSC examinations twice in a year and vocational SSC examinations once in a year. These are the major examinations with a registration of more than 15 lakhs candidates for Annual Examinations and 4 lakhs candidates for Advanced Supplementary Examinations. In addition to major SSC examinations, other Minor Examinations conducted by them are D.Ed., Public Examinations, Primary Teacher Training Certificate Examination, Certificate in Library Sciences and Head Masters Accounts Tests 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. Junior Assistant	:	Rs.8440-24950
No. of posts	:	84
2. Senior Assistant	:	Rs.10900-31550
No. of posts	:	87
3. Superintendent	:	Rs.14860-39540
No., of posts	:	48

It is represented that mode of recruitment of staff in APPSC Hyderabad and office of the Director of Government Examinations, AP Hyderabad is same i.e., through Group-II Examination and initial appointment is Junior Assistant only. The next promotion in the APPSC is Assistant Section Officer, whereas it is Senior Assistant in Govt. Examinations. Even though educational qualifications, mode of recruitment, initial basic qualification and also the nature of work i.e., conduct of various examinations are one and the same, there is a disparity in the promotion channel and pay and allowances. The basic pay scale of the Junior Assistant of both the Department is same i.e., Rs.8440-24950, but there is a vast difference in the next promotion channel i.e., APPSC of ASO, is having pay scale of Rs.12910-36700 and Senior Assistant of Government Examination is having pay scale of Rs.10900-31550. It is represented that there is no specific criteria to hike the pay of the Teachers compared to AP Ministerial Staff Service, in the 9th PRC, AP Ministerial staff has been neglected in the fixation of pay as there is no specific study in the fixation of pay and recommendations. Hence, it is requested to hike the pay reasonably so as to save them from the social insult and humiliation.

The comparison between Govt. Examinations and APPSC which is as follows:

Name of the Office	Entry level	Promotion Post -I	Next Promotion Post-2	Next Promotion Post-3	Remarks
Director of Govt. Examinations	Junior Assistant (Rs.8440-24950)	Senior Assistant (Rs.10900-31550)	Superintendent (Rs.14860-39540)	Asst. Commissioner of Govt. Exams (Rs.18030-43630)	Directorate

Name of the Office	Entry level	Promotion Post -I	Next Promotion Post-2	Next Promotion Post-3	Remarks
AP Public Service Commission	Junior Assistant (Rs.8440-24950)	Asst. Section Officer (Rs.12910-36700)	Section Officer (Rs.18030-43630)	Asst. Secretary (Rs.23650-49360)	Autonomous body

Hence, request is for assigning higher pay scales of Rs.12910-36700 and Rs.18030-43630 for the categories of Senior Assistant & Superintendent on par with Assistant Section Officer/Section Officer of APPSC.

The APPSC is an autonomous body and the Government Examinations Department is one of the Directorates of Government. Hence the comparison between one autonomous body and one of the Govt. Directorate is not appropriate. Hence there may not be proper justification in the request of the employees of the Government Examinations Department. Further, categories of Junior Assistant, Senior Assistant and Superintendent belongs to Common Category and pay scales under Common Category will be applicable to their cadre.

- 4. Assistant Commissioner : Rs.18030-43630**
No. of posts : 42
- 5. Deputy Commissioner : Rs.21820-48160**
No. of posts : 5
- 6. Director of Government Examinations : Rs.41550 -55660**
No. of posts : 1

The Commissioner of Government Examinations has requested for higher pay scale of Rs.23650-49360 for the categories of Assistant Commissioner on par with Assistant Secretary, APPSC. Regarding Deputy Commissioner, the request is for pay scale of Rs.29200-53060 on par with Deputy Secretary, APPSC.

The category of Assistant Commissioner is filled by promotion of Superintendent of this department, one must possess a Degree. Similarly, Deputy Commissioner is filled by promotion of Assistant Commissioner. The following is progression of pay scales of Assistant Commissioner and Deputy Commissioner of this category and comparable posts.

Sl.No.	Name of the category	1993	1999	2005	2010
		(Rs.)			
1.	Assistant Commissioner	3640-7580	6950-14425	10285-24200	18030-43630
2.	Assistant Secretary APPSC	4400-8700	8400-16525	12385-27750	23650-49360
3.	Deputy Commissioner	4400-8700	8400-16525	12385-27750	21820-48160
4.	Deputy Secretary APPSC	5770-9260	10950-17575	16925-30765	29200-53060

Comparison with Assistant Secretary and Deputy Secretary, APPSC is not appropriate, as APPSC is an Autonomous Body.

The Commission notices that the duties and responsibilities have increased abnormally for the above categories, as they have to supervise the work at District level in the Offices of DEO with inadequate staff.

The Commission, therefore recommends to enhance the pay scales of Assistant Commissioner and Deputy Commissioner to Rs.37100-91450, corresponding to Rs.19050-45850 and Rs.46060-98440, corresponding to Rs.23650-49360 respectively.

Regarding, the Director of Government Examinations, the post is filled by transfer of Additional Director of School Education in the pay scale of Rs.31550-53060. Hence, the Commission assigns to this category, the pay scale of Rs.61450-105810, corresponding to Rs.31550-53060, on par with Additional Director of School Education, if the incumbent is drafted from the School Education Department.

13(d) ANDHRA PRADESH GOVERNMENT TEXT BOOK PRESS

The A.P. Government Text Book Press was established in the year 1958, exclusively for printing of the Nationalised Text Books, required for the students studying in class I to X in Telugu, English, Urdu and Hindi. It also supplies minority language books of adjoining States in Oriya, Tamil, Marathi and Kannada. The Director is the Head of the Department and he is assisted by the two Deputy Directors. It is functioning under the administrative control of Education department.

1. Manager : Rs.13660-38570
No. of Posts : 26

It is submitted that the Manager of Public Bureau, Printing, Stationary & Stores, Purchase Department and Andhra Pradesh Government Text Book Press, Hyderabad and its subordinate offices i.e., District Govt. Text Book Sales Offices in each district of the state are equivalent under A.P. Ministerial Service Rules 1998. The above categories come under category-I of A.P. Ministerial Service Rules and classified as Class-A and equivalent to Superintendent. This category is having parity with Superintendents under Common Category in successive PRCs up to 2005 revision.

This category did not represent to the PRC 2010, the corresponding pay scale of Rs.13660-38570 was assigned. The PRC 2010 enhanced the pay scale of Superintendent in common category by one stage and allowed a pay scale of Rs.14860-39540. Hence, the earlier parity was disturbed and requested for a pay scale of Rs.14860-39540.

The pay scales of this category from time to time and comparable post is as follows.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Manager	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	13660-38570 (CS)	Senior Assistant (Rs.10900-31550)	Assistant Director (Rs.18030-43630)
Superintendent	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	14860-39540 (one stage)	Senior Assistant (Rs.10900-31550)	Assistant Director (Rs.18030-43630)

According to service rules, the post is filled by promotion from the category of Senior Assistant.

The Commission notices that this category comes under class-A of category (1) (a) (ii) of A.P., Ministerial Service Rules 1998 and is equivalent to Superintendent. This category has been drawing pay scales on par with Superintendent under common category up to 2005 revision. The same parity is disturbed in 2010 revision. The Commission therefore, recommends to this category a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 on par with Superintendent under Common Category.

13(e) PUBLIC LIBRARIES

The Public Libraries Department was made an independent department in 1961. The Director is assisted by two Deputy Directors, three Assistant Directors in the office. There is a State Institute of Library Education, Research and Training headed by a Principal in the cadre of Deputy Director of Public Libraries. There are two lecturer in the Institute in the cadre of Assistant Director of Public Libraries. This Institute runs the course leading to a certificate in Library Science and also in service training programmes for Librarians and Secretaries of Zilla Grandhalaya Samsthas. In the State capital there is a State Central Library headed by a Chief Librarian in the cadre of Deputy Director of Public Libraries. There are 6 Regional Libraries; Visakhapatnam, Guntur, Tirupathi, Rajahmundry, Nizamabad and Warangal, as a link between the State Central Library and District Central Libraries. There is a mobile library also at Eluru.

1. Assistant Librarian Grade-III	:	Rs.8440-24950
(Formerly known as Card Writer, Book Keeper and Supervisor Grade II)		
No. of posts	:	1079
2. Assistant Librarian Grade-II	:	Rs.10900-31550
(Formerly known as Assistant Librarian, Supervisor Grade-I classifier and Reference Assistant)		
No. of posts	:	16
3. Assistant Librarian Grade-I	:	Rs.14860-39540
(Formerly Assistant Librarian Grade-I and Superintendent(Technical))		
No. of posts	:	10

It is stated by Director of Public Libraries Department that the categories of Assistant Librarian Grade-III, Assistant Librarian Grade-II & Assistant Librarian Grade-I are having parity with Librarian Grade-III, Librarian Grade-II & Librarian Grade-I of Zilla Grandhalaya Samstha.

The category of Assistant Librarian Grade-III is filled by promotion of Junior Supervisor and Supervisor including Library Attender/ by transfer of Record Assistant and by direct recruitment, one must possess Intermediate and Certificate in Library Science. The category of Assistant Librarian Grade-II is filled by promotion of Assistant Librarian Grade-III/ by transfer of Junior Assistant/ by direct recruitment, one must possess a Bachelor's Degree and B.Li.Sc. The category of Assistant Librarian Grade-I is filled by promotion of Assistant Librarian Grade-II/ by transfer of Senior Assistant/ by transfer of Superintendent or Auditor. One must possess a degree and B.Li.Sc.

The above categories are having parity with Librarian Grade-III, Librarian Grade-II & Librarian Grade-I of Zilla Grandhalaya Samstha, and have been assigning pay scales on par with them. The Commission has improved the pay scales of Librarians of Zilla Grandhalaya Samstha as follows:-

- Librarian Grade-III : Rs.18400-55410, corresponding to Rs.9460-27700
thus improved by two stages
Librarian Grade-II : Rs.23100-67990, corresponding to Rs.11860-34050
thus improved by two stages
Librarian Grade-I : Rs.29760-80930, corresponding to Rs.15280-40510
thus improved by one stage

In order to maintain parity with them, the Commission assigns the same pay scales to these three categories of the Assistant Librarians Grade-III, Grade-II and Grade-I.

4. Librarian (Gazetted) : Rs.18030-43630
No. of posts : 8

No anomaly has been pointed out. However, the Director of Public Libraries has indicated that this category is having parity with District Central Librarian & Ex-Officio Secretary Zilla Grandhalaya Samstha. As per Service Rules, this category is filled by promotion from Assistant Librarian Grade-I, one must possess a degree with a degree in Library Science.

The following is the progression of pay scales of this category.

Name of the category	1986	1993	1999	2005	2010
	(Rs.)				
Librarian (Gazetted) of Public Libraries Department.	1810-3230 (one stage)	3640-7580 (one stage)	6950-14425 (C.S.)	10285-24200 (C.S.)	18030-43630 (C.S.)

The Commission notices that this category is having parity with District Central Librarian & Ex-Officio Secretary Zilla Grandhalaya Samstha in successive PRCs. Hence, the Commission assigns to this category a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850, thus improved by one stage.

5. Auditor : Rs.13660-38570
No. of posts : 3

It is represented that this category and Superintendent form feeder category to the post of Senior Assistant and the above categories have been drawing same pay scales upto 2005 revision. The parity has been disturbed in 2010 and this category is assigned a pay scale of Rs.13660-38570, whereas Superintendent is assigned a higher pay scale of Rs.14860-39540. Hence request is for pay scale of Rs.14860-39540.

According to service rules appointment to this category is by recruitment by transfer of Superintendent or UDC in the office of the Director of Public Libraries. This category was assigned a pay scale of Rs.7770-18585 (benefited by one stage) on par with Superintendent. The parity was however disturbed in 2010 revision. This category was assigned a corresponding pay scale of Rs.13660-38570, whereas Superintendent was assigned a higher pay scale of Rs.14860-39540 (benefited by one stage).

Following is progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Auditor	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570 (C.S)	Senior Assistant (Rs.10900-31550)	Asst. Director (Rs.18030-43630)
Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540 (one stage)	Senior Assistant (Rs.10900-31550)	Asst. Director (Rs.18030-43630)

This category belongs to AP Ministerial Service Rules and categorized as Class-A category and equivalent to Superintendent and having parity with the Superintendent in successive PRCs. The Commission therefore assigns to it a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 on par with Superintendent, thus improved by one stage.

13 (g) REGISTRAR OF PUBLICATIONS

The Office of the Registrar of Publications is constituted under the provisions of the Press and Registration of Books Act, 1867, for the regulation of printing presses and newspapers (periodicals) and for the registration and preservation of copies of books printed in India. The Office of the Registrar of Publications is a single unit office and works under the administrative control of School Education Department.

1. Reader Gr-II	:	Rs.10900-31550
No. of posts	:	3
2. Reader Gr-I	:	Rs.13660-38570
No. of posts	:	3

No anomaly has been pointed out.

As per service rules issued in G.O.Ms.No.76, Education (SE.UB.2) Department, dated:16-09-2006, the category of Reader Gr-II is filled in by promotion from the Junior Assistants/ Typist/ Card Writer and also by direct recruitment. One must possess Bachelor's degree in the language of the section and a Bachelor degree in Journalism and must have passed certificate course in Computer Application. This category is having parity with Senior Assistant in successive PRCs. Hence Commission assigns to this category a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200, thus improved by one stage.

As per service rules, the category of Reader Gr-I is filled in by promotion from the Reader Gr-II and Assistant Librarian Gr-II of this department and also by direct recruitment, one must possess Bachelor degree in the language of the section and a Bachelor's degree in Journalism and must have passed certificate course in Computer Application. This category forms feeder category to the post of Assistant Registrar of Publications (Rs.16150-42590).

This category is having parity with Superintendent upto 2005 revision. The same parity is disturbed in 2010 revision and assigned a lower pay scale of Rs.13660-37570, whereas Superintendent is assigned a higher pay scale of Rs.14860-39540.

In view of the above, the Commission assigns a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 to the category of Reader Grade-I on par with Superintendent. The Commission assigns a pay scale of Rs.22460-66330 corresponding to Rs.11530-33200 to the category of Reader Grade-II, thus improved by one stage.

3. Assistant Registrar	:	Rs.16150-42590
No. of posts	:	1

It is stated that the post of Asst. Registrar of Publications discharges important duties such as implementation of the provisions of the Press and

Registration of Books Act, 1867 and is preserver of books periodical & magazines at the office level and to send the same to Government of India/ State & Central Library in the entire State of A.P. In addition, he is the Drawing & Disbursing Officer and Liaison Officer for the entire department. This is a solitary post and carries the same duties and responsibilities as that of Asst. Directors in the Public Libraries and in other Departments. It is further stated that this category was having parity with Assistant Director of District Gazetters upto 1999 revision and the same parity was disturbed in subsequent revisions. Hence it is requested rectify the disparity and to enhance the pay scale on par with Asst. Director, District Gazetters and other Departments. The Registrar of Publications has supported the above request for assigning a pay scale of Rs.18030-43630, being 1st level Gazetted and solitary post.

Following is the progression of pay scales of this post and comparable posts:

Category	1986	1993	1995 (A.C.)	1999	2005	2010	Feeder category	Promotion category
	(Rs.)							
Asst. Registrar of publications	1550-3050	2930-5960 (C.S.)	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	16150-42590 (CS)	Reader Gr-I (Rs.13660-38570)	Deputy Registrar (Rs.21820-48160)
Asst. Director (in Directorate of Govt. Exams, School Education, etc.	1980-3500	3640-7580 (C.S.)	--	6950-14425 (CS)	10285-24200 (CS)	18030-43630 (CS)	Superintendent (Rs.14860-39540)	Dy. Director (Rs.21820-48160)
Asst. Director, District Gazetters Dept.	1550-3050	3110-6380 (one stage)	--	5980-12100 (CS)	10285-24200 (two stages)	18030-43630 (CS)	Superintendent (Rs.14860-39540)	Deputy Director (Rs.21820-48160)

As per Service Rules, appointment to this category is by promotion from the Reader Grade-I / by direct recruitment. The qualification prescribed for direct recruitment is Master's Degree in Arts/Science/Commerce. The qualification for promotion is one must possess a Bachelor's Degree and to pass the Accounts Test for Executive Officer or Accounts test for sub-ordinate Officers part-I & II. This category forms feeder category to the post of Deputy Registrar.

This category represented to PRC 2005, seeking parity with Asst. Director of other departments and the same was not agreed and assigned a revised pay scale of Rs.9285-21550, thus benefited by one stage. This category did not represent to PRC 2010, however a corresponding pay scale of Rs.16150-42590 was assigned.

In view of the duties and responsibilities and being solitary post, the Commission assigns to this category a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

13(h) ZILLA GRANDHALAYA SAMSTHA

There are 23 Zilla Grandhalaya Samsthas, one each for a revenue district established under A.P. Public Libraries Act 1960. At the State level, there is A.P. Grandhalaya Parishad and the Director of Public Libraries is its Ex-Officio Secretary. The Librarian of the District Central Library is the Ex-Officio Secretary of Zilla Grandhalaya Samstha. Under the supervision of Zilla Grandhalaya Samstha, there are about 1420 Branch of Libraries, 344 Village Libraries, 580 Book Deposit Centres, 4 Mobile Libraries (one at Guntur, three in Hyderabad).

1. Librarian Grade-III : Rs.8440-24950
No. of Posts : 1079

Represented that the qualifications for the category of Librarian Grade-III and of S.G.B.Teacher are equal, but the pay scale of Secondary Grade Teacher is higher than the Gr-III Librarian. It is further informed that the Gr-III Librarian is Mandal level post having responsibility to look after the maintenance of 25000 books and furniture and has to collect and remit Library cess to Panchayats/Municipalities. Further, he has to take up classification and cataloguing of books and the duties are of technical and administrative in nature i.e. preparing of statistics and disbursing of cash. Hence, request is to rectify anomaly and assign pay scale of Rs.10900-31550 on par with Secondary Grade Teacher.

According to Service Rules, this category is filled by direct recruitment, one must possess Intermediate and a Certificate in Library Science and filled by promotion from the category Record Assistant or by transfer from any other service. The service rules were amended duly incorporating the category of Junior Assistant/Typist and Attenders as one of the feeder categories.

Comparison with S.G.B. Teacher is not appropriate, as the duties of S.G.B. Teacher are Administrative/Academic. However, the Commission taking into consideration of prescribed entry level qualification of this category and also the technical nature of its duties recommends to it a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700, thus improved by two stages.

2. Librarian Grade-II : Rs.10900-31550
No. of posts : 153

Requested for a pay scale of Rs.14860-39540 on par with School Assistant, as the qualifications both Technical and Academic are the same. It is stated that the Librarian Gr-II has to look after the maintenance of books and furniture and also to collect and remit Library cess to Grampanchayats/Municipalities.

As per service rules the category of Librarian Grade-II is filled in by promotion and also by direct recruitment. One must have a degree and a Degree in Library Science. This category has been representing to the

successive PRCs seeking parity with School Assistant, the same has not agreed. Following is progression of pay scales to this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Librarian Grade-II	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550	Librarian Grade-III (Rs.8440-24950)	Librarian Gr-I (Rs.14860-39540)
School Assistant	1280-2440	2525-5390	4850-10250	7200-16925	14860-39540	Secondary Grade Teacher (Rs.10900-31550)	Gazetted Headmaster Gr-II (Rs.18030-43630)

Comparison with School Assistant is not appropriate, as the duties of School Assistant are Administrative/Academic. However, the Commission taking into consideration of prescribed entry level qualification of this category and also its technical/administrative duties, recommends to it a pay scale of Rs.23100-67990, corresponding to Rs.11860-34050, thus improved by two stages.

3. Librarian Grade-I/ Deputy Librarian : **Rs.14860-39540**
 No. of Posts : 72

It is represented that the qualifications for both the categories of Head Master of Secondary Schools and Librarian Grade-I are equal, but the pay scale of Head Master is higher than the Gr-I Librarian. It is further informed that this category has to look after 30000 to 40000 books. He has to inspect the distribution of books to district and village level libraries and also to collect and remit Library cess to Municipalities and Gram Panchayats. Hence, it is requested to assign a pay scale of Rs.18030-43630 on par with Head Master of Secondary School. The Director of Public Libraries recommended for pay scale above Rs.14860-39540 below Rs.18030-43630.

This category is filled in by promotion for Librarian Grade-II / by transfer of Senior Assistant and also by direct recruitment. For the above methods, one must have a degree and a degree in Library Science. This category forms feeder category to the post of District Central Librarian & Ex-Officio Secretary Zilla Grandhalaya Samastha. This category is having parity with Assistant Librarian Gr-I of Public Libraries Department. Following is progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Librarian Grade-I/ Deputy Librarian	1330-2630	2600-5580 (one stage)	5000-10600 (CS)	7770-18575 (one stage)	14860-39540 (one stage)	Librarian Grade-II (Rs.10900-31550)	District central Librarian city central librarian (Rs.18030-43630)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Head Master School Education	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	18030-43630 (one stage)	School Assistant, Grade-I Language pandit, Head Master of Primary schools (Rs.14860-39540).	Gazetted Headmaster Gr-I (Rs.18030-43630)

Comparison with Head Master of Secondary Schools is not appropriate, as the duties and responsibilities area of supervision are entirely different. Keeping in view of technical/academic duties of this category, the Commission recommends to it a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510, thus improved by one stage.

4. District Central Librarians & Ex-Officio Secretary (Zilla Grandhalaya Samastha) : **Rs.18030-43630**
 No. of posts : 23

It is represented that the District Central Librarian has to act as Ex-Officio Secretary to Zilla Grandhalaya Samstha and he is burdened heavily with work when compared to equivalent posts in other Departments. This category has to be treated other than as a common category, as there are no similar posts in other departments.

The request is to assign higher pay scale of Rs.20680-46960 instead of Rs.18030-43630, since the pay scale fixed to this category is comparatively lesser to the cadres having equal qualifications and nature of duties in other departments. It is stated by the Director of Public Libraries that this category is inter-transferable with Librarian(Gazetted) in Public Libraries Department.

As per Service Rules, this category is filled by promotion from the category of Librarian Grade-I. By transfer from any other service, one must have two years experience in the Administration of Public Libraries. One must possess a degree along with B.Li.Sc.

The following is the progression of pay scales of this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
District Central Librarian & Ex- Officio Secretary, ZGS	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630	Librarian Grade-I (Rs.14860-39540)	Deputy Director (Rs.21820-48160)
Divisional Fire Officer	1810-3230	3640-7580 (one stage)	6950-14475 (CS)	10285-24200	19050-45850	Assistant Divisional Officer (Rs.15280-40510)	Regional Officer (Rs.25600-50560)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Physical Director	1810-3230	3640-7580	6950-14425	10285-24200	20680-46960	Assistant Physical Director (Rs.12550-35800)	Nil

Comparison with the above categories is not appropriate, as the duties & responsibilities, qualifications area of supervision is different. However, this category is having parity with Gazetted Librarian in Public Libraries Department.

Keeping in view of duties and responsibilities of technical in nature being District level post, the Commission recommends to this category a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850, thus benefitted by one stage.

14. SECONDARY EDUCATION

14 (a) INTERMEDIATE EDUCATION DEPARTMENT

The Directorate of Intermediate Education was established on 01-11-1989 with a view to ensure better co-ordination, monitoring, functioning and management of both Government and Private Junior Colleges in the State. The Department of Intermediate Education caters to the needs of students at plus 2 level. The Commissioner of Intermediate Education is the Head of the Department and he is assisted by Additional Director and Joint Directors and in the District Level the Commissioner is assisted by 4 Regional Joint Directors.

**1. Vocational Lab Attender
(Working on consolidated pay of Rs.3900/-)**

No. of posts : 147

It is requested that the Lab Attenders who are working on consolidated pay are being paid a meagre amount of Rs.3900/- per month and they are working humbly and patiently on par with regular Lab Attendees. Hence, it is requested to recommend the Govt. to pay the basic salary of the regular Lab Attender to them under the Head "010-Salaries".

This issue does not come under purview of the Commission.

**2. Vocational Lab Attender
(working on Minimum Time Scale) : Rs.7740/- P.M.**

No. of posts :

It is represented that they were appointed against regular and sanctioned posts duly following the laid down procedure prior to the cut off date, i.e., 25.11.93 i.e., before Act 2 of 1994 came into force. They are working for more than 24 years, like any other regular Government employees. They also submit that the Government accorded sanction for payment of minimum time scale with usual allowances, viz. HRA & CCA to the work charged establishment of PR Department and similar orders were issued by MA&UD Department and Higher Education Dept., in respect of NMRs and University staff who are continuing prior to 25.11.93 respectively.

In view of the above, request is for following aspects:

- (1) To change the designation of "Lab Attenders" as "Lab Assistant"
- (2) To effect the revised scales from the date of issue of GO of Revised Pay Scales.
- (3) To pay 12 months' salary together with HRA and CCA to them on Minimum Time Scale, instead of paying 10 months' salary for the year and extracting work for 12 months in the year.
- (4) To sanction HRA and CCA besides Annual Grade Increments.

For the enhancement of remuneration of these categories, appropriate decision may be taken at the Government level.

The change of designation and regularization services of Lab Attenders/ Lab Assistants posts are purely on administrative service matter, hence, it does not come under the purview of the Commission.

3. Senior Instructor (Vocational)
Working on Minimum Time Scale : Rs.10900/-p.m.
No. of posts :

It is stated that only 6 Senior Instructors are working in the entire State in Vocational Courses and having the same workload as the Junior Lecturers. Hence request is for change of nomenclature of this category as Associate Junior Lecturer or Assistant Junior Lecturer. They are requesting to enhance the scale of pay of Senior Instructor to that of School Assistant of Rs.14860/- p.m., as the next promotion for both these categories is Junior Lecturer. The other request is extending the benefit of minimum time scale to them on par with Junior Lecturer drawing state pay scale. At present the incumbents are drawing a minimum pay of Rs.10900/- per month plus DA being part time Senior Instructor.

The request of the Association could not be considered, as their services are not regularised. However, the minimum pay of this category may be revised at the Government level. Further, the change of nomenclature of Senior Instructors as Associate Jr. Lecturer or Asst. Jr. Lecturer does not come under purview of the Commission.

4. Computer Technician
(Working on Minimum Time Scale) : Rs.12550/-
No. of posts :

It is represented that the Computer Technicians are possessing Post Graduate Degree with PG Diploma in the concerned subject and discharging the allotted duties to the satisfaction of one and all concerned on par with the Junior Lecturers since 1993. Hence they have requested to revise their pay considerably keeping in view of the spiraling costs of living and the work they have been discharging.

Enhancement of minimum time scale may be done at the Government level.

5. Junior Lecturer
(working on Minimum Time Scale) Rs.18030/-
No. of posts :

It is represented that the Junior Lecturers have been working on Minimum Time Scale (Pay + DA) with all stipulated conditions prescribed by the Govt. since prior to 25.11.1993. They have requested to implement the recommendations of 10th PRC from the date the revised pay scales come into force to the regular employees and same may be allowed to the Junior

Lecturers working on Minimum Time Scale (Pay + DA) and Vocational Junior Lecturers also.

The PRC 2010 discussed the category of Junior Lecturer drawing minimum remuneration of Rs.9285/- p.m. and recommended for a minimum remuneration of Rs.18030/- p.m., along with D.A. on par with Junior Lecturer drawing pay scale of Rs.18030-43630.

In view of the above, the Commission assigns a minimum remuneration of Rs.37100-91450, corresponding to Rs.19050/-p.m. + D.A. to the Junior Lecturer of general/ vocational courses.

6. Senior Assistant : Rs.10900-31550
 No. of Posts : 981

It is represented that the pay scale of Senior Assistants were equal to Librarian i.e., Rs.530-850, Rs.1100-2050 in 1978 and 1986 revisions respectively but in 1993 revision, the pay scale of Librarian was enhanced on par with Superintendent Rs.2600-5580. In 1999 revision, the pay scale of Librarian was enhanced to Rs.5980-12100 on par with Physical Director and Junior Lectures. In Pay Revision Commission 2005 & 2010 the pay scale of Librarian was continued parity with the Physical Director /Junior Lectures.

It is represented to enhance the pay scale of this category on par with Assistant Section Officer of Secretariat/A.P.P.S.C., and also to change the nomenclature of this category as Assistant Section Officer.

The pay scale of Senior Assistant from time to time and comparable post is as follows.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Senior Assistant	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550	Junior Assistant (Rs.8440-24950)	Superintendent (Rs.14860-39540)
Asst. Section Officer in AP Secretariat	1230-2330	2375-5040	4550-9600	6675-15500	12910-36700	Typist-cum-Asst. (Rs.9460-27700)	Section Officer (Rs.18030-43630)

As per service rules, the category of Senior Assistant comes under the purview of A.P. Ministerial Service Rules. As per the Service Rules the category of Senior Assistant to be filled by promotion from the category of Junior Assistant / conversion from the category of Senior Steno., one must possess a Degree in any faculty.

The duties and responsibilities of the Assistant Section Officer in Secretariat and Senior Assistant in Intermediate education are entirely different and pay scales of Senior Assistants are not having parity with Assistant section Officers in successive PRCs. The category of Senior Assistant

comes under the Common Category and therefore, the common category pay scale will continue to be applicable to them.

7. Superintendent : Rs.14860-39540
 No.of post : 68

It is represented that in 1978 revision, pay scale of Superintendent (Rs.700-1200) was higher than the pay scale of Physical Director (i.e., Rs.575-950). In Revised Pay Scales of 1986, the pay scale of Superintendent was assigned Rs.1330-2630, whereas the Physical Director scale was assigned Rs.1280-2440. Subsequently the pay scale of Physical Director was enhanced to Rs.1550-3050 on par with Junior Lecturers, the same treatment was not given to this category. In subsequent revisions of 1999, 2005 and 2010 Physical Director and Librarian were assigned pay scale on par with Junior Lecturer. In view of the above, the request is for assigning higher pay scale of Rs.18030-43650 on par with Section Officer of Secretariat/ APPSC. Another request to change the nomenclature of this category as a Section Officer.

Following is the progression of pay scales of this category and comparable posts:

Category	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.					
Superintendent	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant/ Sr. Steno (Rs.10900-31550)	Administrative Officer/Asst. Director (Rs.18030-43630)
Section Officer in AP Secretariat	3110-6380	5980-12100 (CS)	9285-21550 (one stage)	18030-43630 (one stage)	ASO (Rs. 12910-36700)	Asst. Secretary to Govt. (Rs.23650-49360)
Section Officer in APPSC	2750-5960	5300-11300 (3 stages)/ 5980-12100 (A.C. 2004)	9285-21550 (one stage)	18030-43630 (one stage)	ASO (Rs.12910-36700)	Asst. Secretary to Govt. (Rs.23650-49360)

As per service rules, the category of Superintendent comes under A.P. Ministerial Service Rules. This category is to be filled by promotion from the category of Senior Assistant/ by conversion from the Special Category Steno., one must have posses a degree in any faculty.

Comparison with Section Officer of AP Secretariat / APPSC is not appropriate, as the duties and responsibilities of the Section Officer in Secretariat and Superintendent of this Department are different, APPSC is an autonomous body. The category of Superintendent comes under the Common Category and the common category pay scale will be applicable to it.

8. Librarian of Govt. Junior colleges : **Rs.18030-43630**
 No. of Posts : 707

It is represented that the Junior College Librarians working in Government Junior Colleges are assigned pay scale of Rs.18030-43630 on par with Junior Lecturers and Physical Directors working in Government Junior Colleges. It is requested to extend pay scale and Automatic Advancement Scheme for this category on par with Junior Lecturers and Physical Directors working in Govt. Junior Colleges and maintain parity in pay scales with them.

Following is the progression of pay scale of this category and comparable posts.

Category	1986	1993	1999	2005	2010	Promotion category
	Rs.					
Librarian in Intermediate Education	1100-2050	2195-4560/ 2600-5580 (AC 1995)	5000-10600/ 5900-12100 (AC 2004)	9285-21550	18030-43630	Librarian in Govt. Degree colleges (Rs.20680-46960)
Junior Lecturer of Junior Colleges	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	18030-43630 (one stage)	Lecturer in Govt. Degree colleges (Rs.20680-46960)/ Principal of Junior College (Rs.21820-48160)
Physical Director of Junior Colleges	1550-3050 (Q)/ 1280-2440 (UQ)	3110-6380(Q)/ 2525-5390 (UQ)	5980-12100 (CS)	9285-21550 (one stage)	18030-43630 (one stage)	Physical Director of Degree College (Rs.20680-46960)

As per service Rules appointment to this category is by direct recruitment. The qualifications prescribed are one must possess a Post Graduate Degree and a Degree or diploma in Library Science and by transfer of Jr. Assistant or Typist of Intermediate Education Department / by transfer of Senior Assistants of Intermediate Education Department. One must have a degree in any faculty and Master's Degree in Library science with 1st and 2nd class with not less than 50% of marks in the case of the existing incumbents. (G.O.Ms.No.79, Higher Education (H.E.I) Department, dated.25-11-2002 read with G.O.Ms.No.34, Higher Education (M.C.2) Department, dated.24-3-2006).

In another representation, Librarian of Private Aided Jr. College has requested to assign higher pay scale to Librarians of the Aided Junior Colleges in the PRC 2013. Another request is to enhance the HRA 35% to Greater Corporations; 25% in Rural Areas and 30% in District Head Quarters. However the Association is requesting for maintaining existing parity of pay scales with the Junior Lecturers/Physical Directors of Junior Colleges.

The Commission notes that this category is having parity with Junior Lecturer/ Physical Director of Junior Colleges and therefore assigns to it a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

Regarding to enhancement of HRA is dealt with separately in the Report Volume- I.

9. Junior Lecturer : Rs.18030-43630
(Govt. Junior Colleges & Aided Junior Colleges)
 No. of Posts : 12264

It is represented that injustice was done to this category in earlier revisions. The general points made out that plus (+) 2 level education system is a crucial stage which students have to pass through and the teacher has to employ very high degree of skills, knowledge and expertise to mould the students who are at a formative and impressionistic stage. The qualifications, duties and responsibilities entrusted to the teaching category of Intermediate Education are equal to those of Assistant Lecturers and Senior Lecturers in Degree colleges. It is requested to assign a higher pay scale of Rs.19050-45850 on par with Junior Lecturers of Residential Junior Colleges duly indicating the fact that this category is meager promotion channels. Another request is for a pay scale of Rs.19050-45850 on par with Lecturers of Polytechnic.

The statement showing pay scales of this category and comparable post from time to time are as follows:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Junior Lecturer in Intermediate Education	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	School Assistant, Language Pandits (40%). (Rs.14860-39540)	Lecturer in Govt., Degree colleges (Rs.20680-46960)/ Junior College Principal (Rs.21820-48160)
Junior Lecturer in Residential Jr. Colleges	3640-7580	6950-14425	10285-24200	19050-45850	---	Principal of Residential Jr. Colleges (Rs.23650-49360)
Lecturer of Polytechnics	1980-3500	3640-7580	6950-14425	10845-29600	19050-45850	Associate Lecturer (Rs.16150-45850)	Head of Section (Rs.23650-49360)

According service rules, appointment to this category is by direct recruitment (50%) and by recruitment by transfer from School Assistant, Language Pandits including Hindi Pandits and Munshis Gr-I (40%). This category is also filled in by transfer from Non-Teaching staff of Education Department (10%). For both types of recruitments, one must have possess a second class Post Graduate Degree of (M.A., or M.Sc., or M.Com., or B.A., (Hons) or

any other equivalent Post-Graduate Degree in the relevant subject / language of any University in India.

This category is not having parity with Jr. Lecturers of AP Residential Jr. Colleges, as the duties and responsibilities and set up of AP Educational Residential Society are entirely different. Comparison with Lecturer of Polytechnic is also not appropriate.

Keeping in view of its duties and responsibilities, the Commission assigns a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 to the category of Junior Lecturer of Government Junior colleges/ Private Aided Junior Colleges, thus improved by one stage. Re-designation of Junior Lecturer as Lecturer in Intermediate Education does not come under purview of the Commission and other requests are dealt with separately in the Report of Volume-I.

10. Govt., Junior Lecturer (Vocational) : Rs.18030-43630

No. of posts : 1861

It is represented that Vocational Education was in different Technical fields such as Engineering, Agriculture, Para-medical, etc., and request is to allow pay scale of Rs.19050-45850 on par with the Lecturers in Technical Education.

Following is the progression of pay scale of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Junior Lecturer in Intermediate Education (Vocational)	1550-3050	3110-6380 (CS)	5980-12100 (CS)	9285-21550 (one stage)	18030-43630 (one stage)	Senior Instructor (Rs.10900-31550.)	Principal of Jr. College (Vocational) (Rs.21820-48160)
Lecturer in Polytechnics	1980-3500	3640-7580 (CS)	6950-14425 (CS)	10845-25600 (one stage)	19050-45850 (CS)	Associate Lecturer (Rs.16150-42590)	Head of Section (Polytechnics/State wide Institutions) (Rs.23650-49360)

According to service rules, this post is filled by direct recruitment one must possess post graduation in the relevant subject and also filled by transfer from the category of Senior Instructor having the qualifications prescribed for the post of Junior Lecturers and recruitment by transfer from other services if no qualified and suitable person is available.

The PRC 2010 assigned a pay scale of Rs.18030-43630 to this category on par with Jr. Lecturer (General) and did not agree for extension of AICTE scales.

Comparison with Lecturer of Technical Department is not appropriate, as the duties and responsibilities, qualifications are entirely different. This category is having parity with Jr. Lecturer (General), and therefore a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 is assigned to it, thus improved by one stage.

11. Physical Director : Rs.18030-43630
No. of posts : 710

It is represented that Physical Directors and Junior Lecturers of Junior Colleges are having equal qualifications P.G. Degree in concerned subjects and drawing same pay scales and benefits. Another request is for change of designation of this category as (Lecturer in Physical Education)

This category is having parity with Junior Lecturer in successive PRCs. The Commission therefore assigns to it a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850, thus improved by one stage.

Re-designation of Junior Lecturer as Lecturer in Physical Education does not come under purview of the Commission.

12. Principal of Government : Rs.21820-48160
Junior Colleges
No. of post : 899

No representation.

As per service rules, this category is filled by promotion from Junior Lecturer of Government Junior College. One must have P.G. Degree and have passed Education Departmental Test for Gazetted Officers and Account Test for Executive Officers. This category forms feeder category for the post of Deputy Director (Academic) and District Vocational Education Officer.

The Commission considers the existing pay scale of this category to be adequate and therefore assigns to it a pay scale of Rs.42490-96110 corresponding to Rs.21820-48160.

13. District Vocational Educational : Rs.21820-48160
Officer
No. of posts : 18

No representation.

This category is filled by promotion of Principal of Junior College and Deputy District Vocational Educational Officer basing on the common seniority in the cadre of Junior Lecturer/Junior Lecturer (Vocational). One must have P.G. Degree and have passed Education Departmental Test for Gazetted Officers and Account Test for Executive Officers. This category forms feeder category to the post of Joint Director along with Deputy Director (Academic).

The Commission notices that the pay scale of Rs.21820-48160 is assigned to both the feeder category i.e., Principal of Junior College and the promotion category i.e., District Vocational Educational Officer. Hence, the Commission assigns to this category a pay scale of Rs.46060-98440 corresponding to Rs.23650-49360 duly rectifying the above anomaly, thus improved by one stage.

15. HIGHER EDUCATION DEPARTMENT

15 (a) TECHNICAL EDUCATION DEPARTMENT

With a view to improve awareness of Technical Education in Andhra Pradesh, the Department of Technical Education was established in 1957. Government Engineering Colleges from the Director of Public Instruction (DPI); Polytechnics and Industrial Training Institutes from Department of Industries and Commerce and Technical Examinations wing from the Commissioner of Government Examinations were brought under its Administrative control. Industrial Training Institutes were transferred to Department of Employment and Training subsequently. With the opening of Jawaharlal Nehru Technological University at Hyderabad on 02.10.1972, three Government Engineering Colleges, viz., Government Colleges of Engineering, Kakinada and Ananthapur, Nagarjuna Sagar Engineering College, Hyderabad along with school of Architecture, Hyderabad have been transferred to it.

- 1. Workshop Attender/ Laboratory Attender** : **Rs.7740-23040**
No of posts : 973

The Association has represented that the qualifications prescribed for workshop Attender/Laboratory Attender is ITI with one year experience/ Diploma. Technical Assistant (formerly Workshop Attender) in the Department of Employment and Training also has the same qualifications. The request to assign the pay scale of Rs.9200-27000 on par with Technical Categories under NCC. Following is the progression of pay scales for this post and comparable post:

Category	1978	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.							
Work shop Attender/ Laboratory Attender	350-550	780-1275	1475-2675	2750-5150	4050-9050	7740-23040	...	Junior Instructor (Rs.9200-27000)/ Boiler Attendant (Rs.9200-27000)
Technical Assistant (formerly Workshop Attender)	290-425	740-1150 (CS)	1475-2675 (CS)	2750-5150 (CS)	4050-9050 (CS)	7740-23040 (CS)	----	Assistant Training Officer (Rs.11530-33200)

The category of Work Shop Attender is filled in by direct recruitment. For this, one must possess a Diploma in Mechanical or Automobile Engineering of State Board of Technical Education and Training, Hyderabad or ITI Certificate in the concerned Trade with one year experience after ITI. They are feeder categories for the posts of Jr. Instructors/ Boiler Attender (Rs.9200-27000).

The category of Lab Attender is filled in by direct recruitment. For this, one must possess a diploma in the concerned subject awarded by the State Board of Technical Education and Training or ITI Certificate in the concerned

trade with one year experience after ITI. They are feeder categories for the posts of Jr. Instructors/ Boiler Attender (Rs.9200-27000).

These categories have been representing before the successive PRCs seeking parity with Lab Attender of Intermediate Education Department and are also seeking higher pay scales keeping in view of the qualification of SSC plus I.T.I. certificate. The same was not accepted. The PRC 2010 noted that this category always had parity with the Technical Assistant of Employment and Training Department and assigned the scale of Rs.7740-23040 (Rs.4370-9775) to the category of Workshop Attender/ Lab Attender of this department.

Comparison with Technical categories under New Common Category is not appropriate. The Commission notices that this category is having parity with Technical Assistant of Employment & Training Department and accordingly assigns a pay scale of Rs.15460-47330 corresponding to Rs.7960-23650, thus improved by one stage.

Printing Technology (Miscellaneous), Secunderabad.

- 2. **Junior Instructor
(in Mechanic Section) : Rs.7960-23650**
No. of posts : 7
- 3. **Senior Instructor
(in Mechanic Section) : Rs.9460-27700**
No. of posts : 3

The Association has requested is for assigning pay scales on par with Junior Instructor and Senior Instructor of Government Polytechnic Institutions. The Commissioner of Technical Education has supported the above request.

Following is the progression of pay scales for this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Instructor of Printing Technology	810 - 1420	1535 - 2840 (C.S.)	2870 - 5470 (C.S.)	4260 - 9520 (C.S.)	7960 - 23650	--	Senior Instructor (Rs.9460-27700)
Junior Instructor of Government Polytechnics	950 - 1670	1745 - 3420 (C.S.)	3290 - 6550 (C.S.)	4825 - 10845 (C.S.)	9200 - 27000	Workshop Attender/ Lab Attender (Rs.7740-23040)	Mechanic/ Instrument Mechanic/ Mechanic (General)/ Electrician (Rs.9460-27700)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Senior Instructor of Printing Technology	950-1670	1875 – 3750 (one stage Improvement) (On par with Senior Machine man in Govt. Central Press)	3550 – 7150 (C.S.)	5200-11755 (C.S.)	9460-27700	Junior Instructor of Printing Technology (Rs.7960-23650)	--
Senior Instructor of Government Polytechnics	1150-2110	2195-4560 (C.S.)	4190-8700 (C.S.)	6195-14175 (C.S.)	11530-33200	Mechanic/ Instrument Mechanic/ Mechanic (General)/ Electrician (Rs.9460-27700)/ Junior Instructor (Rs.9200-27000)	Workshop Foreman (Rs.14860-39540)

The post of Junior Instructor in Machine Section (formerly Junior Machine Attendant) is filled by direct recruitment and the qualifications prescribed are minimum educational qualification i.e., 10th class with a pass in ITI in the concerned trade and three years practical experience in any reputed Institution.

The post of Senior Instructor in Machine Section (formerly Senior Machine Attendant) is filled by promotion from Junior Machine Attendant (Now known as Junior Instructor). The qualifications prescribed are Diploma in Printing Technology or ITI certificate in the appropriate trade or an equivalent qualification with 2 years experience after ITI.

These categories represented to Anomalies Committee, 2008, seeking parity with Junior Instructor and Senior Instructor of Government Polytechnics. The above Committee did not agree. These categories represented to PRC 2010 seeking parity with Junior Instructor and Senior Instructor of Government Polytechnics. The Commission assigned a revised pay scale of Rs.7960-23650 (Rs.4595-10285) to the category of Jr. Instructor of Printing Technology and a revised pay scale of Rs.9460-27700 (Rs.5470-11755) to the Senior Instructor of the Institute of Printing Technology.

Keeping in view of duties and responsibilities and qualifications, the Commission assigns a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950 for the category of Junior Instructor, thus improved by one stage and assigns a pay scale of Rs.19500-58330 corresponding to Rs.10020-29200 to the category of Senior Instructor, thus improved by one stage.

4. Matron	:	Rs.7520-22430
No. of posts	:	15
5. Camera Assistant	:	Rs.7740-23040
No. of Posts	:	1
6. Senior Instructor in Composing [Formerly Composer]	:	Rs.7960-23650
No. of Posts	:	4
7. Block maker-cum-Etcher:	:	Rs.7740-23040
No. of Posts	:	1
8. Artist-cum-Re-Toucher	:	Rs.7960-23650
No. of Posts	:	1

No anomaly has been pointed but requested for the pay scale of Rs.11530-33200.

The above categories represented to the earlier PRCs seeking higher pay scales. The following are the pay scales given to the above posts in successive pay revisions:

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Matron	410-625	780-1275	1475-2675	2750-5150	4050-9050	7520-22430
Camera Assistant	450-700	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Senior Instructor in composing (formerly Composer)	450-700	860-1470	1595-3020	2990-5810	4370-9775	7960-23650
Block maker-cum-Etcher	450-700	860-1470	1595-3020	2990-5810	4370-9775	7740-23040
Artist-cum-Re-toucher	450-700	860-1470	1595-3020	2990-5810	4370-9775	7960-23650

With regard to Matron, the PRC 2010 noticed that there are posts of Matron Grade-II and Matron Grade-I in Social Welfare Department. The qualification prescribed for Matron Grade-II is graduation with a Degree in Education. The qualification prescribed for Matron in Technical Education Department was a pass in X class. Therefore the Commission had not assigned pay scale as applicable to Matron in Social Welfare Department. However, keeping in view the qualifications, the Commission assigned the scale of Rs.7520-22430 (Rs.4260-9520) to the Matron. In view of the above, the Commission confirms the existing pay scale and assigns to this category a pay scale of Rs.14600-44870 corresponding to Rs.7520-22430.

Regarding Camera Assistant, the PRC 2010 recommended corresponding pay scale of Rs.7740-23040. The Commission confirms the existing scale of this category and recommends to it a pay scale of Rs.15030-46060 corresponding to Rs.7740-23040.

With regard to the Senior Instructor (composing), the qualifications prescribed are a Diploma in printing Technology or ITI with 2 years experience. As this is a teaching post and in consonance with the approach of the

Commission to the teaching categories, the PRC 2010 assigned the scale of Rs.7960-23650. In view of the above, the Commission confirms the existing pay scale and assigns to this category a pay scale of Rs.15460-47330 corresponding to Rs.7960-23650.

As regards Block Maker-cum-Etcher, the qualification is a pass in X class, the PRC 2010 assigned corresponding pay scale of Rs.7740-23040. This Commission confirms the existing pay scale and assigns to this category a pay scale of Rs.15030-46060 corresponding to Rs.7740-23040.

In regard to the posts of Artist-cum-Re-toucher, taking into consideration of the qualification, the PRC 2010 recommended the scale of Rs.7960-23650. The Commission confirms the existing scale and assigns to this category a pay scale of Rs.15460-47330 corresponding to Rs.7960-23650.

9. Junior Instructor/Boiler Attendant/ Skilled Assistant/Tracer		
	:	Rs.9200-27000
No of posts	:	89

It is stated that all the above categories are designated posts falling under different classes and categories, but the qualifications prescribed for all these posts is ITI with two years' experience/ Diploma as per the special rules issued in the G.O.Ms.No.76, dt.20.10.2003 of Higher Education (TE.2) Department.

It is stated that this category is having same qualifications on par with Assistant Technical Officers of Employment & Training Department. The injustice is done since 1993 pay revision, hence request is for pay scale of Rs.11530-33200 on par with Asst. Training Office (ATO) in ITIs of Employment and Training Department.

The category of Junior Instructor/Boiler Attendant/Skilled Asst./Instrument Mechanic/General Mechanic/Mechanic Electrician/Electrician posts comes under class-D category, 4,5,6 and 3 respectively vide G.O.Ms.No.76, dt:20.10.2003 of Higher Education (TE.2) Department.

Following is the progression of pay scales for this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Instructor	950-1670	1745-3420	3290-6550	4825-10845	9200-27000	Workshop Attender (Rs.7740-23040)	Mechanic, Instrument Mechanic, Mechanic (General), Electrician (Rs.9460-27700)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Training Officer in Employment and Training dept.	1100-2050	2195-4560	4190-8700	6195-14175	11530-33200	Technical Assistant (Rs.7740-23040)	Deputy Training Officer (Rs.12550-35800)

The following pay scales are assigned for these posts in earlier pay revisions:

Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Junior Instructor	475-760	950-1670 (one stage)	1745-3420 (C.S.)	3290-6550 (C.S.)	4825-10845 (C.S.)	9200-27000
Skilled Assistant	475-760	950-1670 (one stage)	1745-3420 (C.S.)	3290-6550 (C.S.)	4825-10845 (C.S.)	9200-27000
Boiler Attendant	475-760	950-1670 (one stage)	1745-3420 (C.S.)	3290-6550 (C.S.)	4825-10845 (C.S.)	9200-27000
Tracer	475-760	950-1670 (one stage)	1745-3420 (C.S.)	3290-6550 (C.S.)	4825-10845 (C.S.)	9200-27000

Taking into consideration the qualification prescribed for the above posts, and also in tune with the approach of the Commission to Teaching Community, the 2010 PRC assigned the pay scale of Rs.9200-27000 (Rs.5200-11755) to the above categories. In view of the above position, comparison with Assistant Training Officer of Employment & Training Department is not appropriate, as the duties and responsibilities, qualifications are entirely different. The Commission after considering other pay parities assigns to these categories a pay scale of Rs.19500-58330, corresponding to Rs.10020-29200, thus improved by two stages.

**10. Instrument Mechanic/General
Mechanic/ Mechanic Electrician/
Mono Key Board Operator/Electrician/
Turner-Cum-Fitter/
Senior Mechanic Attendant/
Mono Caster/Compositor : Rs.9460-27700**
No. of post : 166

The request is for parity with Assistant Training Officer of Employment & Training Department.

The following is the progression of the pay scales in the earlier revisions:

Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Mono Caster	410-625	950-1670 (4 stages)	1875-3750 (one stage)	3550-7150 (C.S.)	5200-11755 (C.S.)	9460-27700

Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Turner-cum-Fitter	500-800	1010-1800(Q) 780-1275(U.Q)	1875-3750(Q) 1475-2675 (U.Q)	3550-7150(Q) 2750-5180 (U.Q)	5200-11755(Q)/ 4050-9050(UQ)	9460-27700(Q)/ 7100-21250(UQ)
Electrician	500-800	1010-1800 (one stage)	1875-3750 (C.S.)	3550-7150 (C.S.)	5200-11755 (C.S.)	9460-27700
Mechanic (Ele)	500-800	1010-1800 (one stage)	1875-3750 (C.S.)	3550-7150 (C.S.)	5200-11755 (C.S.)	9460-27700
Mechanic (Gen.)	500-800	1010-1800 (one stage)	1875-3750 (C.S.)	3550-7150 (C.S.)	5200-11755 (C.S.)	9460-27700
Instrument Mechanic	500-800	1010-1800 (one stage)	1875-3750 (C.S.)	3550-7150 (C.S.)	5200-11755 (C.S.)	9460-27700

The Commission notices that these categories are not having parity with Assistant Training Officer in Employment & Training Department in the earlier pay revisions. Keeping in view of the fact that these posts are teaching technical subjects and keeping in view the approach of the Commission to give importance to teaching faculty, the Commission recommends the following pay scales for the above posts.

Mono caster	:	Rs.21230-63010 corresponding to Rs. 10900-31550 (thus improved by two stages)
Turner-cum-Fitter	:	Rs.21230-63010 corresponding to Rs.10900-31550(Qualified) Rs.13780-42490 corresponding to Rs.7100-21250)(unqualified)
Electrician	:	Rs.21230-63010 corresponding to Rs.10900-31550) (thus improved by two stages)
Mechanic (Electrical & Communication Engineering)	:	Rs. 21230-63010 corresponding to Rs.10900-31550 (thus improved by two stages)
Mechanic (General)	:	Rs. 21230-63010 corresponding to Rs.10900-31550 (thus improved by two stages)
Instrument Mechanic	:	Rs.21230-63010 corresponding to Rs.10900-31550 (thus improved by two stages)

11. Senior Instructor : Rs.11530-33200
 No of posts : 716

It is stated that as per the special rules issued in G.O.Ms.No.76, Higher Education (TE.2) Department, dated.20.10.2003, the qualifications prescribed for the post of Senior Instructor is ITI with two years' experience or Diploma, which are the same qualifications for the post of Deputy Training Officer (formerly Senior Instructor) in ITIs in the Department of Employment and Training. Deputy Training Officers are allowed a higher scale of Rs.12550-35800 and this category is allowed pay scale of Rs.11530-33200, in spite of multiple duties and responsibilities. It is requested for assigning a higher pay scale of Rs.12550-35800 on par with Deputy Training Officer (formerly known as Senior Instructor).

Following is the progression of pay scales for this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Senior Instructor	1150-2110	2195-4560	4190-8700	6195-14175	11530-33200	Mechanical Instructor, General Mechanic, Electrician, (Rs.9460-27700) / Junior Instructor (Rs.9200-27000)	Work shop Foreman (Rs.14860-39540)
Deputy Training Officer in Employment and Training dept.	1150-2110	2315-5040	4430-9300	6505-15025	12550-35800	Assistant Training Officer (Rs.11530-33200)	Workshop Foremen (Rs.14860-39540)

According to service rules appointment to this category by promotion of Mechanic, Instrument Mechanic, Electrician. If no qualified or suitable hand is available, by promotion of Junior Instructor (Rs.9200-27000). The qualification is being a Diploma in Mechanical or Automobile Engineering or ITI certificate in the concerned trade with two year experience. This category forms feeder category to the post of Workshop Foreman (Rs.14860-39540).

The Commission notices that this category is not having parity of Deputy Training Officer of Employment & Training Department. Keeping in view of duties & responsibilities of this category and the improvement in the pay scale of feeder category, the Commission assigns to it a pay scale of Rs.24440-71510 corresponding to Rs.12550-35800, thus improved by two stages.

12. Workshop Foreman : Rs.14860-39540
 No of posts : 2

It is stated that the post of Workshop Foreman is a promotional post from category of Senior Instructor which requires more than 16 years of service in the category of Senior Instructor with qualification of Diploma/ITI as per the Special Rules issued in the G.O.No.76, HE (TE.2) Dept., dt.20.10.2003. Further the post is a supervisory post like Training Officer of Employment and Training Department having the same feeder channel of promotion and qualifications. Hence request is for assigning a higher pay scale of Rs.14860-39540 on par with the Training Officer. Following is the progression of pay scales for this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Workshop Foreman	1330-2630	2600-5000	5000-10600	7770-18575	14860-39540	Senior Instructor (Rs.11530-33200)	----
Training Officer in Employment and Training dept.	1330-2630	2600-5000	5000-10600	7770-18575	14860-39540	Dy. Training Officer (Rs.12550-35800)	---

This category is filled by promotion from the category of Senior Instructor in Polytechnic with a Diploma in Mechanical or Automobile Engineering or ITI certificate in the concerned trade with two years experience.

The Commission notices that this category is having parity with Technical Officer of Employment & Training Department and assigns a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510, thus improved by one stage.

13. Associate Lecturer in Polytechnics : Rs.16150-42590
(formerly known as Lecturer)
 No of posts : 2191

The Association has requested for assigning a higher pay scale of Rs.20680-46960 on par with the Lecturers (non-UGC) working in Govt. Degree Colleges.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Lecturer of polytechnics	1380-2750	3110-6380 (two stages)	5980-12100 (CS)	9285-21550 (one stage)	16150-42590 (CS)	----	Senior Lecturer (Rs.19050-45850)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Lecturer in Govt. Degree College	...	3640-7580	6950-14425 (CS)	10285-24200 (CS)	20680-46960 (two stages)	Junior Lecturer of Government Junior College (Rs.18030-43630)	Principal of Government Degree College (drawing UGC pay scales)

According to service rules, appointment to this category is by direct recruitment, one must possess an Engineering Degree in the concerned subject or by transfer from any other class or category of A.P. Technical Sub-ordinate service vide G.O.Ms.No.271, LEN&TE (TE-2) Department, dt:28-09-1984. The qualification prescribed is a degree in Engineering or a pass in section-A and B of AMIE.

This category is not having a parity with Lecturers of Degree Colleges in successive PRCs. This category represented to the PRC 1999 seeking pay scale one stage above the Assistant Executive Engineer. However, a corresponding pay scale of Rs.5980-12100 was assigned. In subsequent revisions this category was assigned pay scales of Rs.9285-21550 (one stage benefit) and Rs.16150-42590 (CS) in 2005 and 2010 revisions. In view of the above, the Commission notices that comparison with Lecturers of Degree Colleges is not valid, as the duties and responsibilities are entirely different. The Commission assigns a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 to this category, thus improved by one stage.

14. Lecturer (Polytechnic/Statewide Institutions)

(formerly known as Senior Lecturer) : **Rs.19050-45850**
 No. of posts : 563

15. Head of Section

No. of posts : **424**

No representation.

The category of Lecturer is filled by promotion from Associate Lecturer and the category of Head of section is filled by promotion from Lecturer.

The category of Lecturer is in the pay scale of Rs.1150-1700 and was assigned a corresponding pay scale of Rs.1980-3500 in 1986 revision. This category sought parity with Principals of Junior Colleges or nearest AICTE pay scales in 1993 revision. The PRC did not agree and assigned a corresponding pay scale of Rs.3640-7580. This category sought parity with Deputy Executive Engineer in 1999 revision, the same was not agreed and assigned a corresponding pay scale of Rs.6950-14425. This category did not represent to 2005 and 2010 revisions, however assigns a pay scale of Rs.10845-25600 and Rs.19050-45850 respectively.

The category of Head of Section was in the pay scale of Rs.1300-1900 in 1978 revision and was assigned a revised pay scale of Rs.2410-4050 being the

head of a particular branch of Engineering in Polytechnics. This category sought AICTE scales in 1993 revision, the same was not agreed and assigned a corresponding pay scale of Rs.4400-8700. This category sought parity with Executive Engineer in 1999 revision, the same was not agreed and assigned a corresponding pay scale of Rs.8400-16525. This category did not represent to 2005 and 2010 revisions, however assigned a pay scale of Rs.13390-28500 and Rs.23650-49360 respectively.

Keeping in view of enhancement of pay scale of feeder category, the Commission assigns a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960 to the category of Lecturer, thus improved by one stage, the Commission notices that the pay scale of Rs.23650-49360 is adequate for the category of head of section and therefore, assigns to it the pay scale of Rs.46060-98440, corresponding to Rs.23650-49360.

16. Computer Programmer : Rs.13660-38570
 No. of posts : 14

The Association has represented that as per service rules, the post of Computer Programmer is a Gazetted cadre, with required qualification of B.Tech./B.E., in Computer Science or Information Technology/MCA. This category is in a pay scale of Rs.13660-38570 being First Level Gazetted post, whereas the pay scale of Programmer with B.Tech., Qualifications in Andhra University, Visakhapatnam is Rs.16150-42590.

It is also stated that the pay scale of the Lecturer of Polytechnic with basic qualification of B.Tech., is Rs.19050-45850. Though the Computer Programmer post is upgraded as Gazetted, the scale of pay is not upgraded on par with Lecturer of Polytechnics. The Commissioner of Technical Education has recommended for pay scale of Rs.16150-42590 on par with Lecturer in Engineering.

Following is the progression of pay scales for this post and comparable posts.

Category	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Computer Programmer	2600-5580	5000-10600	7770-18575	13660-38570	Computer Operator (Rs.11530-33200)
Lecturer in Polytechnics	3640-7580	6950-14425	10845-25600	19050-45850	Associate Lecturer (Rs.16150-42590)	Head of Section (Polytechnics / State wide Institutions) (Rs.23650-49360)

According to service rules appointment to this category by transfer from computer operator of A.P. Technical Education Sub-ordinate Services, one must have Master Degree in computer Applications from a recognized University or its equivalent or A Degree in computer Sciences & Engineering or information

Technology from a recognized university or its equivalent and put up not less than 3 years of service in the category of Computer Operator in A.P.T.E.S.S.

The Commission notices that this category is a solitary post not having promotional avenues, assigns to it a pay scale of Rs.29760-80930 corresponding to Rs.15280-40510, thus improved by two stages.

17. Auditor : **Rs. 13660-38570**
 No of posts : 6

It is represented that the post of Auditor/ Superintendent constituted under category-I of class-A of APMS Rules, are inter transferable and feeder category to the both posts is Senior Assistant in the O/o the Commissioner of Technical Education as per in APMS Rules. In 2010 revision, this category is assigned a pay scale of Rs.13660-38570, whereas superintendent is assigned a pay scale of Rs.14860-39540. Hence request is for assigning a higher pay scale of Rs.14860-39540 on par with Superintendent.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Auditor in the Commissionerate	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Senior Assistant (Rs.10900-31550)	Assistant Director (Non-Technical) (Rs.18030-43630)
Superintendent in the Commissionerate/ Govt. Poly Institutions	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director (Non-Technical) (Rs.18030-43630)

As per A.P. Ministerial Service Rules, the category of Auditor comes under Class-A, category (1) of A.P. Ministerial Service Rules and equivalent to Superintendent. This category is filled in by promotion of Senior Assistant or its equivalent category and also by conversion of S.C. Stenographer. One must possess a Bachelor's degree.

The pay scales of both the posts of Superintendent and Auditor were equal upto 2005 revision. In PRC 2010, this category was assigned a pay scale of Rs.13660-38570, whereas the category of Superintendent was assigned the pay scale of Rs.14860-39540 (improvement of one stage). The feeder category for the both posts is Senior Assistant. In view of the above, the Commission assigns to this category a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

- 18. Inspector (CTI)/Hostel Manager of Govt. Polytechnic Institutions : Rs.13660-38570**
 No of posts : 764

The Association has requested for assigning a higher pay scale of Rs.14860-39540 on par with Superintendent for the category of Inspector (CTI)/ Hostel Manger of Government Polytechnic Institutions. The Commissioner of Technical Education has also supported the above request.

Following is the progression of pay scales for this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Inspector (CTI)	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Senior Stenographer (Rs.10900-31550)	--
Superintendent in the Commission er-ate / Govt. Polytechnic Institutions	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)/Senior Steno (Rs.10900-31550)	Assistant Director (Non-Technical) (Rs.18030-43630)

As per service rules, the category of Inspector, Commercial and Technical Institutions is filled in by transfer of Senior Stenographers in the A.P. Ministerial Service in the Technical Education Department. As per A.P. Ministerial Service rules, the category of Hostel Manager is categorized as category (1) of class A and equivalent to Superintendent. This category is filled by promotion of Senior Assistant / by conversion of S.C. Steno.

The category of Inspector (C&TI) and Hostel Manager are having parity with Superintendent upto 2005 revision. The same is disturbed in 2010 revision.

In view of the above, the Commission assigns to this category a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

Domestic Science Training College : Secunderabad

- 19. Handicrafts Assistant : Rs.9460-27700**
 No. of Posts : 3
- 20. Domestic Science Assistant : Rs.10900-31550**
 No. of Posts : 3
- 21. Science Assistant (GVI) : Rs.11860-34050**
 No. of Posts : 3
- 22. Language Assistant (GVI/DSTC) : Rs.11860-34050**
 No. of Posts : 3
- 23. First Assistant (GVI/DSTC) : Rs.12550-35800**
 No. of Posts : 3

24. Junior Assistant (DSTC)	:	Rs.12550-35800
No. of Posts	:	5

The Domestic Science Training College (DSTC) is offering three years Diploma in Home Science and Girls Vocational Institute (GVI) is also offering three years Diploma in both Home Science and Craft Technology. The courses prepared by the State Board of Technical Education are standardized on par with polytechnics.

According to service rules, appointment to the category of Handicrafts Assistant is by direct recruitment, one must have passed 10th class, must have two years teaching experience or must have passed Higher Grade Technical examination in the relevant subject and must have two years teaching experience.

Appointment to the category of Domestic Science Assistant is both by direct recruitment and by promotion of Handicrafts Assistant. One must have a degree in Domestic Science or Home Science or minimum general educational qualification with a Diploma (three years course) of Teachers Training from Lady Irwin College, Delhi or Domestic Science Training College, Hyderabad or must possess a Certificate in Higher Domestic Science of Department of Technical Education, Hyderabad.

Appointment to the category of Language Assistant is by direct recruitment, one must possess a degree in the concerned subject with 3 years teaching experience.

Appointment to the category of First Assistant (GVI/DSTC) is by promotion of Science Assistant / Domestic Science Assistant / Language Assistant. The qualifications prescribed are a 2nd class Degree in Science or Home Science and Diploma in Teachers Training in Home Science which is of 3 years duration or degree in Home Science or Domestic Science with 3 years teaching experience.

The above categories have represented to successive PRCs seeking parity with comparable posts in Government Polytechnic Colleges. The same has not been agreed.

The following are the pay scales assigned to the above categories and comparable posts in Government Polytechnic in successive pay revisions:

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Handicrafts Assistant	530-850	1010-1800 (C.S.)	1875-3750 (C.S.)	3550-7150 (C.S.)	5200-11755 (C.S.)	9460-27700 (one stage)
Associate Lecturer of Govt. Polytechnics	800-1450	1380-2750 (C.S.)	3110-6380 (two stages)	5980-12100 (C.S.)	9285-21550 (one stage)	16150-42590 (CS)

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Domestic Science Assistant	575-950	1100-2050 (C.S.)	2075-4270 (C.S.)	3950-8150 (C.S.)	5750-13030 (C.S.)	10900-31550 (one stage)
Lecturer in Polytechnic	1150-1700	1980-3500 (C.S.)	3640-7580 (C.S.)	6950-14425 (C.S.)	10845-25600 (one stage)	19050-45850 (CS)
Science Assistant	600-1050	1150-2110 (C.S.)	2315-4880 (one stage)	4430-9300 (C.S.)	6505-15025 (C.S.)	11860-34050
Language Assistant	600-1050	1150-2110 (C.S.)	2315-4880 (one stage)	4430-9300 (C.S.)	6505-15025 (C.S.)	11860-34050
First Assistant (GVI)	650-1100	1230-2330 (C.S.)	2375-5040 (one stage)	4550-9600 (C.S.)	6675-15500 (C.S.)	12550-35800
Junior Assistant (DSTC)	650-1100	1230-2330 (C.S.)	2375-5040 (one stage)	4550-9600 (C.S.)	6675-15500 (C.S.)	12550-35800
Head of Section of Govt. Polytechnics	1300-1900	2410-4050 (C.S.)	4400-8700 (C.S.)	8400-16525 (C.S.)	13390-28500 (one stage)	23650-49360

Keeping in view the duties, responsibilities and functions of these categories the Commission assigns the following scales:

Handicrafts Assistant	-	Rs.18400-55410 (Rs.9460-27700)
Domestic Science Assistant	-	Rs.21230-63010 (Rs.10900-31550)
Science Assistant (GVI) / Language Assistant (GVI/DSTC)	-	Rs.23100-67990 (Rs.11860-34050)
First Assistant (GVI)(DSTC)/ Junior Assistant (DSTC)	-	Rs.25140-73270 (Rs.12910-36700) (improved by one stage)

- 25. Principal**
(Girls Vocational Institute) : Rs.18030-43630
No. of Posts : 2
- 26. Vice Principal**
(Domestic Science Training College) : Rs.18030-43630
No. of Posts : 1
- 27. Principal (Domestic Science Training College)** : Rs.19050-45850
No. of Posts : 1

No representation has been received.

The above categories have represented to the earlier PRCs seeking parity with Principals of Polytechnics and Head of sections of Polytechnics. The same has not been accepted.

The following is progression of pay scales in the earlier PRCs.

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Principal (Girls' Vocational Institute)	900-1500	1550-3050 (C.S.)	3110-6380 (one stage)	5980-12100 (C.S.)	9285-21550 (one stage)	18030-43630 (one stage)
Vice Principal (DSTC)	900-1500	1550-3050 (C.S.)	3110-6380 (one stage)	5980-12100 (C.S.)	9285-21550 (one stage)	18030-43630 (one stage)
Head of Sections of Govt. Polytechnics	1300-1900	2410-4050 (C.S.)	4400-8700 (C.S.)	8400-16525 (C.S.)	13390-28500 (one stage)	23650-49360 (C.S.)
Principal (DSTC)	1150-1700	1980-3500 (C.S.)	3640-7150 (C.S.)	6950-14425 (C.S.)	10285-24200 (C.S.)	19050-45850 (one stage)
Principals of Govt. Polytechnics	1500-2100	2690-4440 (one stage)	5390-8980 (one stage)	10250-17050 (C.S.)	15500-30000 (C.S.)	27000-51760 (C.S.)

The above categories are not having parity with Principals of Government Polytechnics in the successive pay revisions, as the qualifications, duties and responsibilities are different. But keeping an overall view and approach to the Teaching Community, the Commission recommends the scale of Rs.35120-87130 corresponding to Rs.18030-43630 for Principal (Girls Vocational Institute) and Vice Principal (Domestic Science Training College) and Rs.40270-93780 corresponding to Rs.20680-46960 to Principal (Domestic Science Training College), thus improved by one stage.

28. Librarian : **Rs.10900-31550**
No. of Posts : 104

No representation has been received.

According to service rules, appointment to this category is by direct recruitment or by transfer from any other service for special reasons. One must possess a first or higher second class B.Sc., / B.A./B.Com., degree with a first or second class M. Library science degree. The category has represented to the earlier Pay Revision Commissions seeking parity with Librarians of Junior Colleges/ Librarians of polytechnics and degree colleges. The same has not been accepted.

The following is the progression of pay scales of this category and comparable posts.

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Librarian of Technical Education	475-760	1100-2050 (4 stages) (on par with Assistant Librarian Grade-II of Public Libraries Department)	2075-4370 (C.S.)	3950-8150 (C.S.)	5750-13030 (C.S.)	10900-31550 (one stage)
Librarian of Junior Colleges	530-850	1100-2050 (two stages)	2195-4560 (one stage) /2600-5580 (A.C.1995) (four stages)	5000-10600 (C.S.)/ 5980-1200 (A.C.2004) (three stages)	9285-21550 (one stage)	18030-43630 (one stage)
Librarian of Degree Colleges	800-1450	1810-3230 (two stages)	3640-7580 (one stage)	6950-14425 (C.S.)	10285-24200 (C.S.)	20680-46960 (two stages)

The category of Librarian was assigned a pay scale of Rs.1100-2050 in 1986 revision on par with Assistant Librarian Gr-II of Public Libraries Department. In subsequent revisions this category was assigned corresponding pays scales. Hence the 2010 Commission recommended a revised pay scale of Rs.10900-31550 on par with Assistant Librarian Grade-II of Public Libraries Department, thus improved by one stage. The Commission taking into account the duties and responsibilities of this category and its qualifications assigns to it a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050, on par with Assistant Librarian Grade-II of Public Libraries Department, thus benefitted by two stages.

29. Senior Librarian : Rs.16150-42590
No. of Posts : 8

No representation has been received.

According to service rules, appointment to the category of Senior Librarian is by transfer of Librarian of A.P. Technical Education Subordinate Service Rules. One must possess a Master's Degree in Library Science/ Information Science/ Documentation or its equivalent professional degree with at least 55% of marks and 5 years of service in the category of Librarian.

The category has represented to the earlier PRCs seeking parity with Librarian of degree colleges and also for AICTE pay scales. The same has not been accepted.

The following is progression of pay scales of the above category and comparable post.

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Senior Librarian of Technical Education	650-1100	1330-2630 (two stages) (on par with Assistant Librarian Grade-I of Public Libraries Department)	2525-5390 (C.S.)	4850-10250 (C.S.)	7200-16925 (C.S.)	16150-42590
Librarian of Degree Colleges	800-1450	1810-3230 (two stages)	3640-7580 (one stage)	6950-14425 (C.S.)	10285-24200 (C.S.)	20680-46960

The category of Senior Librarian was assigned a pay scale of Rs.1330-2630 on par with Assistant Librarian Grade-I of Public Libraries Department in 1986 revision. In 1993 revision, this category was assigned a corresponding pay scale of Rs.2525-5390 on the ground that this was not having service rules. In subsequent revisions, corresponding pay scales were assigned. At present this category is having service rules. As per the above rules, this category is filled by transfer from Librarian and one must have a Master's Degree in Library Science/ Information Science/ Documentation or its equivalent professional Degree with atleast 55% of marks and 5 years of service in the category of Librarian. Whereas the category of Assistant Librarian, Grade-I of Public Libraries is filled in by promotion from the category of Assistant Librarian Grade-II with a degree with B.L.Sc., degree. The category of Senior Librarian has a higher qualification of Master's Degree in Library Science. In view of the above position, the PRC 2010 recommended a revised pay scale of Rs.16150-42590 which is one stage below the Gazetted Librarian.

In view of the above, the Commission assigns to this category a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630, which is one stage below the Gazetted Librarian of Public Libraries Department.

- 30. Physical Director (Polytechnics) : Rs.16150-42590**
 No. of posts : 99
- 31. Senior Physical Director : Rs.18030-43630**
 No. of posts :

No representation. The Commissioner of Technical Education has requested for a pay scale of Rs.18030-43630 on par with Physical Directors of Junior Colleges. Since this category is having P.G. Degree in Physical Education like Physical Directors of Junior Colleges.

This category has been representing to the successive PRCs seeking parity with Physical Directors of Junior Colleges and also seeking AICTE pay scales. The same has not been agreed. Following is the progression of pay

scales of this category, Senior Physical Director of Polytechnics and Physical Directors of Junior Colleges.

Category	1974	1978	1986	1993	1999	2005	2010
	(Rs.)						
Physical Directors of Polytechnics	320-580	575-950	1280-2440 (3 stages)	2525-5390 (one stage)	4850-10250 (C.S.)	7200-16925 (C.S.)	16150-42590 (5 stages)
Senior Physical Directors of Polytechnic	-	800-1450	1550-3050 (one stage)	2930-5960 (C.S.)	5640-11300 (C.S.)	8385-19125 (C.S.)	18030-43630 (3 stages)
Physical Directors of Junior Colleges	320-580	575-950	1280-2440 (3 stages) / 1550-3050 (for qualified i.e., P.G. Degree in physical education)	3110-6380 (one stage)	5980-12100 (C.S.)	9285-21550 (one stage)	18030-43630 (one stage)

The 2010 PRC recommended a revised pay scale of Rs.16150-42590 for the category of Physical Director and a revised pay scale of Rs.18030-43630 to the Senior Physical Director being the promotion post of Physical Director as this category has a Master's Degree in Physical Education or Master's Degree in sports as per the service rules.

The Commission assigns a pay scale of Rs.31460-84970 corresponding to Rs.16150-42590 for the category of Physical Director and assigns a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630 for the Senior Physical Director.

32. Assistant Director

(Non-Technical) : Rs.18030-43630
 No. of Posts : 3

No representation.

This category represented PRC 2010 that the pay scales of the Assistant Director (Technical) and Assistant Director (Non-Technical) were similar upto 1999 revision. In 2005, this category was assigned lower scale of Rs.10285-24200, whereas Assistant Director (Technical) was assigned the higher scale of Rs.10845-25600.

This category is filled by promotion from Superintendent.

This category has been representing to the earlier PRCs seeking higher pay scales than Lecturers of Polytechnics. The same has not been accepted on the ground that Lecturers of Polytechnics are governed by AICTE scales.

The following is the progression of the pay scales in successive PRCs.

Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Assistant Director (Non-Technical)	1050-1600	1980-3500 (one stage)	3640-7580 (CS)	6950-14425 (CS)	10285-24200 (CS)	18030-43630
Lecturer of Polytechnics	1150-1700	1980-3500 (CS)	3640-7580 (CS)	6950-14425 (CS)	10845-25600 (one stage)	19050-45850

The Commission assigns to this category a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

33. Deputy Director (Non-Technical) : Rs.21820-48160
 No. of post : 2

It is represented by the Commissioner of Technical Education that the Deputy Director (Non-Technical) is having parity with Deputy Director (CTIs) upto 1999 pay scales. The same parity is disturbed in 2005 and 2010 revisions, by assigning pay scales of Rs.12385-27750 and Rs.21820-48160 respectively, whereas Deputy Director (CTIs) is assigned pay scales of Rs.13390-28500 and Rs.23650-49360. Hence, request is for a pay scale of Rs.23650-49360 and to rectify the above anomaly.

As per service rules, this category is filled by promotion of Assistant Director (Non-Technical) including Administrative Officers/ Internal Audit Officers, Hotel Superintendents and Statistical Officer. The category of Deputy Director (C&TIs) is filled by promotion from Assistant Director (C&TIs). Both the above categories are State level posts.

The Commission notices that both the categories are having a parity in 1999 revision, the same was disturbed in 2005 and 2010 revisions. Hence the Commission assigns to this category a pay scale of Rs.46060-98440 corresponding to Rs.23650-49360 thus improved by one stage, and maintain parity among the Deputy Directors.

15 (b) COLLEGIATE EDUCATION

The Directorate of Collegiate Education imparts degree and post graduate education through Government and Private Aided Colleges. The main functions of the Directorate are to offer under graduate and post graduate courses such as Bachelor of Arts (B.A.), Bachelor of Science (B.Sc.) etc., and help meritorious students who are economically backward continue their education by sanctioning scholarships in Government and Private Aided Colleges. The Directorate is headed by the Commissioner of Collegiate Education. The Department of Collegiate Education monitors the administrative functions and academic quality in 252 Government Degree Colleges and 179 Aided Colleges.

1. Part Time Lecturer of Degree Colleges Working on minimum pay of Rs.20680/- +D.A.

No. of posts :

It is stated that there are 87 Part Time Lecturers working in various Government Degree Colleges in the State and drawing the minimum of pay scale for the Lecturers since 1992. The P.R.C.2010 recommended the minimum of pay scale of Rs.20680/- along with D.A. Accordingly orders were issued in G.O.Ms.No.52, Finance (PC-I) Department, dated.25-02-2010 and at present they are getting a salary of Rs.20680/- plus D.A. Hence, it is requested to recommend a minimum pay on par with Lecturer of Degree Colleges in the revised pay scales also.

The Commission recommends that the Part Time Lecturers in Degree Colleges may be given the minimum of the pay scale plus DA from the date from which the scale are revised for other Degree College Lecturers who are in State pay scales and disbursement of the amount be done in the same way for other Degree College Lecturers. The Commission also recommends that this category be paid on par with Lecturers of degree colleges in the revised pay scales.

2. Contract Lecturer (Degree Colleges) Rs.20680/-p.m. + D.A.

It is stated that the Contract Lecturers are working from 2000 onward, and they were allowed a minimum remuneration of Rs.20680/- plus D.A. vide G.O.Ms.No.3, Finance (SMPC-II) Dept., dt.12-01-2011, after revised pay scales were extended to the Government employees. The request is to allow the revised remuneration to them along with the Govt. employees/ Regular Lecturer and to pay them every month promptly.

The Commission recommends that Contract Lecturers (Degree Colleges) be given the minimum of the pay scale plus DA from the date from which the scale was revised for other Degree College Lecturers who are in State Pay Scales and disbursement of the pay should be done in the same way as for other Degree College Lecturers. The Commission also recommends that this category should be paid on par with the regular Lecturers of degree college in the revised pay scales.

3. Physical Director of Degree Colleges : Rs.20680-46960.
No of posts : 178

It is requested to re-designate the category of Physical Director of Degree Colleges as Lecturer (Physical Education) (drawing state scales) and treat them on par with Lecturers in Government degree college by issuing amendment to G.O.Ms.No.47, Higher Education Department, dt.14-05-2007, as ordered in G.O.Ms.No.91, Education Dept., dt.26.03.1987.

As per service rules, issued in G.O.Ms.No.1196, Education Department, dated.27-12-1977, this category is filled in by promotion from Asst. Physical Directors of Degree Colleges. If no suitable and qualified candidate is available from the above category, they are drawn by transfer from Physical Director and Physical Directress working in Junior Colleges and High Schools. This category is also filled in by transfer from any other services. One must have a Masters Degree in Physical Education or P.G. Degree with Degree/Diploma in Physical Education.

This category was in the pay scales of Rs.530-1050 and Rs.800-1450 in 1974 and 1978 revisions. The PRC 1986 assigned a revised pay scale of Rs.1810-3230 on par with Lecturers of Degree Colleges. Thus benefitted by two stages. This category did not represent to PRC 1993 and was assigned pay scale of Rs.3640-7580 (one stage advancement). The PRC 1999 did not agree for change of designation of this category as "Lecturer in Physical Education" and assigned the corresponding pay scale of Rs.6950-14425. This category did not represent to PRC 2005. However a corresponding pay scale of Rs.10285-24200 was assigned. The PRC 2010 did not agree for re-designation and assigned a pay scale of Rs.20680-46960 (two stage improvement) on par with Lecturer of Degree Colleges.

In view of the above, the Commission assigns to this category a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960 on par with Lecturers of Degree Colleges. The change of re-designation of this category does not come under the purview of this Commission.

4. Librarian of Degree College : Rs.20680-46960
No. of Posts : 172

It is stated that the main duties and functions of the Librarians are technical in nature which include calling for indents from the students and staff members for the required books, selection of books, purchase / acquiring books for the library classifying the books, shelving the books, documentation, computerizing library and information services etc. They are also entrusted with teaching periods in which the students are taught general knowledge and orientation for proper utilization of library resources. It is further stated that the category of Librarians, Physical Directors and Lecturers has been drawing similar State pay scales for the past three decades and Automatic Advancement Scheme has also applied to these categories. Hence, it is requested to extend pay scale to this category on par with Lecturer of Government and Aided

Degree Colleges and to maintain parity with them. Another request is to re-designate this category as Lecturer in Library Science.

Following is the progression of this category and other comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Librarian of Degree College	1810-3230	3640-7580	6950-14425	10285-24200	20680-46960	Librarian of Junior college (Rs.18030-43630)	---
Physical Director of Degree College.	1810-3230	3640-7580	6950-14425	10285-24200	20680-46960	Assistant Physical Director (Rs.12550-35800)	---
Lectures in Government Degree Colleges	1810-3230	3640-7580	6950-14425	10285-24200	20680-46960	Junior Lecturer of Junior College (Rs.18030-43630)	Principal of Government Degree (UGC Scale)

As per service rules, the post of Librarian of Degree Colleges is to be filled by the direct recruitment and promotion from the category of Librarian of Junior Colleges and one must possess P.G. Degree (M.Li.Sc.).

The Category of Librarian is having parity with Physical Directors and Lectures in Government Degree Colleges and drawing the similar pay scales in successive P.R.Cs with them. Hence, the Commission assigns to this category the pay scale of Rs.40270-93780, corresponding to Rs.20680-46960 on par with Lecturer of Degree College (drawing State scale). The issue of re-designation of Librarian category as Lecturer in Library Science in Degree College (drawing State scales) does not come in the purview of this Commission.

5. Lecturer of Government Degree College : Rs.20680-46960
 No. of Post : 6045

The incumbent stated that he opted for State pay scales from 1992 onwards and whereas some of the Lecturers opted U.G.C. scales after 1997 are getting more salary. As a result of which, he is getting lesser salary, when compared to those opted for U.G.C. pay scales. Hence, requested to assign the pay scale to the experienced Degree Lecturers who are in State scales on par with U.G.C. scale Lecturers. Further request is to extend U.G.C. pay scales without insisting on any additional qualifications of passing in NET / SLET/M.Phil. / Ph.D.

It is stated that the Government of A.P. exempted from NET/ SLET to the Degree College Lecturers who are appointed before 2001 and implemented UGC scales from the year 2005 to the Aided College Lecturers. As per service rules, this category is filled by direct recruitment or by transfer of eligible Junior Lecturer of Junior Colleges and the minimum qualification is first or second class P.G. degree in the relevant subject.

This category was in the pay scale of Rs.1810-3230 in 1986 revision and sought parity with Lecturer of U.G.C., in 1993 revision. The same was not agreed and assigned a revised pay scale of Rs.3640-7580, thus benefitted by one stage. This category sought U.G.C. pay scales duly exempting pass in the National Eligibility Test in 1999 revision. The PRC did not agree and observed that the conditions in regard in the above issue did not within the purview of this Commission. Accordingly assigned a corresponding pay scale of Rs.6950-14425. This category represented to 2005 revision on the same plea, the same was not agreed and assigned a corresponding pay scale of Rs.10285-24200.

This category sought parity with Principals of Junior Colleges in 2010 revision and another request is for seeking UGC pay scales without insisting on any additional qualification like pass in NET / SLET/ M.Phil / Ph.D., qualifications etc. The PRC did not agree parity with Principals of Junior Colleges and also extension of U.G.C. pay scales. Accordingly assigned a revised pay scale of Rs.20680-46960, thus benefitted by two stages.

The Commission reiterates view of earlier revisions regarding extension of U.G.C. pay scales and assigns to this category a pay scale of Rs.40270-93780 corresponding to Rs.20680-46960.

6. Principals / Lecturers / Librarian / Physical Directors working in Government and Aided Degree Colleges drawing UGC Pay Scales

It is represented that the Principals / Lecturers / Librarian / Physical Directors working in Government and Aided Degree Colleges drawing UGC pay scales are being allowed pay scales, HRA and DA as per Central PRC i.e., 6th Central Pay Commission, whereas rest of the allowances, service benefits allowed on par with State Government Employees including A.P. State Pension Rules 1980. It is requested to include and extended all other benefits like age of Superannuation, Gratuity and commutation, earned leave encashment, issue of Health Cards, Special Allowances and Leaves etc., to the Principals / Lecturers / Librarian / Physical Directors, those who are drawing UGC pay scales and working in Government / Aided Degree Colleges on par with State Government Employees.

The Commission notices that the extension of the benefits like age of superannuation, Group Insurance Scheme, Earned Leave and other benefits to those drawing U.G.C. pay scales will be taken care by the Government and the above aspect does not come under the purview of this Commission.

15 (c) A.P.STATE ARCHIVES & DISTRICT GAZTEERS DEPARTMENT

The origin of this Department is traced to 1894 when the then Nizam's Government took over the records which were under the custody of certain Jagirdar families and a new office was created. It was named A.P. State Archives & Research Institute in January 1992. This Institute has Regional Offices at Visakhapatnam, Chittoor, Warangal and Rajahmundry besides an Interim Repository at Secretariat. The major activities of the Department are to centralize all permanent records, preserve them on scientific lines and make them accessible for historical research etc., besides publishing regularly those which are of historical and administrative interest. The Department is headed by a Director and he is assisted by one Deputy Director and four Assistant Directors besides one Research Officer and twelve Archivists.

1. Archivist	:	Rs.13660-38570
No of posts	:	12
2. Senior Research Assistant (Persian)	:	Rs.13660-38570
No of posts	:	1

It is stated that the Archivist/ Assist Archivist role is very vital in preserving and conserving old Historical documents and records of Socio economic, political, cultural and heritage and value of the past, present and future generations. They have to preserve records, protecting the archives from the enemies of the records, keeping the records according to serial and department wise, the preparation of reference media, macro filming, weeding of records etc. The request is to rectify the anomaly in the pay scales of Archivist.

The pay scale of Archivist was equal to that of Superintendent in PRCs 1993, 1999 and 2005. In 2010 PRC this category was assigned a less pay scale of Rs.13660-38570, whereas the Superintendent scale was assigned a higher pay scale of Rs.14860-39540. Hence, request is for assigning a higher pay scale of Rs.14860-39540.

Following is the progression of pay scales of this categories and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Post	Promotion Post
	(Rs.)						
Archivist	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Assistant Archivist (Rs.11530-33200)	Asst. Director (Technical) (Rs.18030-43630)
Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director (Admn.) (Rs.18030-43630)

Category	1986	1993	1999	2005	2010	Feeder Post	Promotion Post
	(Rs.)						
Senior Research Assistant (Persian)	1330-2630	2600-5580 (on par with Archivist)	5000-10600	7770-18575	13660-38570	Junior Research Assistant (Persian) (Rs.11530-33200)	Assistant Director (Urdu/ Persian) (formerly known as Research Officer) (Rs.18030-43630)

As per Service Rules issued in G.O.Ms.No.139, Education Department, dated:04-06-1997, this category is filled in by direct recruitment for which, one must possess a P.G. Degree in Indian History or an equivalent qualification. It can be filled by promotion of Asst. Archivist including Research Assistant, for which one must possess a Bachelor's Degree. It can also be filled by transfer from Librarian who must possess a P.G. Degree in History or any equivalent qualification/ by transfer of Superintendents in A.P. M.S. in the State Archives Department.

The Commission notices that the pay scale of Archivist was equal to that of Superintendent in 1993, 1999 and 2005 revision and the same was disturbed in 2010 revision.

Keeping in view of qualifications, duties and responsibilities and earlier parity with Superintendent, the Commission assigns to this category a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by one stage.

The pay scale of Senior Research Assistant (Persian), which is equivalent to Archivist is also revised to Rs.28940-78910, corresponding to Rs.14860-39540.

3. Assistant Librarian	:	Rs.10900-31550
No of posts	:	1
4. Librarian	:	Rs.13660-38570
No of posts	:	1

No representation has been received.

As per service rules, the category of Assistant Librarian is filled by appointment by transfer from the category of Junior Assistant/ Typist and also by direct recruitment. For both methods, one must possess a degree with a bachelor degree in Library Science. This category forms feeder category to the post of Librarian. This category is having the qualifications on par with the post of Assistant Librarian Gr-II of Public Libraries and also has been drawing the same pay from time to time.

In view of the above, the Commission assigns to this category a pay scale of Rs.23100-67990, corresponding to Rs.11860-34050 on par with Assistant Librarian Gr-II of Public Libraries Department, thus improved by two stages.

As per service rules, the category of Librarian is filled by appointment by transfer from the category of Assistant Librarian. If no suitable or qualified Assistant Librarian is available, then by direct recruitment for both methods, one must possess a Bachelor's Degree with a Bachelor Degree in Library Science. This category is having the same qualifications on par with the post of Assistant Librarian Gr-I of Public Libraries Department and has been drawing the same pay sales upto 2005 revision. In 2010 revision, this category did not represent, however assigned a corresponding scale of Rs.13660-38570 (Rs.7770-18575 in 2005). The category of Assistant Librarian Grade-I of Public Libraries Department was assigned a revised pay scale of Rs.14860-39540 (benefited by one stage).

In view of the above, the Commission assigns to the category of Librarian a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510 on par with Assistant Librarian Gr-I of Public Libraries Department, thus improved by two stages.

5. Research Assistant (District Gazetters) : Rs.13660-38570
 No. of posts : 16

It is represented by Sri. A. Rambabu and 4 others of District Gazetteers wing of A.P. State Archives District Gazetteers that there are 16 posts of Research Assistant, the main function of this category is compilation and publication of Gazetters of all the District and plays important role in compilation and finalization of preparation of various chapters in the department. He has to address the district officials to furnish the required information and to make visits for getting information. Further stated that the qualifications prescribed for this category is PG, whereas the qualification of degree is prescribed for Superintendent. This category was assigned a lower pay scale of Rs.13660-38570 where as Superintendent was assigned higher pay scale of Rs.14860-39540.

In view of the above position, request is for a higher pay scale of Rs.14860-39540 on par with Superintendent.

The following is progression of pay scales of this post and comparable posts in successive pay revisions:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Research Assistant of District Gazetteers	1330-2630	2600-5580 (on par with Archivist)	5000-10600	7770-18575	13660-38570	Senior Assistants in the A.P. District Gazetteers Dept. (Rs.10900-31550)	Research Officer (Rs.18030-43630)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director (Administration) (Rs.18030-43630)

As per Service Rules issued in G.O.Ms.No.952, Education Department, dated.30-09-1993, this category is filled in by direct recruitment for which, one must possess a P.G. Degree in any one of the following subjects or an equivalent qualification thereto a)English literature b)History c)Telugu d)Sanskrit e)Physics f)Chemistry g)Botany h)Zoology i) Economics. It can also be filled by appointment by transfer from Senior Assistants in the Andhra Pradesh District Gazetteers Department, who must possess a Bachelor's Degree. This category forms feeder category to the post of Research Officer (Rs.18030-43630).

This category did not represent to PRC 2010 and the corresponding pay scale of Rs.13660-38570 was assigned to it. The District Gazetteers Department is now merged with State Archives Department and has become one of the units of State Archives Department.

Considering qualification of P.G. Degree prescribed for direct recruitment and duties other requirements of work, the Commission assigns to this category a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by one stage.

16. ENERGY DEPARTMENT

16(b) Electrical Inspectorate

Electrical Inspectorate Department is a regulatory organization, which is implementing electrical safety Acts, Rules and provisions in the State, having about 60 Technical Officers of Electrical Engineering graduates and post graduates. The main aim of the organization is to minimize the fatal and fire accidents caused due to electricity, by making periodical inspections of extra high voltage/high voltage consumers and by providing better electrical designs and circuits to all industries in the State, thereby achieving the goal of conservation of energy duly reducing power losses to the maximum extent.

1. Asst. Accounts Officer	:	Rs.16150-42590
No. of posts	:	7
2. Accounts Officer	:	Rs.19050-45850
No. of posts	:	2
3. Chief Accounts and Audit Officer	:	Rs.23650-49360
No. of posts	:	1

It is stated that the functions of the department on the non-technical side from the category of Assistant Accounts Officers and Accounts Officers are verification of the books of Accounts of the Licensees, Non-Licensees, Rural Electric Cooperative Societies and electrical generating companies towards collection of electricity duty and substantial amount is realised as electricity duty. However, these posts are categorised under common category and common category scales are made applicable. These posts are to be treated as a special category as under any revenue collection department like Commercial Tax Department etc., and it is also stated that the collection of electricity duty in the State of Rajasthan is being done by Commercial Tax Department. Therefore it will be more appropriate, if services of categories of Chief Accounts and Audit Officer, Accounts Officer and Assistant Accounts Officers may be adopted on the same analogy. Hence request is for the following proposed pay scales.

Sl.No	Category	Proposed Pay Scales
1.	Assistant Accounts Officer	Rs.20680 – 46960
2.	Accounts Officer	Rs.23650 - 49360
3.	Chief Accounts and Audit Officer	Rs.31550 - 53060

Another request is for sanction of Incentive Increment for every three (3) years of service for the categories of this Department.

As per service rules, the category of Assistant Accounts Officer is filled by transfer of Superintendent of A.P. Ministerial Services of this Department.

By direct recruitment in the event of non-availability of candidates by appointment by transfer. For direct recruitment, the qualification prescribed for this post is one must possess a Bachelor's Degree.

The category of Accounts Officer is filled by promotion of Asst. Accounts Officer. This category was created in the pay scale of Rs.23650-49360 vide G.O.Ms.No.310, Finance (SMPC-I) Department, dated.04-12-2012. The category of Chief Accounts and Audit Officer is filled by promotion of Accounts Officer.

The Commission notices that the categories of Assistant Accounts Officer and Accounts Officer are having parity with Assistant Accounts Officer and Accounts Officer in Treasuries and Accounts Department under common category and it is not appropriate to assign a distinct pay scale for the above categories. Hence, the parity with Assistant Accounts Officer and Accounts Officer is maintained and assign to these categories the pay scales of Rs.35120-87130, corresponding to Rs.18030-43630 and Rs.40270-93780, corresponding to Rs.20680-46960 respectively, thus benefitted by one stage each.

The Commission notices that the categories of Chief Accounts Officer and Audit Officer is in the Pay Scale of Rs.23650-49360. The existing pay scale is adequate for this category and therefore assigned the pay scale of Rs.46060-98440, corresponding to Rs.23650-49360.

4.	Asst. Electrical Inspector	:	Rs.19050-45850
	No. of posts	:	34
5.	Deputy Electrical Inspector	:	Rs.20680-46960
	No. of posts	:	25
6.	Electrical Inspector	:	Rs.23650-49360
	No. of Posts	:	5
7.	Dy. Chief Electrical Inspector	:	Rs.31550-53060
	No. of posts	:	3
8.	Chief Electrical Inspector	:	Rs.41550-55660
	No. of posts	:	1

Assistant Electrical Inspector: (Rs.19050-45850)

It is represented that the category of Assistant Electrical Inspector is in the pay scale of Rs.19050-45850 and the next promotion post for this category is Deputy Electrical Inspector in the pay scale of Rs.20680-46960. In the instant case, both the Special Grade Scale and SPPI Scale is one and the same. Hence, requested to rectify the anomaly and to allow a pay scale to the category of Deputy Electrical Inspector.

The post of Assistant Electrical Inspector is filled by direct recruitment or by transfer of Tester in A.P. Electrical Subordinate service. The qualifications prescribed for both the methods of appointment are Bachelor Degree in Electrical Engineering with 3 years practical experience in Electrical Engineering of which not less than one year shall be in the field of Electrical and Mechanical Workshop or generation etc.

Deputy Electrical Inspector: (Rs.20680-46960)

The post of Deputy Electrical Inspector is filled by promotion from the category of Assistant Electrical Inspector.

Electrical Inspector: (Rs.23650-49360)

The post of Electrical Inspector is filled by promotion from the category of Deputy Electrical Inspector.

Deputy Chief Electrical Inspector (Rs.31550-53060)

The post of Deputy Chief Electrical Inspector is filled by promotion from the category Electrical Inspector.

Chief Electrical Inspector: (Rs.41550-55660)

Chief Electrical Inspector is filled by promotion from the category of Deputy Chief Electrical Inspector. There is a provision for appointing officers of the cadre of Chief Engineer from the A.P.S.E.B., on tenure basis in case no qualified candidate is available for promotion to the post of Chief Electrical Inspector.

Keeping in view the scale of pay fixed for the Engineering Departments and to maintain relative parities, the Commission assigns the following pay scales:

- (a) Assistant Electrical Inspector - Rs.37100-91450,
corresponding to Rs.19050-45850
- (b) Deputy Electrical Inspector - Rs.42490-96110,
corresponding to Rs.21820-48160
(improved by one stage)
- (c) Electrical Inspector - Rs.49870-100770,
corresponding to Rs.25600-50560
(on par with Executive Engineer)
(improved by one stage)
- (d) Deputy Chief Electrical Inspector - Rs.61450-105810,
corresponding to Rs.31550-53060
(on par with Superintending
Engineer)
- (e) Chief Electrical Inspector - Rs.80930-110850,
corresponding to Rs.41550-55660
(on par with Chief Engineer)

Another request is for extension of Automatic Advancement Scheme up to the category of Chief Electrical Inspector i.e., XXXI Grade. This issue will be dealt with relevant chapters of volume-I. Another request for rectification of anomalies in Automatic Advance Scheme and stepping of pay of senior on par with Junior in the earlier revisions. The aspect will be dealt with in the relevant chapter of volume-I.

17.ENVIRONMENT, FORESTS, SCIENCE AND TECHNOLOGY DEPARTMENT

17(a) FOREST DEPARTMENT

The main function of the Forest Department is to protect forests and wild life. The Department is headed by the Principal Chief Conservator of Forests. Five Additional Principal Chief Conservator of Forests and other supporting categories assist the Principal Chief Conservator of Forests at the Headquarters. The Forest area in the State is divided into twelve territorial Circles. Each Circle is headed by a Conservator of Forests. The jurisdiction of each circle extends to one or more Districts depending upon the forest area and related activities of Forest Management. The territorial circles are divided into forty three Territorial Divisions. The Divisions are headed by a Deputy Conservator of Forests/Divisional Forest Officer. Each Division is normally divided into three to five Ranges. The Forest Range Officer is in-charge of the Range. Each Range is divided into three to five sections. The Section is under the charge of either a Deputy Range Officer or Section Officer. The sections are finally split into beats and kept under the charge of a Forest Beat Officer (Forest Guard), who is normally assisted by the Asst. Beat Officer (Reserve Watchers). In addition to these circles and divisions, there are separate functional circles, divisions and Ranges for implementing various developmental programmes in the Research, Training, Reforestation etc.

- 1. Watchman, /Mali (Labour)/ : Rs.6700-20110**
Gardner/Malan
No. of posts : 194

It is represented that in 2005 Pay Revision, this category was in the pay scale of Rs.3850-8600 on par with Animal Keeper of Nehru Zoological Park. But in 2010 revision, the above categories were assigned the lower pay scale i.e., Rs.6700-20110, whereas Animal Keeper of Nehru Zoological Park was assigned the pay scale of Rs.7520-22430. Hence, it has requested to rectify the above disparity as they were put into much financial loss from the last 5 years.

Following is progression of pay scales of this post and comparable post:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Watchman, Mali (Labour)/ Gardener	740- 1150	1375- 2375	2550- 4550	3850-8600	6700-20110
Animal Keeper of Nehru Zoological Park, Hyderabad	740- 1150	1375- 2375	2550- 4550	3850-8600	7520-22430

As per service rules given by the Department, the category of Watchman, Mali (Labour)/Gardner, Malan of Nehru Zoological Park, Hyderabad is by direct recruitment and also to be filled by the District Level Notification. One must pass 7th class examination. Whereas the qualifications prescribed for the post of Animal Keeper is 7th class pass with 5 years' experience in managing wild animals captivity.

These categories were in the same pay scale from 1986 revision and upto 2005 revision. The above categories were assigned the scale of pay of Rs.6700-20110 in 2010 revision and a higher scale of pay of Rs.7520-22430 was assigned to the category of Animal Keeper in Nehru Zoological Park. The Commission clearly observed that the duties and responsibilities of Animal Keeper in Nehru Zoological Park were more risky in nature, when compared to the above categories.

In view of the above position, the commission is convinced that the existing pay scale of this category is adequate and accordingly assigns a pay scale of Rs.13000-40270, corresponding to Rs.6700-20110.

2. **Assistant Beat Officer** : **Rs.7520-22430**
(formerly known as Forest Watcher)
 No. of posts : 1458

It is stated that this category is assigned to each territorial beat, having duties and assisting the Forest Beat Officer. He detects the offences and apprehending offenders. He has to do the Silviculture operations being carried out in the beat and supervises the works as per instructions of the superior officers. The duties discharged by this category are similar to those of Police Constable and Excise Constable in detecting offences. Hence, this category has requested for higher pay scale of Rs.8440-24950 on par with Police Constable.

The following is progression of pay scales of this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Beat Officer	780-1275	1475-2675 (C.S)	2750-5150 (C.S)	4260-9520 (one stage)	7520-22430 (C.S)	-	Forest Beat Officer (Rs.7960-23650)
Police Constable	810-1420	1595-3020 (one tage)	2990-5810 (C.S)	4825-10845 (two stages)	8440-24950 (C.S)	-	Head Constable (Rs.10900-31550)

As per service rules, this category is filled by direct recruitment and one must have passed 10th class examination and must possess physical requirements and pass walking test also, whereas Police Constable has to pass in Intermediate examination.

The Commission notices that the duties and responsibilities of this category are arduous and also risky in nature, assigns a pay scale of Rs.15030-46060, corresponding to Rs.7740-23040, thus improved by one stage. The Commission also proposes risk allowance for the categories of Assistant Beat Officer and of Forest Beat Officer respectively, since these Officers have continuously to move in the Forest areas and their duties and responsibilities are risky in nature.

- 3. Forest Beat Officer : Rs.7960-23650**
(formerly known as Forest Guard)
 No. of posts : 2916

It is represented that the following are main duties of this category are to manage forests of large extent of about 20 Sq.Kms, with managerial aspects; book any offence case either Wild Life case or flora case i.e., timber, encroachments, illicit cultivation and hunting etc., in the prescribed Preliminary Offence Report (POR); and check forest produce in transit and see that the forest produce is not removed except in accordance with the transit rules.

Since they are performing similar duties as was discharged by Police Head Constable/ Excise Head Constable in detecting offences, request is to assigns pay scale of Rs.10900-31550 on par with Police Head Constable.

The following is the progression of pay scales of this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Forest Beat Officer	-	1535-2840	2870-5470 (C.S)	4595-10285 (two stages)	7960-23650 (C.S)	Assistant Beat Officer (Rs.7520-22430).	Forest Section Officer (Rs.10020-29200)
Head Constable	1010-1800	1975-4010 (one stage)	3750-7650 (C.S)	5470-12385 (C.S)	10900-31550 (two stages)	Constable (Rs.8440-24950)	Assistant Sub Inspector of Police (Rs.11860-34050)

The post is filled in by promotion from the category of Assist Beat Officer including Tanedars, Plantation Watchers, Bungalow Watchman and Forest Sarang and also filled by direct recruitment. The qualifications prescribed for direct recruitment is Intermediate Examination with required physical measurements as per G.O.Ms.No.12, EFS&T Department, dated.17-02-2012.

Comparison with Head Constable is not appropriate, as the duties and responsibilities are extremely different. The Commission notices that duties and responsibilities of this category are arduous and risky in nature and qualification prescribed by direct recruitment for this category has been enhanced to pass in Intermediate. The Commission therefore, assigns to this category a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950, thus improved by one stage.

- 4. Forest Section Officer : Rs.10020-29200**
(Formerly Forester)
 No. of posts : 1298

It is represented that he is performing duties of proper protection of forests and other Government property included in Section and for the execution of such works. He will make report to the Forest Range Officer

whenever there is any illicit felling and encroachments giving with details. He has to see that the Preliminary Office Report (POR) in respect of forest offences detected by him and Forest Beat Officers are properly sent to the Forest Range Officer and the Divisional Forest Officer. He can correspond or file any representations except through his Superior Officers. As this category is discharging the same duties on par with Assistant Sub-Inspector of Police i.e., in detecting offences, requested for higher pay scale of Rs.11860-34050 on par with the above category.

Following is progression of pay scale of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Forest Section Officer	950-1670	1875-3750 (one stage)	3550-7150 (C.S)	5200-11755 (C.S)	10020-29200 (three stages)	Forest Beat Officer (Rs.7960-23650)	Deputy Forest Range Officer (Rs.13660-38570)
Assistant Sub – Inspector of Police	1100-2050	2195-4560 (one stage)	4190-8700 (C.S)	6195-14175 (C.S)	11860-34050 (two stages)	Head Constable (Rs.10900-31550)	Sub Inspector of Police (Rs.14860-39540)

Parity with Assistant Sub Inspector of Police is not appropriate, as the duties and responsibilities are different. However, keeping in view of the duties and responsibilities and prescribed qualification of Bachelor's Degree in Botany or Forestry, the Commission assigns to this category a pay scale of Rs.21230-63010, corresponding to Rs.10900-31550, thus improved by one stage.

5. Deputy Forest Range Officer : Rs.13660-38570
No. of posts : 391

It is stated that the duties of this category are to protect forests and other Government property included in the section and for the execution of such works as may be ordered to be carried out in it. He will make report to the Forest Range Officer whenever there is any illicit felling and encroachments giving with full details. He has to prepare the Preliminary Offence Report (POR) in respect of forest offences detected by him. He has to frequent patrolling and perambulation of the Beats jurisdiction and see that the Forest Beat Officers maintain the boundary lines and boundary marks of Forest blocks in proper repairs and order, take steps to prevent illicit felling, encroachments in the Beats. He is having the power of work of Rs.25000/- in the Forest work. Hence, he is having Judicial/ Executive powers on par with Tahsildar/Circle Inspector. As this category is discharging duties of detecting offences which are similar to those of Sub Inspector of Police. Hence, request is to assign a pay scale of Rs.14860-39540 on par with the above category.

This category is filled by promotion from Forest Section Officer (Formerly Known as Forester) and also by direct recruitment, for which one must possess a Degree in B.Sc., and preference is being given to the candidates who have taken Botany and Forestry as subjects.

Progression of pay scales of this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Deputy Forest Range Officer	1230-2330 (one stage)	2375-5040	4550-9600 (C.S)	6675-15500 (C.S)	13660-38570 (three stages)	Forest Section Officer (Rs.10020-29200)	Forest Range Officer (Rs.15280-40510)
Sub Inspector of Police	1280-2440 (3 stages)	2525-5390 (one stage)	4850-10250 (C.S)	7200-16925 (C.S)	14860-39540 (three stages)	Assistant Sub Inspector of Police (Rs.11860-34050)	Circle Inspector of Police (Rs.16150-42590)

The Deputy Forest Range Officer has always been drawing lower pay scales than the Sub-Inspector of Police. Comparison is not justifiable, as the duties of Sub Inspector of Police are more arduous, when compare to this category. Hence, Commission considers the existing scale of pay of this category to be adequate and recommends to this category the scale of Rs.26600-77030, corresponding to Rs.13660-38570.

6. Superintendent : Rs.14860-39540
No. of posts : 157

It is represented that, the duties of Superintendent required knowledge of many rules, codes, acts, etc., and he is scrutinizing the files of Draughtsman Grade-I along with the files of other office staff, whereas the work of Draughtsman Gr-I is limited to only one section, one type of subject and very few rules, etc. The Superintendent post is Multi Zonal, whereas the Draughtsman Gr-I posts are Zonal. Hence, it is requested for a higher pay scale of Rs.18030-43630. Another request is to re-designate as Administrative Officer (Gazetted).

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Superintendent	1330-2630	2600-5580 (C.S)	5000-10600 (C.S)	7770-18575 (one stage)	14860-39540 (C.S)	Senior Assistant (Rs.10900-31550)	Gazetted Assistant (Non-Technical) (Rs.16150-42590)
Draughtsman Gr-I	1330-2630	2600-5580 (C.S)	5000-10600 (C.S)	8815-20300	15280-40510 (C.S.)	Draughts Man Gr-II (Rs.9460-27700)	Asst. Executive Engineer (Rs.16150-42590)

As per service rules, for appointment to the post of Superintendent is by promotion from the category of Senior Assistant. The category of Superintendent comes under common category.

This category represented to Pay Revision Commission 2010, seeking parity with Draughtsman Grade-I and to assign pay scale of Rs.8815-20300 on the ground that both the categories were drawing the same pay scales up to 1999 Pay Revision. The PRC did not agree with the parity, as the duties and responsibilities and qualifications were different and assigned a pay scale of Rs.14860-39540.

Comparison with Draughtsman Grade-I is not appropriate, as the duties, responsibilities, qualification and area of supervision/jurisdiction are entirely different. The Commission assigns to this category a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 on par with Superintendent under common category. Further the change of nomenclature does not come under the purview of Commission.

7. Forest Range Officer	:	Rs.15280-40510
No. of posts	:	426

It is represented that the office of the Forest Range Officer is by and large located in the Mandal Head Quarters and comprises of Forest Range Officer assisted by four to six Forest Section Officers and twelve to twenty five Forest Beat Officers in the field and one Senior Assistant and Junior Assistant with Attenders etc. This post is first level Gazetted in the field level and played the pivotal role for execution of Police Powers and for an effective discharge of the duties and responsibilities.

Besides the Judicial Powers, the duties and responsibilities are on par with Agriculture Officer, Horticultural Officer and Circle Inspector of Police, etc. This post being first level Gazetted is comparable to those of first level Gazetted posts of Agriculture Officer and Horticultural Officer, where those officers are not even empowered with police powers. Hence request is for a higher pay scale of Rs.16150-42590 on par with Agriculture Officer and Horticultural Officer.

Appointment to this post is made by direct recruitment, for which one must hold B.Sc., Degree in Botany or Zoology or Forestry or Mathematics or Physics or Chemistry or Agriculture or Geology qualification. Other things being equal, preference shall be given to the candidates who have taken Botany or Forestry as one of the subjects and the candidates who are trained for one year in any of the colleges of Forestry of India and also is by promotion from the category of Deputy Forest Range Officer, who must successfully have undergone the full course of training in Forester's Course at A.P. School of Forestry, Yellandu and must have passed the Departmental Test, viz, Office Procedure and Accounts and Forest Law. This category forms feeder category to the post of Assistant Conservator of Forest.

Progression of pay scales of this post and comparable posts.

Category	1986	1993	1999	2005	2008 (A.C.)	2010	Feeder category	Promotion category
	(Rs.)							
Forest Range Officer	1380-2750	2750-5960	5300-11300 (C.S)	7770-18575	8385-19125 (one stage)	15280-40510 (one stage)	Deputy Range Officer (Rs.13660-38570)	Assistant Conservator of Forest (Rs.20680-46960)
Agriculture Officer in Agriculture Department	1380-2750	3110-6380 (one stage)	5980-12100 (C.S)	9285-21550 (one stage)	-	16150-42590 (C.S)	Agricultural Extension Officer Grade-I (Rs.15280-40510).	Assistant Director (Rs.19050-45850)
Horticultural Officers in Horticultural Department	1380-2750	3110-6380 (one stage)	5980-12100 (C.S)	9285-21550 (one stage)	--	16150-42590 (C.S)	Sub Assistant Grade-II (Rs.8440-24950)	Assistant Director (Rs.19050-45850)

As seen from the above comparative statement, this category has been drawing lesser pay scale compared to the categories of Agriculture Officer and Horticulture Officer from 1993 revision onwards.

Keeping in view of the duties and responsibilities Commission recommends to this category a pay scale of Rs.31460-84970, corresponding to Rs.16150-42590, thus improved by one stage.

The aspect of Kit Allowance, and Risk Allowance will be dealt with the relevant chapters under Volume-I.

8. P.S. to Prl. Chief Conservator of Forest : Rs.14860-39540
No. of posts : 1

It is stated that as per the orders issued in G.O.Ms.No.10, EFS&T Deptt., dt:13-01-1992, the post of S.C. Steno was upgraded as P.S. to Prl. CCF in the pay scale of Rs.1550-3050. It is represented that, this category was assigned a pay scale of Rs.14860-39540 in 2010 revision. The feeder category of Special Category Stenographer and this category i.e., promotion post were in the pay scale of Rs.14860-39540. It is also stated that the post of PS to Prl. CCF is a Gazetted post equal to that of Accounts Officer in the Department. In view of the above, request is to assign a pay scale of Rs.18030-43630 on par with the PS to Secretary to Govt. in the Secretariat, to the P.S. to Prl. Chief Conservator of Forest.

The post of S.C. Steno was upgraded as P.S. to Pri. Chief Conservator of Forest in the pay scale of Rs.1550-3050 in 1986 revision and assigned a corresponding pay scale of Rs.2930-5960 in 1993 revision. This category represented to PRC, 1999 seeking parity with PS to Secretary to Govt. The PRC assigned a corresponding scale of Rs.5640-11300 and observed that this category was not covered by A P Forest Service Rules notified in G.O.Ms.No.154, EFS&T Dept., dated.18.11.1997 and no rules had been framed for this category at that time. This category did not represent to 2005 and 2010 revisions and was assigned a corresponding scale of Rs.8385-19125 and Rs.14860-39540 respectively. A copy of Adhoc rules of this category is placed before Commission during the meeting.

Commission after carefully studying the history of this case, assigns a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 on par with P.S. to Secretary, A.P. Secretariat thus improved by four stages pending finalization of service rules and Department are requested to process for issue of service rules for this category.

9. Deputy Conservator of Forest : Rs.27000-51760
No. of Posts : 20

It is represented that this category is having parity with Special Grade Deputy Collector / District Revenue Officer and Additional Superintendent of Police in successive PRCs. Hence, it is requested to maintain the same parity. This category is filled by promotion of Assistant Conservator of Forests.

The aspects of HRA, sanction of incentive of Deputy Conservator of Forest/ Assistant Conservator of Forest and weightage in revised pay fixation will be dealt with in the relevant chapter under Volume-I.

As regards pay scales, the Commission recommends to this category a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

18. FINANCE DEPARTMENT

18 (a) GOVERNMENT LIFE INSURANCE DEPARTMENT

The Nizam of Erstwhile princely State of Hyderabad had introduced "Family Pension Fund" in the year 1907 and subsequently during 1913, it was renamed as "Hyderabad State Life Insurance Fund". After the States Re-organization, the nomenclature of the Department was changed as "Andhra Pradesh Government Life Insurance Fund". The schemes implemented by the Department are (i) APGLI fund scheme (ii) A.P. State Employees Group Insurance Scheme. The Director is the Head of the Department and is responsible for the overall administration of the Department. The District Insurance Offices located in the Zonal Head Quarters are headed by the Joint Directors. The District Insurance Offices where the number of employees are more than 35000 are headed by the Deputy Directors. All other District Insurance Offices are headed by the Assistant Directors.

It is submitted that the APGLI is unique scheme, run on Quasi-commercial lines, with no burden on State Exchequer. The nature of duties involves several calculations for the issue of policies, sanction of loans, and settlement of claims at the end of retirement, death and cessation from service. The department also does the works of annual business accounts, like LIC., APPDC., APSFC., etc., and is supported by the Chartered Accountants for preparation of data and declaration of bonus. Hence, the main request of the Association is for seeking parity with their counter parts of Treasuries & Accounts/State Audit Department. Another plea of Joint Director/Director of this Department is that they are not getting increments at present and have exhausted 3 stagnation increments.

1. Assistant Director : Rs.18030-43630
No. of posts : 23

This category is having parity with Assistant Director of Treasuries and Accounts and State Audit Departments up to 2005 revision and the same was disturbed in 2010 revision. Hence, request is for a pay scale of Rs.19050-45850 on par with Assistant Director of Treasuries & Accounts and State Audit Department.

As per service rules, this category is filled by direct recruitment, one must hold a degree in Commerce or Economics or Mathematics as one of the subjects and also by promotion from the category of Superintendent.

The following is the progression of pay scales of this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Director (Directorate of Insurance)	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630	Superintendent (Rs.14860-39540)	Deputy Director (Rs.21820-48160)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Pay & Accounts Officer	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Superintendent (Rs.14860-39540)	Deputy Pay & Accounts Officer (Rs.21820-48160)
Audit Officer (Directorate of State Audit)	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	Assistant Audit Officer (Rs.16150-42590)	Deputy Director (Rs.21820-48160)
Assistant Director/Accounts Officer/PPO (Directorate of Treasuries and Accounts)	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850	ATO/AAO (Rs.16150-42590)	Deputy Director/Chief Accounts Officer (Rs.21820-48160)

The Commission notices that this category is having multiple duties & responsibilities and assigns a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850, thus improved by one stage.

2. Deputy Director : Rs.21820-48160
 No. of posts : 6

No anomaly has been pointed out, but request is for enhanced pay scale of Deputy Director of APGLI, on par with sister Department like Treasuries and Accounts and State Audit Department and also request is for enhancement of span of pay scale in order to avoid stagnation.

As per service rules, the Deputy Director is appointed by promotion from the category of Assistant Director. The pay scales of Deputy Directors of Insurance, Deputy Pay and Accounts Officer of Pay and Accounts Office, Deputy Director of State Audit and Deputy Director of Treasuries and Accounts are one and the same. Hence, no anomaly has been pointed out, but request to enhance the span of the scale in order to avoid stagnation.

The following is the progression of pay scales of this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Director (Directorate of Insurance)	---	4400-8700	8400-16525	12385-27750	21820-48160	Assistant Director (Rs.18030-43630))	Joint Director (Rs.25600-50560)
Deputy Pay & Accounts Officer	---	4400-8700	8400-16525	12385-27750	21820-48160	Assistant Pay & Accounts Officer (Rs.19050-45850))	Joint Pay & Accounts Officer (Rs.27000-51760)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Director- (Directorate of State Audit)	---	4400-8700	8400-16525	12385-27750	21820-48160	Audit Officer (Rs.19050-45850)	Director (Rs.34050-54360)
Deputy Director/Chief Accounts Officer (Directorate of Treasuries and Accounts)	---	4400-8700	8400-16525	12385-27750	21820-48160	Assistant director/Accounts Officer/PPO (Rs.19050-45850)	Joint Director/ RJD (Rs.27000-51760)

Commission assigns to this category a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360 on par with above categories, thus improved by one stage. The enhancement of span of the scale in order to avoid stagnation is dealt with separately in Volume-I.

3. Joint Director : Rs.25600-50560
 No. of posts : 7

It is represented that the senior most Joint Director of this Department was not getting increments after exhausting (3) stagnation increments and the request is to enhance the pay scale of this category on par with Joint Director of sister Departments like Treasuries and Accounts, Joint Pay and Accounts Officer O/o. Pay & Accounts. As per service rules, this category is filled in by promotion of Deputy Director/Regional Deputy Director.

Following is the progression of pay scale of this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Joint Director (Directorate of Insurance)	---	5040-8700	9600-16525	14600-29250	25600-50560	Deputy Director (Rs.21820-48160)	Director (Rs.31550-53060)
Joint Pay & Accounts Officer	----	---	----	15500-30000	27000-51760	Deputy Pay & Accounts Officer (Rs.21820-48160)	Pay & Accounts Officer (Rs.31550-53060)
Joint Director/RJD (Directorate of Treasuries and Accounts)	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Deputy Director /Chief Accounts Officer (Rs.21820-48160)	Additional Director (Rs.31550-53060)

The Commission notices that this category is having multiple duties on quasi-commercial lines, such as covering Insurance and settlement of claims

and also take up Group Insurance and settlement of claims. Hence, Commission assigns to this category a pay scale of Rs.52590-103290 corresponding to Rs.27000-51760, improved by one stage.

4. Director : Rs.31550-53060
 No. of posts : 1

It is represented that the existing Director of this department is not getting increments after exhausting 3 stagnation increments and the request is to enhance the pay scale of Director of APGLI on par with sister department like Treasuries and Accounts and Local Fund Department.

As per service rules, the Director of APGLI., is appointed by promotion from the category of Joint Director. If no suitable person available from category of Joint Director the appointment by transfer may be made from the category of (a) Director of Treasuries & Accounts Dept. (b) Director of Local Fund Audit (c) Pay and Accounts Officer, Hyd., (d) Dy. Secretary to Government Finance and Planning Department.

Following is the progression of pay scales of this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Director (Directorate of Insurance)	3090-5140	6150-9820	11650-18625	16925-30765	31550-53060	Joint Director (Rs.25600-50560)	-----
Pay & Accounts Officer	2880-4930	5770-9260	10950-17575	16925-30765	31550-53060	Joint Pay & Accounts Officer (Rs.27000-51760)	-----
Director (Directorate of State Audit)	3090-5140	6150-9820	11650-18625	18025-30765	34050-54360	Deputy Director (Rs.21820-48160)	-----
Director (Directorate of Treasuries and Accounts)	3090-5140	6610-9820	12550-18625	19675-30765	37600-54360	Additional Director (Rs.31550-53060)	-----

Comparison of pay scale of this category with that of Director of Treasuries & Accounts is not appropriate, the nature, duties and responsibilities of the two Departments are totally different. The Commission notices that this category is having multiple duties on Quasi, commercial lines, covering Insurance and settlement of claims and also take up group Insurance and settlement of claims. Hence, the commission assigns a pay scale of Rs.66330-108330, corresponding to Rs.34050-54360, thus improved by one stage.

- 5. Junior Accountant – Rs.8440-24950**
- 6. Senior Accountant – Rs.10900-31550**
- 7. Superintendent – Rs.14860-39540**

It is represented that the Officers and Staff of the Department have additional technical/audit/insurance work responsibilities like preparation of Performa Accounts, preparation of movement schedules and reconciliation etc. Hence they are having dissimilar/divergent/diverse nature of duties and responsibilities compared to conventional cadres like Superintendent, Senior Accountant and Junior Accountant. In view of the above, request is to change the nomenclature of Superintendent as Insurance Officer, Senior Accountant as Senior Insurance Officer and Junior Accountant as Junior Insurance Officer. Further, it is requested to sanction of three posts of Junior Insurance Officers and two posts of Record Assistant to each District Insurance Offices to reduce the additional work pressure on the existing staff.

The change of nomenclature and Sanction of additional posts does not come under the purview of this Commission.

18 (b) DIRECTOR OF TREASURIES AND ACCOUNTS DEPARTMENT

Treasuries and Accounts Department was setup in 1958 and it plays an important role in safe guarding the Public Finance. The Department consists of two wings viz., Treasuries and Accounts. The following are the Treasury functions are receipt of Government money through Challans; Regulation of Government expenditure; all receipts and payments to quasi and non - Government Departments; payments of all kinds of pension of both State and Central Government; Custody of valuable stamps and articles like election boxes (EVMs), examination papers etc., maintenance of Accounts, GPF Accounts of Class-IV Employees; and maintenance of Accounts of New Contributory Pension Scheme

The main functions of the Accounts Wing are advice the Head of the Departments on financial matters and ensure financial propriety. The AAO/ATO in the departments acts as Drawing and Disbursing Officer and attending to the Budget, Pension and PAC related matters and conducting Internal Audit of the Department.

- 1. Office Subordinate
(formerly Attender) : Rs.6700-20110**
No. of posts : 727

It is stated that this category plays a vital role in the Treasury. In the Other departments, duties of class IV employees are generally to carry pads from section to the Officers and vice versa. They are discharging the same functions, besides having additional duties and responsibilities. Office Subordinate should have required knowledge to identify each department, receive the bills and deliver them to the Accountant who deals with it, without any misplacement. In view of the above, request is assigns a higher pay scale of Rs.7100-21250.

Following is the progression of pay scale of this post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Office subordinate	740-1150	1375-2375	2550-4550	3850-8600	6700-20110	---	Record Assistant (Rs.7740-23040)

According to service rules, this category is filled in by direct recruitment. The qualification is a pass in VII class. This category belongs to A.P. Last Grade service rules and categorized as "Common Category". The successive PRCs have been assigning pay scales to this category on par with Office Subordinate under Common Category.

After consideration, this PRC confirms to this category the pay scale of Rs.13000-40270, corresponding to Rs.6700-20110 on par with Office subordinate under common category.

2. Shroff/ Cashier : Rs.7740-23040
 No. of posts : 371

It is stated that this category discharges a wide variety of duties in addition to disbursement of pay and allowances. In time of emergencies, he also attends to the duties of Accountants. He is also required to furnish a F.G. Bond for transactions and there is no comparison between the duties of Shroff in Treasuries and Accounts Department and those in other Government Offices. He also assists the STO and D.L.O / S.A in strong room and spends long hours there. In view of the above, request is to assign higher pay scale of Rs.7960-23650. Another request is to enhance the special pay from Rs.175/- p.m. to Rs.500/- p.m.

Following is the progression of pay scales of this post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Shroff/ Cashier	810-1420	1595-3020	2990-5810	4370-9775	7740-23040	Record Assistant, Roneo Duplicator Operator, Xerox Operator or Lift Operator	Junior Accountant (Rs.8440-24950)

According to service rules, this category is filled by transfer of Record Assistant, Roneo Duplicator Operator, Xerox Operator or Lift Operator. If no person is available for appointment by transfer, the post is filled in by direct recruitment. The qualification for direct recruitment as well as by transfer is general education qualification viz., 10th class.

This category belongs to A.P. General Subordinate Service Rules and categorized as "Common Category". This category has been assigning pay scales on par with Shroff / Cashier under Common Category.

After consideration, this PRC assigns to the category pay scale of Rs.15460-47330, corresponding to Rs.7960-23650 on par with Shroff / Cashier under common category, thus improved by one stage.

The request for sanction of Special Pay is dealt with in the relevant chapter of Volume-I.

3. Junior Accountant : Rs.8440-24950
 No. of posts : 1193

It is represented that this category deals with a number of important items including cheques and bills, challans of various departments. He also attends to the Computer work such as data entry preparation of daily sheets, monthly accounts, maintenance of subsidiary registers and Deposit Accounts, G.P. Accounts of Class-IV Employees. He also acts as Double Lock Officer in the absence of Senior Accountant and acts as Senior Accountant.

It is stated that this category was assigned a higher pay scale of Rs.450-

700 in 1978 revision, keeping the arduous nature of duties, whereas Junior Assistant was assigned a lower scale of Rs.425-650. In subsequent revisions of 1986, 1993, 1999, 2005 and 2010, they were allowed pay scales on par with Junior Assistants. Hence request is for assigning of a higher pay scale of Rs.9460-27700.

Following is the progression of pay scales for this post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Accountant	910-1625	1745-3420 (one stage)	3290-6550 (CS)	4825-10845 (CS)	8440-24950 (CS)	Shroff (Rs.7740-23040)/Attenders (Rs.6700- 20110)	Senior Accountant (Rs.10900-31550)

As per service rules, issued in G.O.Ms.No.22, Finance (Admn.II) Department, dt:26.02.2011, this category is filled by direct recruitment and appointment by conversion from Typist/ Junior Steno-Typist / by transfer of Record Assistant / Shroff / Office Subordinates.

The Commission is of the view that the existing scale to this category is adequate and assigns a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950.

4. Senior Accountant : Rs.10900-31550
 No. of posts : 2217

It is stated that this category carries special duties and responsibilities. He is Double Lock Officer and is responsible for the contents of the strong room, viz. cash, stamps, safe custody articles like election boxes, question papers of Government examinations etc., maintenance of Treasury Accounts Register, Budget control registers, computer work and also exercises checks on the bills presented by the Drawing Officer with reference to various Codes & Manuals and also prepares monthly accounts. The Government in G.O.Ms.No.268, Finance (Administration-I) Department, dated.27.10.2007, prescribed the qualifications of Office Automation, PC Maintenance and Web Designing for appointment to the post of Senior Accountant.

It is stated that this category had parity with Assistant Section Officer in the Secretariat, the same was disturbed. In 1978 revision, this category was assigned a pay scale of Rs.550-900, whereas Senior Assistant was in the pay scale of Rs.530-850. This category was assigned pay scales on par with Senior Assistant in subsequent revision of 1986, 1993, 1999, 2005 and 2010. Hence request is to assign higher pay scale of Rs.11860-34050. Another request is to enhance the Special Pay from Rs.200/- p.m. to Rs.750/- p.m.

Following is the progression of pay scales for this post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Senior Accountant	1100-2050	2195-4560 (One stage)	4190-8700 (CS)	6195-14175 (CS)	10900-31550 (CS)	Junior Accountant (Rs.8440-24950)	Sub Treasury Officer/ Junior Accounts Officer (Rs.14860-39540).

This category represented to PRC 2010 seeking a higher pay scale of Rs.6675-15500 and was assigned a corresponding scale of Rs.10900-31550.

The Commission notices that as per G.O.Ms.No.22, Finance (Admn-II) Department, dated:26.02.2011, this category is filled by direct recruitment / by promotion of Junior Accountant and by transfer from Typist / LD Steno of A.P. Ministerial Service rules. The qualification prescribed for method of direct recruitment must have passed a degree in Commerce or Economics or Mathematics. By method of promotion or transfer, one must have passed Accounts Test and Subordinate Officers part 1 & II.

In view of the enhanced qualifications, multiple duties and responsibilities, the Commission assigns to this category a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200, thus benefited by one stage.

The request for sanction of Special Pay is dealt with in the relevant chapter of Volume-I.

5. Sub Treasury Officer / Junior Accounts Officer (Formerly Superintendent) : **Rs.14860-39540**
 No. of posts : 785

It is stated that this category is the head of the Sub-Treasury functions at erstwhile Taluq level. He attends not only to passing of bills of expenditure but also attends to multifarious activities such as revenue collection, accounting of security deposits, ways and means advances, safe custody of Government articles, strong room maintenance, Pension payments and other important aspects assigned by the Government from time to time, such as collection of Employees data etc. The administrative jurisdiction of this category is about 3 to 7 Mandals. This post was been declared as Gazetted in G.O.Ms.No.32, Finance & Planning (FW. Admn.I) Department, dated.29.01.1994.

Hence request is to assign a higher pay scale of Rs.16150-42590 on par with Mandal Revenue Officer/ Mandal Parishad Development Officer and is to enhance the Special Pay from Rs.275/- p.m. to Rs.1000/- p.m.

Following is the progression of pay scales for this post and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Sub Treasury Officer/ Junior Accounts Officer	1330-2630	2600-5580	5000-10600	8385-19125 (one stage)	14860-39540 (C.S.)	Senior Accountant (Rs.10900-31550)	Assistant Treasury Officer/ Assistant Accounts Officer (Rs.16150-42590)
Mandal Revenue Officer	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Deputy Tahasildar (Rs.14860-39540)	Revenue Divisional Officer (Rs.20680-46960)
Mandal Parishad Development Officer	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Extension Officer (PR &RD) (Rs.14860-39540)	Deputy Chief Executive Officer (Rs.19050-45850)

According to service rules, this category is filled in by promotion from the category of Senior Accountant.

Comparison with the category of Mandal Revenue Officer /Mandal Parishad Development Officer is not relevant, as the duties and responsibilities; level of supervision and scope of jurisdiction are entirely different. Hence Commission notices that this category is having parity with superintendent and assigns to it a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540.

The request for enhancement of Special Pay will be dealt with in the relevant chapter of volume I.

6. Assistant Treasury Officer/ Assistant Accounts Officer : Rs.16150-42590
No. of posts : 90

It is stated that the ATO /AAO is Group-I post and 2nd level Gazetted Officer post in the Treasuries and Accounts Department and are to be filled up by promotion of STOs, JAOs and by direct recruitment in the ratio of 9:5:6 vide G.O.Ms.No.953, General Administration (Rules) Dept., dt:29.06.1962. The duties and responsibilities of the AAO /ATO are one and same when compared to STO / JAO i.e., the duties are to audit and passing of bills and to maintain the accounts of various Government Departments. The post is like a watch dog to the Govt., expenditure and plays a crucial role in collecting the remittances / income to the Govt., look in to the work of New Pension Scheme (C.P.S), Online Scholarships, I.T. filling (24G) and P.D. Accounts etc., and he is incharge of strong room and all these duties are to be attended personally by the ATO only.

Hence request is to assign a higher pay scale of Rs.19050-45850 on par with Regional Transport Officer/ District Registrar of Co-operative Societies. Another request is to assign a higher pay scale of Rs.20680-46960 on par with Revenue Divisional Officer/ Deputy Superintendent of Police/Commercial Tax

Officer. Another request to enhance the Special Pay from Rs.300/- p.m. to Rs.1500/- p.m.

Following is the progression of pay scale of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Treasury Officer/ Assistant Accounts Officer	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	16150-42590 (CS)	Sub Treasury Officer/ JAO (Rs.14860-39540)	District Treasury Officer /Accounts Officer/ Assistant Director (Rs.19050-45850)
Regional Transport Officer.	1980-3500	3640-7580 (CS)	6950-14425 (CS)	10285-24200 (CS)	19050-45850 (one stage)	Motor Vehicle Inspector (Rs.18030-43630)	Deputy Transport Commissioner (Rs.23650-49360)
District Registrar of Registration and stamps	1980-3500	3640-7580 (CS)	6950-14425 (CS)	10285-24200 (CS)	19050-45850 (one stage)	Sub- Registrar Grade-I (Rs.16150-42590)	Deputy I.G. of Registrations and Stamps (Rs.23650-49360)

The post of Assistant Treasury Officer/Assistant Accounts Officer is filled in by direct recruitment and by transfer from the category of Junior Accounts Officer/Sub Treasury Officer. For direct recruitment, the qualification is Graduation. The post under direct recruitment is filled in through Group-I service examination conducted by the Andhra Pradesh Public Service Commission. One must a degree or by Transfer from among the Sub Treasury Officer, Superintendent of the DTA, Superintendent of other Subordinate Offices except Local Fund Branch and A.S.O. of Finance Department of the Secretariat.

Comparison with Regional Transport Officer/ District Registrar (Registration and Stamps)/ Revenue Divisional Officer/Deputy Superintendent of Police/ Commercial Tax Officer is not relevant, as the duties and responsibilities, level of supervision and scope of Jurisdiction are entirely different, even though, all of them recruited through common examination. i.e., Group-I services. However, keeping in view of duties and responsibilities, the Commission assigns to this category a revised pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus benefited by one stage.

The request for sanction of Special pay is dealt with in the relevant chapter of the Volume-I.

7.	District Treasury Officer /	:	Rs.19050-45850
	Asst. Director / Accounts Officer		
	No. of posts	:	45

It is stated that the post of District Treasury Officer/ Asst. Director/

Accounts Officer are to be filled by promotion from the category of AAO/ ATO and it is mandatory to pass Part-I and Part-II of the T.A.S. Examination to get promotion to this category and it is 3rd level Gazetted Post in the Department. However, they are equated with a first level Gazetted Post in many departments like Audit Officer of State Audit, Pay and Accounts Officer etc. The category of District Treasury Officer / Assistant Director are District Level Officers and Inspecting Authority on Sub Treasuries. The Accounts Officers are financial advisors in all the matters involves financial implications and service matters. Hence request is to assign a higher pay scale of Rs.20680-46960 on par with Deputy Collector / Revenue Divisional Officer.

Following is the progression of pay scales of this post and Comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion Category
	(Rs.)						
District Treasury Officer / Accounts Officer/ Assistant Director	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850 (one stage)	Assistant Treasury Officer/ Assistant Accounts Officer (Rs.16150-42590) (or) Section Officer/ P.S. to Secretary to Government (Rs.18030-43630)	Deputy Director of Treasuries &Accounts/ Chief Accounts Officer (Rs.21820-48160)
Dy. Collector/ Revenue Divisional Officer	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960	Tahsildar (Rs.16150-42590)	Spl. Grade Deputy Collector. (Rs.27000-51760)

The post of Assistant Director/Accounts Officer is filled in by promotion from the category of Assistant Treasury Officer/Assistant Accounts Officer. This category represented to PRC 2010 seeking parity with Deputy Collector, the same was not agreed and assigned a revised scale of Rs.19050-45850, thus benefited by one stage.

Comparison with the category of Deputy Collector/Revenue Divisional Officer is not relevant, as the duties and responsibilities; levels of supervision/Jurisdiction are entirely different. However, Commission assigns to this category a revised pay scale of Rs.40270-93780, corresponding to Rs.20680-46960, keeping in view of inter departmental parities, thus improved by one stage.

8. Deputy Director/ Chief Accounts Officer : **Rs.21820-48160**
 No. of posts : 32

It is stated that the Deputy Directors in the office of the Director of Treasuries and Accounts or in the Accounts Branches are touring officers and

till 1986 revision, this post was held superior to the Assistant Secretary in Secretariat. The Deputy Director was in the pay scale of Rs.1300-1900, while Assistant Secretary was in the pay scale of Rs.1250-1800 in 1978 revision. In 1986 revision, both were given an equal scale of Rs.2410-4050. It is further stated that this category was assigned a pay scale of Rs.1300-1900 on par with special Grade Deputy Collector in 1978 revision. In subsequent revisions, these categories were assigned lower pay scales. This category is allowed lesser pay scale of Rs.21820-48160, when compared to Assistant Secretary to Government i.e., Rs.23650-49360.

Hence request is to assign a higher pay scale of Rs.27000-51760 on par with Special Grade Deputy Collector / District Revenue Officer. Another request is for assigning a pay scale of Rs.23650-49360 on par with Deputy Director of Horticulture/Municipal Administration.

Following is progression of pay scales in successive PRCs:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Deputy Director/ Chief Accounts Officer	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Assistant Director/ Accounts Officer / Pension Payment Officer (Rs.19050-45850)	Joint Director (Rs.27000-51760)
Special Grade Deputy Collector/ District Revenue Officer	2590-4300	5040-8700	9600-16525	14600-29250	27000-51760	Dy. Collector / R.D.O (Rs.20680-46960)	--

The post of Deputy Director/Chief Accounts Officer is filled in by promotion from the category of District Treasury Officer / Assistant Director. This category was assigned a corresponding scale of Rs.21820-48160 in 2010 revision.

Comparison with the category of Special Grade Deputy Collector / District Revenue Officer is not appropriate, as the qualifications, level of supervision, duties and responsibilities are entirely different.

However, considering the functions and responsibilities of this category, the Commission assigns to it a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage.

9. Joint Director : 27000-51760
 No. of posts : 6

It is stated that this category is third level officer in the Department next only to the Additional Director and Head of Department and assigned job of inspection of District Treasuries besides statutory functions in the Department.

There is every justification to assign a scale prescribed to the Deputy Secretary to Government as was in force prior to PRC 1986.

Further stated that the Deputy Secretary category is the 3rd level Gazetted Post in the Secretariat Department, whereas the post of Joint Director is also the 3rd Level Gazetted post in the Department. Hence it is requested to assign a higher pay scale of Rs.29200-53060 on par with Deputy Secretary to Government. Another request is for Rs.31550-53060 on par with Joint Director of Technical Education / Boilers / Family Welfare Department. Following is the progression of pay scales of this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Joint Director	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Deputy Director (Rs.21820-48160)	Additional Director (Rs.31550-53060)
Deputy Secretary	2880-4930	5770-9260	10950-17575	16925-30765	29200-53060	Assistant Secretary (Rs.23650-49360)	Joint Secretary (Rs.37600-54360)

The post of Joint Director is filled in by promotion from the category of Deputy Director. Comparison with the category of Deputy Secretary to Government of Secretariat and Joint Director of Technical Education / Boilers / Family Welfare is not appropriate, as the duties and responsibilities; level of supervision is entirely different. Keeping in view of the above, Commission confirms to this category the pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

10. Additional Director : Rs.31550-53060
 No. of posts : 2

It is stated that the Additional Director is next to the Director in the hierarchy in functioning of the Treasuries and Accounts Department. He/she has been allotted independent subjects like Pensions, New Pension Contribution Scheme and other subjects like Computerization in the Department and also Liaison Officer between the Director of Treasuries and Accounts and Government for implementation of the Scheme which are assigned by the Government. It is requested to assign a higher pay scale of Rs.34050-54360 on par with Chief Examiner of Accounts, Additional Director of Agriculture and Additional Director of Municipal Administration. Another request is to assign a pay scale of Rs.41550-55660 on par with Additional Director of Family Welfare.

Following is the progressive of pay scale for this post and comparable post:

Category	1986	1993	1999	2005	2008 (A.C)	2010	Feeder category	Promotion category
	(Rs.)							
Additional Director	--	--	-	18025-30765	---	31550-53060	Joint Director (Rs.27000-51760)	Director (Rs.37600-54360)
Chief Examiner of Accounts (GHMC)	--	--	-	18025-30765	--	34050-54360	Examiner of Accounts (Deputy Director of State Audit Department) (Rs.21820- 48160)	--

The post of Additional Director is filled in by promotion from the category of Joint Director. The post of Additional Director was created vide G.O.Ms.No.161, Finance (SMPC) Department, dated:07-07-2007, in the pay scale of Rs.18025-30765(2005).

Comparison with Additional Director of Family Welfare is not appropriate as the qualifications, duties and responsibilities are entirely different. However, keeping in view the nature of duties and responsibilities of this category, the Commission assigns to it a pay scale of Rs.66330-108330, corresponding to Rs.34050-54360, thus improved by one stage.

11. Director : Rs.37600-54360
No. of posts : 1

It is stated that the Director is Head of the Department and he/she is pivotal for the maintenance of Ways and Means of the State Exchequer and responsible for proper rendering of State Receipts and Expenditure to the Accountant General. Hence, request is to assign a higher pay scale of Rs.44740-55660 on par with Additional Secretary to Government/ Director of Institute of Preventive Medicine. Another request is for assign pay scale of Rs.41550-55660 on par with Director of Animal Husbandry/Ground Water/Boilers.

Following is the progression of pay scales of this post and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Director	3090-5140	6610-9820 (one stage)	12550-18625 (C.S)	19675-30765 (one stage)	37600-54360 (one stage)	Additional Director (Rs.31550-53060)	---
Additional Secretary	5000-6200	8140-10380	15475-19675	25600-30765	44740-55660	Joint Secretary (Rs.37600-54360)	

According to service rules, the Director of Treasuries and Accounts is filled by promotion from the Additional Director. In 2010 revision, it was requested to equate the post of the Director with Additional Secretary to Government. The PRC observed that comparison with the categories of Additional Secretary and other categories are not appropriate, as the duties and responsibilities, area of supervision are entirely different.

Keeping in view of duties and responsibilities to this category, the Commission assigns to this category a revised pay scale of Rs.80930-110850 corresponding to Rs.41550-55660, thus benefitted by one stage.

18 (c) PAY AND ACCOUNTS OFFICE

The Pay and Accounts Office came into existence with effect from 1-10-1971 taking over the pre-audit functions from the Accountant General, Andhra Pradesh, Hyderabad. The Pay and Accounts Officer is the Head of the Department and functions under the control of the Finance Department. Besides pre audit of the claims of the State Government establishments situated in the twin cities of Hyderabad and Secunderabad, the Pay and Accounts Officer regulates the pay and allowances of All India Service Officers and Hon'ble Judges maintains their Service Registers. The office also maintains the details of Group Insurance Schemes and General Provident Fund Accounts of Class IV employees of twin cities. There are four Branches in the twin cities and they are headed by the Deputy Pay and Accounts Officers and one Branch in the office of the Resident Commissioner of Andhra Pradesh at New Delhi.

1. Assistant Auditor	:	Rs.8440-24950
No. of posts	:	72
2. Auditor	:	Rs.10900-31550
No. of posts	:	335
3. Superintendent	:	Rs.14860-39540
No. of Posts	:	66

The category of Assistant Auditor is filled by direct recruitment and also by transfer of Record Assistant/Daftari/Roneo Operator and Attender. For both methods one must possess a Bachelor's Degree. The category of Auditor is filled by direct recruitment, by promotion of Assistant Auditor and by transfer of Typists, LDC and Telephone Operator of A.P. Ministerial Service Rules. For the above methods, one must have passed Bachelor's Degree and have passed Accounts Test for the Subordinate Officers part-I & part-II. The category of Superintendent of PAO is filled by promotion of Auditor and by transfer of U.D. Steno.

The Commission is of the view that the existing pay scale of Assistant Auditor is adequate and assigns a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950 and assigns a pay scale of Rs.22460-66330 corresponding to Rs.11530-33200 to the category of Auditor, thus improved by one stage on par with Senior Assistant in common category. Regarding Superintendent, the existing pay scale of Rs.14860-39540 is adequate.

4. Assistant Pay and Accounts Officer	:	Rs.19050-45850
No. of posts	:	15
5. Deputy Pay and Accounts Officer	:	Rs.21820-48160
No. of posts	:	6
6. Joint Pay and Accounts Officer:	:	Rs.27000-51760
No. of posts	:	2

No representations have been received.

The post of Assistant Pay and Accounts Officer is filled by promotion from the category of Pay and Accounts Superintendents in the A.P. Pay and Accounts Office Subordinate Service or by appointment by transfer of Section Officer, Private Secretary to Secretary to Government in the Finance Department. The post of Deputy Pay and Accounts Officer is filled by promotion from the category of Assistant Pay and Accounts Officer. The post of Joint Pay and Accounts Officer is filled by promotion from the category of Deputy Pay and Accounts Officer.

Following is the progression of pay scales for these posts from time to time.

Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Assistant Pay and Accounts Officer	1050-1600	1980-3500	3640-7580	6950-14425	10285-24200	19050-45850
Deputy Pay and Accounts Officer	<u>1300-1900</u> 1250-1800	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160
Joint Pay and Accounts Officer	--	--	--	--	15500-30000	27000-51760

The PRC notices that above categories are having parity with the Assistant Director, Deputy Director and Joint Director of Treasuries and Accounts. The Commission inclines to maintain the existing relativities and parities. The pay scale of Deputy Pay & Accounts Officer is improved by one stage, to maintain a difference of two stages between the feeder post and the promotion post.

Accordingly, the Commission assigns the following scales to these categories:

Assistant Pay and Accounts Officer : Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by one stage.

Deputy Pay and Accounts Officer : Rs.46060-98440 corresponding to Rs.23650-49360 thus improved by one stage.

Joint Pay and Accounts Officer : Rs.52590-103290 corresponding to Rs.27000-51760

7. Pay and Accounts Officer : Rs.31550-53060
No. of posts : 1

No representations have been received.

The Commission notices that the Pay and Accounts Officer deals with pre audit claims of 1200 Drawing and Disbursing Officers of various State Government Departments in twin cities. In addition to the pre audit, he regulates the pay and allowances of All India Service Officers, Hon'ble Judges of Andhra Pradesh High Court and Members of the Andhra Pradesh Administrative Tribunal, Non Cadre Heads of Departments and maintains Group Insurance Scheme of All India Services Officers duly acting as Drawing Officer for the Scheme, maintains General Provident Fund Accounts of Class-IV employees.

The post of Pay and Accounts Officer is filled by promotion from the category of Joint Pay and Accounts Officer and by appointment by transfer from the category of Deputy Secretary to Government, Finance Department.

Following is the progression of pay scales for this post and Director of Treasuries and Accounts, Director of State Audit and Director of Works Accounts:

Category	1969	1974	1978	1986	1993	1999	2005	2010
	(Rs.)							
Pay and Accounts Officer	--	1200-1800	1600-2200	2880-4930	5770-9260	10950-17575	16925-30765	31550-53960 (one stage)
Director of Treasuries and Accounts	1150-1600	1300-1800	1700-2250	3090-5140	6610-9820	12550-18625	19675-30765	37600-54360
Director of State Audit	750-1200	1000-1550	1600-2200	3090-5140	6150-9820	11650-18625	18025-30765	34050-54360
Director of Works Accounts	--	--	--	--	--	11650-18625	18025-30765	31550-53060

Keeping in view the duties and responsibilities attached to the post(s) of Pay and Accounts Officer, who is also the head of the department, the Commission assigns to this category the pay scale of Rs.66330-108330 corresponding to Rs.34050-54360, thus benefited by one stage.

18 (d) STATE AUDIT DEPARTMENT

The Local Fund Audit Department was an independent and separate department with the Examiner of Local Fund Accounts as its head in the early 1950s. The Treasuries which were under the control of the Revenue Department at that time were subsequently separated from the Revenue Department and the new Department of Treasuries and Accounts was created with Local Fund Accounts as an integral part of it. The Local Fund Audit Department was once again made a separate department in 1976 and known as State Audit Department.

The main function of the department is conduct of the audit of local bodies including Universities and certain other Institutions in the State. In addition to this, verification of pension papers of employees in A.P. Last Grade Services and Police Constables has also been entrusted to this department. This Department is having about 2059 functionaries in all cadres. The staff are attending to pre-audit and post audit functions. In recent times, functions of audit of BRGF and verification of P.D. Account have also been entrusted to this Department.

1. Junior Auditor : Rs.8440-24950
 No. of posts : 376

It is represented that this category is expected to conduct the audit of accounts of Gram Panchayats independently and assist the Assistant Audit Officer in conducting the audit of major Institutions and draft the Audit Reports. On the discharge of its functions, he has to be well versed with the latest rules and regulations relating to the local bodies and Government apart from knowing the provisions contained in various Acts, Codes. Thus the responsibilities and accountability attached to the post place him at a pivotal point in the department. Request is therefore a higher pay scale of Rs.10900-31550 on par with Junior Inspector of Co-operative Department. Another request is for sanction of special pay of Rs.400/- p.m. to this category.

According to service rules, this category is filled in by direct recruitment and by transfer from the category of Typist/Junior Stenographers and also by promotion from the category of Record Assistant and Office Subordinates of the department. The qualification prescribed for direct recruitment is Intermediate or its equivalent with preference to those who have passed Intermediate vocational course with Office Assistantship and Accounting and Taxation. The qualifications for other methods of recruitment are five years of service and minimum general educational qualifications.

Following is the progression of Statement showing pay scales from time to time.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Auditor	910-1625	1745-3420	3290-6550 (CS)	4825-10845 (CS)	8440-24950 (CS)	Record Assistant (Rs.7740-23040)	Senior Auditor (Rs.10900-31550)

The Commission is of the view that the existing scale to this category is adequate and assigns a pay scale of Rs.16400-49870, corresponding to Rs.8440-24950.

2. Senior Auditor : Rs.10900-31550
 No. of posts : 987

It is represented that this category has to conduct Audit of all local body institutions like Panchayath Raj, A.M.C's, Municipalities, Corporations, Endowments and Natural Calamities etc., for which they should be well acquainted with the Acts, Rules, Regulations, Financial Rules G.O's and up to date knowledge of all institutions and to conduct these Audits. This category has to verify annual accounts, utilization certificates and also assistants Assistant Auditor in issuing of Letter of Authority, authorization of grants to Zilla Parishads etc.,

It is further stated that this category was assigned higher pay upto 1978 revision and they were made equal with Senior Assistant in successive pay revisions, which creates anomalous situation. Further, stated that the Co-operative Department is also a Audit Department and whereas the pay scale of Junior Inspector is equal to the scale of Senior Auditor of this Department i.e., Rs.10900-31550 and whereas the pay scale of a Senior Inspector in the same Department i.e., Rs.12910-36700. Request is therefore, for a higher pay scale of Rs.12910-36700 on par with Senior Inspector of Co-operative Societies and also to assign a higher pay of Rs.14860-39540.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Senior Auditor	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550	Junior Auditor (Rs.8440-24950)	Assistant Audit Officer (Rs.16150-42590)
Senior Inspector (Co-Operative Department)	1230-2330	2375-5040	4550-9600	6675-15500	12910-36700	Junior Inspector (Rs.10900-31550)	Assistant Register (formerly Co-Operative Sub Registrar) (Rs.14860-39540)

According to service rules, the Senior Auditor is filled in by direct recruitment and by promotion from the category of Junior Auditor, Typist, Junior Steno. The qualification for the direct recruitment, one must possess a Degree in Commerce or Economics or Maths.

Comparison of Senior Inspector of Co-operative Department is not appropriate, as that category carried higher pay scale all along and it performs

function other than audit. However, keeping in view of the duties and responsibilities of Senior Auditors, the Commission assigns to it a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200 to this category, thus improved by one stage.

3. Assistant Audit Officer : Rs.16150-42590
No. of posts : 275

It is represented that this category is a divisional level post and is the first level Gazetted Officer. He initiates the audit of all institutions including Zilla Parishad, Urban Local Bodies, Agricultural Market Committees etc. He has to possess updated and specialized knowledge in the matters relating to various Acts, Codes, Accounts and Engineering Works, etc., and is aware of all the new schemes that are being implemented by the Government.

The request is for assigning the pay scale of Rs.18030-43630 on par with Divisional Accounts Officer (W) Grade-I. Another request is for special pay of Rs.600/- per month.

Following is the progression of pay scales of this post and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Audit Officer	1550-3050	3110-6380 (one stage)	5980-12100 (C.S)	9285-21550 (one stage)	16150-42590 (C.S)	Senior Auditor (Rs.10900-31550)	Audit Officer (Rs.19050-45850)
Divisional Accounts Officer Grade-I	1810-3230	3310-6840 (C.S)	6350-13000 (C.S)	9285-21550 (C.S)	18030-43630 (one stage)	Divisional Accounts Officer Gr-II (Rs.15280-40510)	Assistant Pay and Accounts Officer (Rs.19050-45850)
Section Officer of Secretariat	1550-3050	3110-6380	5980-12100 (C.S)	9285-21550 (one stage)	18030-43630 (one stage)	Assistant Section Officer (Rs.12910-36700)	Assistant Secretary (Rs.23650-49360)
Junior Lecturer	1550-3050	3110-6380 (one stage)	5980-12100 (C.S)	9285-21550 (one stage)	18030-43630 (one stage)	Senior Assistant (Rs.10900-31550)	Principal of Junior College (Rs.21820-48160)

According to service rules, this category is filled in by direct recruitment and also by transfer from the category of Senior Auditor. The qualification for direct recruitment is one must possess any degree. For appointment by transfer one must have passed the sub-ordinate accounts services examination conducted by the APPSC with not less than 3 years as Senior Auditor.

Considering the overall work responsibilities and nature of its duties, the Commission recommends to this category a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630, thus improved by one stage.

4. **District Audit Officer/** : **Rs.19050-45850**
Audit Officer/Asst. Examiner of Accounts.
 No. of posts : 70

It is represented that Audit Officer is a district level officer. He convenes the meetings of the District Level Committee constituted to settle the audit objections. He authorizes pensionary benefits to the Last Grade Employees in Government Offices, employees of Local Bodies and Residential Educational Societies and employees of Police Department upto Head Constable. He is also authorize to issue of surcharge certificates in respect of losses caused to the Gram Panchayats. This category was assigned a lower pay scale of Rs.19050-45850 when compared to their counterparts in the District Offices. Hence request is for assigning parity with RDO, DSP and CTO and to assign a higher pay scale of Rs.20680-46960.

Following is the progression of pay scales of this category and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
District Audit Officer	1980-3500	3640-7580 (C.S)	6950-14425 (C.S)	10285-24200 (C.S)	19050-45850 (one stage)	Assistant Audit Officer (Rs.16150-42590)	Deputy Director (Rs.21820-48160)
R.D.O/Dy. Collector/Asst. Addl. Commissioner	2150-3690	3880-8140 (C.S)	7400-15475 (C.S)	10845-25600 (C.S)	20680-46960 (one stage)	Tahsildar (Rs.16150-42590)	DRO (Rs.27000-51760)
C.T.O.	2150-3690	3880-8140 (C.S)	7400-15475 (C.S)	10845-25660 (C.S)	20680-46960 (one stage)	D.C.T.O. (16150-42590)	Assistant Commissioner (Rs.27000-51760)
D.S.P.	2150-3690	3880-8140 (C.S)	7400-15475 (C.S)	10845-25600 (C.S)	20680-46960 (one stage)	Inspector of Police (Rs.16150-42590)	Addl. S.P (Rs.27000-51760)

According to service rules, this category is filled in by promotion from the category of Assistant Audit Officer and the minimum qualification is to pass in SAS examination conducted by the APPSC.

Keeping in view the duties and responsibilities of this category and being District Level Officer, the commission assigns a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960, thus improved by one stage.

5. **Deputy Director/ Regional** : **Rs.21820-48160**
Deputy Director/
Examiner of Accounts
 No. of posts : 32

It is represented that this category is a Regional Head having jurisdiction of three to five districts. He supervises the audit of the institutions coming under purview of the State Audit in this region and surcharges the major local body institutions. He imparts training at Zonal level to the audit staff for capacity enhancement. This category is comparable to the Superintending Engineer in status who is regional officer in the Engineering Department and assists the Chief Engineer in technical and administrative matters, whereas this category assists the Director of State Audit in the matters of audit and administration. It is stated that this category was given a lower pay scale of Rs.21820-48160 in 2010 revision.

It is requested to assign a higher pay scale of Rs.23650-49360 on par with Executive Engineer in R & B department. Another request is for a Special Pay of Rs.900/- per month.

The following is progression of pay scale of this post and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Deputy Director	2410-4050	4400-8700 (CS)	8400-16525 (CS)	12385-27750 (CS)	21820-48160 (CS)	Audit Officer (Rs.19050-45850)	Director (Rs.34050-54360)
Executive Engineer	2410-4050	4400-8700 (CS)	8400-16525 (CS)	13390-28500 (CS)	23650-49360	D.E.E (Rs.19050-45850)	Deputy Engineer-in-chief (Rs.31550-53060)
Superintending Engineer	2880-4930	5770-9260	10950-17575	18025-30765	31550-53060	Executive Engineer (Rs.23650-49360)	Chief Engineer (Rs.41550-55660)

According to services rules, this category is filled in by promotion from the category of Audit Officer/Senior Lecturer in the Accounts Training School.

This category is not having parity with Superintending Engineer as observed earlier PRCs, as the duties and responsibilities, qualifications, level of supervision and jurisdiction are different. Similarly this category is not having parity with Executive Engineer in successive PRCs. However this category is having parity with Deputy Director of Treasuries and Accounts Department /Dy. PAO of Pay and Account office/ PAO / CAO / AFA of Works Accounts Department.

In view of the above multiple duties and responsibilities of this category being regional head having jurisdiction of three to five districts, commission

assigns to it a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage.

6. Director : Rs.34050-54360
 No. of posts : 1

It stated that the Director of State Audit is the Head of the Department. He/ She is the statutory Auditor for all the institutions mentioned in the schedule appended in the A.P. State Audit Act, 1989. He oversees, supervises and guides the employees of Department. He advises the Government, Commissioner and Director of Municipal Administration and Commissioner of Panchayat Raj and Rural Employment in the financial matters of Local Bodies. He also advises the Commissioner of Endowments and Tirumala Tirupathi Devasthanam. He consolidates the Audit Report and Review Report on accounts of the Local Bodies and presents before the State Legislature as is being done by the Accountant General in respect of State Government accounts. Request is to assign a higher pay scale of Rs.37600-54360 of Director of Treasuries and Accounts Department.

The following is the progression of pay scale of this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Director of State Audit	3090-5140	6150-9820	11650-18625	18025-30765	34050-54360	Deputy Director (Rs.21820 - 48160)	--
Director of Treasuries and Accounts	3090-5140	6610-9820	12550-18625	19675-30765	37600-54360	Additional Director (Rs.31550-53060)	--

According to service rules, this category is filled in by promotion from the category of Deputy Director.

In recent times, functions of audit of BRGF and verification of P.D. Account have been entrusted to this Department. Keeping in view of the large number of institutions brought under the purview of the department for audit including Chartable Endowments, Municipalities and Municipal Corporations, the Commission assigns to this category a pay scale of Rs.73270-108330, corresponding to Rs.37600-54360, thus improved by one stage.

19.FINANCE (WORKS & PROJECTS) DEPARTMENT

19(a) WORKS AND ACCOUNTS DEPARTMENT

The State Government took over the establishment of Divisional Accounts Officers from the Accountant General, in the year 1980. A separate Directorate was formed and the Andhra Pradesh Works Accounts Service Rules were issued vide G.O.Ms.No.86, Finance Department, dated.22-5-1998. The Service comprises of Divisional Accounts Officer Grade-II, Divisional Accounts Officer Grade-I, Assistant Pay and Accounts Officer, Pay and Accounts Officer/Assistant Financial Advisor, Joint Director and Director of Works Accounts. The Directorate of Works Accounts ensures effective financial discipline in the Works Accounts that are operated by the Divisions of respective Engineering Departments, Irrigation, R& B, Public Health, Forest and Port Department. The Divisional Accounts Officers in the Divisions advise the Executive Engineers on the financial matters.

The Director is Head of the Directorate of Works and Accounts. He is assisted by the Joint Directors of Works Accounts at Regional Level, Pay & Accounts Officers at District Level and Divisional Accounts Officers at Divisional level.

The Andhra Pradesh State Divisional Accounts Officer (Works) Association on behalf of all the categories stated that the Department conducts audit of works besides normal pre audit of claims, includes scrutiny of tender documents, agreements etc. Further they attend to the time bound work of reconciliation of accounts, preparation of monthly accounts, inform the Government of the payments and liabilities on works for regulation of Ways and Means and for ensuing proper realization of statutory and non-statutory recoveries. There is abnormal increase in the work load with the Government taking up programmes like Jalayagnam with the introduction of new concepts like Engineer Procurement Construction (EPC), Build Operate and Transfer (BOT) necessitating constant updation of knowledge.

1. Junior Assistant	:	Rs.8440-24950
No. of posts	:	182
2. Senior Assistant	:	Rs.10900-31550
No. of posts	:	4743
3. Superintendent	:	Rs.14860-39540
No. of posts	:	146

It is represented that the functions of the Ministerial Staff in this department are quite different when compared with the functioning of the Non-Gazetted staff working in other departments. But the service conditions of the Non-Gazetted establishment of this department i.e., Superintendents, Senior Assistants and Junior Assistants are governed under the same A.P. Ministerial Service Rules and come under common categories under the above rules. The Commission is of the view that the scale of pay of these categories be fixed as part of the Common Categories only.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Assistant Treasury Officer	1550-3050	3110-6380 (one stage)	5980-12100 (CS)	9285-21550 (one stage)	16150-42590 (CS)	Sub Treasury Officer/ Superintendent (Rs.14860-39540)	District Treasury Officer/ Accounts Officer (Rs.19050-45850)

Keeping in view of duties and responsibilities of this category, the Commission considers the existing scale of pay of this category to be adequate and accordingly assigns a pay scale of Rs.29760-80930, corresponding to Rs.15280-40510.

5. Divisional Accounts Officer Gr-I : Rs.18030-43630
No. of Posts :

No anomaly has been pointed out. However, request is for the proposed pay scale of Rs.40900-88600. As per the service rules this category is filled in by promotion from Divisional Accounts Officer Gr-II.

Following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Divisional Accounts Officer Grade-I	1810-3230	3310-6840	6350-13000	9285-21550	18030-43630	Divisional Accounts Officer Grade-II (Rs.15280-40510)	Asst. Pay and Accounts Officer (Rs.19050-45850)

The Commission notices that the pay scale of this category to be adequate and accordingly assigns the pay scale of Rs.35120-87130 corresponding to Rs.18030-43630.

6. Assistant Pay and Accounts Officer/ Accounts Officer : Rs.19050-45850
No. of posts : 17

No anomaly has been pointed out, but requested for the pay scale of Rs.44700-92200.

This category is filled by promotion from DAO (Works) Gr-I and also by transfer from Superintendents working in the Accounts Organizations of the Projects under the Administrative control of Director of Works Accounts and one must have put in 6 years of service and also by transfer of Section Officers (Finance Department)/ Finance & Planning (Projects Wing) and one must have put in not less than 3 years of service. This category was in the pay scale of Rs.1980-3500, Rs.3640-7580, Rs.6950-14425 and Rs.10285-24200 in 1986, 1993, 1999 and 2005 revisions. This category represented to the PRC 2010

seeking parity with Assistant Directors of Treasuries and Accounts Department. Keeping in view of the relativities and parities, the PRC 2010 assigned a revised pay scale of Rs.19050-45850 (benefited by one stage).

Keeping in view of the duties and responsibilities and this category being the promotion post to the category of DAO (Works) Gr-I, Commission assigns to it a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960, thus improved by one stage.

7. Pay and Accounts Officer/ Chief Accounts Officer/ Assistant Financial Advisor (Finance & Planning Projects Wing) Department	:	Rs.21820-48160
No. of posts	:	19

No anomaly has been pointed out, but requested for the pay scale of Rs.51000-97700. This category is filled by promotion of Assistant pay and Accounts Officer and Accounts Officer. This category was in the scales of Rs.2410-4050, Rs.4400-8700, Rs.12385-27750 in 1986, 1993 and 2005 revisions. The PRC, 2010 assigned a corresponding scale of Rs.21820-48160.

In view of the duties and responsibilities of technical and advisory in nature and due to enhancement of pay scale of feeder category of A.P.A.O./Accounts Officer by one stage, the Commission assigns to this category a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage.

8. Joint Director/ Deputy Financial Advisor	:	Rs.27000-51760
No. of posts	:	08

No anomaly has been pointed out, but requested for the pay scale of Rs.59600-100100. This category scrutinizes and comments on the Estimates, Tenders, Agreements approved by the Engineer-in-Chief / Chief Engineer of various Engineering Departments. His role is not limited to Audit and Accounts. He inspects offices of the PAO Department and the member of Negotiation, Tender and Stored & Purchase Committees and render advice to the department officers. They are the members of the Panel of the arbitration in respect of cases relating to the I&CAD Department, R&B Department etc.

This category is filled by promotion of Pay and Accounts Officer/ Chief Accounts Officer/ Assistant Financial Advisor (Finance & Planning (Projects Wing)). This category was in the pay scales of Rs.2690-4440, Rs.5390-8980, Rs.10250-17050 and Rs.15500-30000 in 1986, 1993, 1999 and 2005 revisions. In 2010 revision, this category was assigned a corresponding scale of Rs.27000-51760. At present, this category is having parity with Joint Director of Treasuries and Accounts/ Joint P.A.O. of P.A.O. Office.

In view of the above, the existing scale of this category is adequate and the Commission accordingly assigns a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

9. Director of Works Accounts : Rs.31550-53060
 No. of posts : 1

It is represented that the category of Director of Works and Accounts scrutinizes and comments on the estimates, tenders, agreements approved by the Engineer-in-Chief / Chief Engineer of various Engineering Departments. He inspects offices of the PAO Department and a member of negotiation, tender and stored & purchase committees. He is also member of Commission of Tenders / State Level Committee Regulatory Committee of Engineering Departments and Regulatory Authority of all payment of all public works bills.

It is stated that the Director of Works Accounts, who is the Head of the Department is assigned a lower scale of pay of Rs.31550-53060, when compared to Director of Treasuries who is in the pay scale of Rs.37600-54360. However, this category was equated with Additional Director of Treasuries and Accounts Department. It is also stated that this category has to be given pay scale on par with Superintendent Engineer whose jurisdiction confined to only one circle. It is therefore requested to assign a higher pay scale of Rs.37600-54360 on par with Director of Treasuries and Accounts. As per service rules, this category is filled in by promotion of Joint Director.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Director of Works Accounts	--	--	11650-18625 (for Departmental Officer)	18025-30765	31550-53060	Joint Director (Rs.27000-51760)	--
Director of Treasuries and Accounts	3090-5140	6610-9820	12550-18625	19675-30765	37600-54360	Additional Director (Rs.31550-53060)	--

Keeping in view of the multifarious duties and responsibilities, Commission recommends a pay scale of Rs.66330-108330, corresponding to Rs.34050-54360 to this category, thus improved by one stage.

20. GENERAL ADMINISTRATION DEPARTMENT

20(c) INFORMATION & PUBLIC RELATIONS DEPARTMENT

The Department acts as a bridge between the State Government and Citizens of the State. It creates awareness among all sections of the people on Government policies plans and programmes and gives feed back to the Government. The Department is headed by the Commissioner who is assisted by Director, Additional Directors, Chief Information Engineer, Joint Directors, Deputy Directors, Regional Information Engineers, Assistant Directors and other staff members. The Department has six Regional Offices located at Visakhapatnam, Vijayawada, Ongole, Kadapa, Warangal and Hyderabad. The fields units of Information Engineering Wing of the Department have three Regional Offices, each headed by Regional Information Engineer. These are located at Visakhapatnam, Ongole and Hyderabad. They supervise the functions of 24 Deputy Executive Information Engineers in their respective jurisdictions.

1. Technical Sub-ordinate (formerly known as B.T. Attender)	:	Rs.6700-20110
No. of posts	:	100

It is represented that the services of BT Attenders are now being utilized for repairing the community TV sets, assisting the video cameramen and assisting the Assistant Executive Information Engineers in taking care of the Public Address System. It is further stated that their duties are technical and risky in nature unlike Attender. Further, stated that the Lighting Assistant of this Department was assigned a higher pay scale of Rs.6900-20680 in 2010 revision. Hence request is for assigning a higher pay scale of Rs.6900-20680 on par with the above category.

This category is re-designated as "Technical Sub-ordinate, vide GO Ms.No.321, GA Dept., dated:19.06.2010. This category belongs to A.P. Last Grade Service. This post is filled in by direct recruitment and the qualification is a pass in Seventh class. This category has been assigned pay scale on par with Attender in successive PRC and belongs to A.P. Last Grade Services, the qualification prescribed for this category is a pass in 7th class, whereas Lighting Assistant has to possess a qualification of pass in 9th class must possess experience in making lighting arrangements. Hence comparison with Lighting Assistant is not correct.

The PRC notices that the duties of this category is to assist Information Engineer regarding repairs, maintenance and installation of public address and T.V. systems. In view of technicalities involved in the duties performed, the commission recommends a pay scale of Rs.13390-41380, corresponding to Rs.6900-20680 to this category, thus improved by one stage.

2. Assistant Public Relations Officer: Rs.11860-34050
No. of posts : 63

It is represented that recruitment to the post of Assistant Public Relation Officer was in Group-II Services through A.P.P.S.C., but it carries a very low pay scale just one stage above the scale of Senior Assistant which is highly unreasonable in terms of the work load the Officer handles in their daily routine. Request is for assign the pay scale of Rs.14860-39540.

According to the service rules, as per G.O.Ms.No.339, General Administration (I&PR) Department, dated:22.06.1992, the post is filled by direct recruitment, must possess a Bachelor's Degree in any subject with a Degree or Diploma in Journalism / Public Relations from any University and by transfer of Senior Assistants/Senior Steno's in A.P. Ministerial Service Rules in I&PR Department or by promotion from Assistant Translator (Telugu, Hindi) Reader (Telugu, Urdu) and Receptionist, must have passed Accounts Test for Subordinate Officer Part-I.

Keeping in view of the nature of duties and responsibilities of this category, the Commission assigns a pay scale of Rs.25140-73270 corresponding to Rs.12910-36700, thus improved by two stages.

3. Chief Photographer : Rs.13660-38570
No. of Posts : 1

It is submitted that the duties of this category are arduous and has to cover functions/ meetings of dignitaries and to work in late hours. This category is having promotional channel to the post of Assistant Director (Photographer) but chances of getting promotion to the above post are very remote and the incumbents generally retire in the same post.

It is stated that this category was on par with Superintendent of I&P.R Department and assigned a pay scale of Rs.7770-18575 in 2005 revision. In 2010 revision, this category was assigned a lower pay scale of Rs.13660-38570, whereas Superintendent of I & P.R. Department was assigned a higher pay scale of Rs.14860-39540. Request is for a higher pay scale of Rs.14860-39540 on par with Superintendent in I& PR department.

As per service rules issued in G.O.Ms.No.339, G.A (I&P.R) Department, dated.22-06-1992, this category is filled in by promotion of Photographer and also by direct recruitment. For method of direct recruitment, one must have passed 10th Class and must possess a Diploma in Photography of the College of Fine Arts or its equivalent examination. This category forms feeder category to the post of Assistant Director (Photography) in the pay scale of Rs.18030-43630 for which one has to pass the Accounts Test for Executive Officers.

The following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Chief Photographer	1380-2750 (two stages)	2750-5960 (C.S)	5300-11300 (C.S)	7770-18575 (C.S)	13660-38570 (C.S)	Photographer (Rs.10900-31550)	Assistant Director (Photography) (Rs.18030-43630)
Superintendent	1330-2630 (one stage)	2600-5580 (one stage)	5000-10600 (C.S)	7770-18575 (one stage)	14860-39540 (one stage)	Senior Assistant (Rs.10900-31550)	Assistant Director (Rs.18030-43630)
District Public Relations Officer of I&P.R Dept.	1550-3050 (one stage)	3110-6380 (one stage)	6350-13000 (one stage)	9285-21550 (C.S)	16150-42590 (C.S)	Divisional Public Relations Officer (Rs.14860-39540)/ Translators Grade-I (Rs.14860-39540)	Assistant Director (Rs.18030-43630)

The Commission notices that this category is having bleak promotion chances and having heavy duties and responsibilities and therefore, recommends a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 thus improved by one stage.

4. Video Cameraman : Rs.13660-38570
No. of posts : 1

This category is solitary post and has completed 21 years of service without any promotional avenues. This category has to cover various Programmes of Hon'ble CM, VVIPs beyond office hours and public meetings.

According to service rules, issued in G.O.Ms.No.339, GA & PR department, dated.26-02-1992, the appointment to the post is made by direct recruitment and by promotion from Assistant Video Cameraman. The qualification prescribed for direct recruitment is a Diploma in Cinematography from Andhra Pradesh State Board of Technical Education and Training.

The following are the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Video Cameraman	1280-2440	2375-5040	4550-9600	7770-18575	13660-38570	Assistant Video Cameraman (Rs.10900-31550)	--

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director (Rs.18030-43630)

This commission notices that the post held by incumbent is a solitary post without any promotion avenues, has to cover various programmes of VVIPs beyond office hours and even on public holidays. In view of the above Commission recommends a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by one stage.

5. Art Demonstrator : Rs.13660-38570
No. of posts : 1

The nature of duties of this category is technical to design cover papers, posters and brochures, sticker designing, arranging exhibitions in the entire State for the main events like Telugu Maha Sabha, Pushkaralu, All India Industrial Exhibition and to arrange Tableaus for Independence Day and Republic celebration at State level and Central, New Delhi. Further stated that the above post is a solitary post without any promotional chances. It is therefore requested for assigning a pay scale of Rs.14860-39540 on par with Superintendent in I. & P.R. Department.

According to the service rules, the post is filled by promotion from the category of Artist, one must have passed 10th class and must possess a diploma in Communical Art or Painting or Designing.

The following is the progression of pay scales of this category and comparable post:

Category	1978	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)							
Art Demonstrator	700-1200	1280-2440/ 1330-2630 (A/RGC 1989)	2600-5580	5000-10600	7770-18575	13660-38570	Artist (Rs.10900-31500)	--
Superintendent	700-1200	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Senior Assistant (Rs.10900-31550)	Assistant Director (Rs.18030-43630)

The PRC notices that this post is a solitary post without any promotion avenues and has to cover main events of the Government through Brochures and stickers including All India Industrial Exhibition, local festival and Independence / Republic Celebration etc. Hence, Commission recommends for this category a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by one stage.

6. Translator Grade-II : **Rs.13660-38570**
No. of posts : 4

Request for up gradation of the post of Translator Grade-II to that of Translator Grade-I. As per service rules, this category is filled by promotion from Script Writer and Assistant Translator, one must possess Bachelor Degree with Hindi/Telugu/Urdu as a subject/language at Degree level.

This category was in the pay scales of Rs.650-1100, Rs.1330-2630 and Rs.2525-5390 in 1978, 1986 and 1993 revisions respectively. This category did not represent to the 1999, 2005 and 2010 pay revisions, however pay scales of Rs.5000-10600, Rs.7770-18575 (one stage improvement) and Rs.13660-38570 respectively. PRC 2010 categorized this category as common category.

This category was having parity with Assistant Telugu Translator in Legislature Department. In view of the above, the Commission assigns a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570 to this category on par with Assistant Telugu Translator in Legislature Department. Up gradation of the post of Translator Grade-II to Grade-I does not come under the purview of the Commission.

7. Translator Grade-I : **Rs.14860-39540**
No. of posts : 1

As per service rules, this category is filled by promotion from Translator Grade-II (Telugu/Urdu/Hindi). One must possess, Bachelor Degree with Hindi/Telugu/Urdu as a subject/language at Degree level. This category was having parity with Translator in Legislature, Law Secretariat and High Court.

This category was in the pay scales of Rs.750-1300 and Rs.1380-2750 in 1978 and 1986 revisions. This category sought parity with Assistant Director in 1993 revision, the same was not agreed and assigned revised pay scale of Rs.2750-5960 (improved by one stage) duly considering the qualifications, duties and responsibilities. This category did not represent to the 1999, 2005 and 2010 revisions. However this category was assigned pay scale of Rs.5300-11300 (CS), Rs.7770-18575(CS) and Rs.14860-39540 in respective revisions. The PRC 2010 categorized this category as common category.

In view of the above, the Commission assigns a pay scale of Rs.28940-78910 corresponds to Rs.14860-39540 to this category on par with Translator in Legislature and Law Secretariat and High Court.

8. Divisional Public Relations Officer : **Rs.14860-39540**
No. of Posts : 77

It is represented that this category is an intermediary category between District Public Relations Officer and Assistant Public Relations Officer. He takes the developmental and welfare programmes of the Government to the public

and transmits the public opinion about various welfare schemes/ programmes/ policies in the shape of feedback reports to the Government for corrections and amendments. He also covers the programmes of all VVIPs/VIPs in the Division. He is head of the office and exercises administrative control over Publicity Assistants, Typist and Office Sub-ordinates. Request is for assigning a higher pay scale of Rs.16150-42590, being first level Gazetted post.

According to service rules, as per G.O.Ms.No.339, General Administration (I&PR) Department, dated:22.06.1992, the post is filled by promotion from the category of Assistant Public Relations Officer/Sales Assistant/Librarian Grade-III/Audio Visual Supervisors.

This category was created in the pay scale of Rs.750-1300 in 1978 pay scales and was assigned a corresponding pay scale of Rs.1330-2630 in 1986 revision. This category did not represent to the PRC 1993, however a pay scale of Rs.2600-5580 was assigned, thus improved by one stage. This category represented to the PRC 1999 seeking parity with Assistant Directors in other departments and to assign Rs.3640-7580. The same was not agreed and assigned a corresponding pay scale of Rs.5000-10600. Based on the recommendations of Anomalies Committee 2004 the pay scale was further enhanced to Rs.5300-11300 (one stage improvement). This category was assigned a corresponding pay scale of Rs.8385-19125 in 2005 revision. This category did not represent to PRC 2010 revision, however a corresponding pay scale was assigned Rs.14860-39540.

Keeping in view the duties and responsibilities, the Commission assigns a pay scale of Rs.29760-80930 corresponding to Rs.15280-40510 to this category, thus improved by one stage.

8. District Public Relations Officer :	Rs.16150-42590
No. of posts :	33

Request is for assigning higher pay scale of Rs.18030-43630.

According to service rules, as per G.O.Ms.No.261, General Administration (I&PR) Department, dated:06.05.1992, the post is filled by direct recruitment. Must possess a Degree in Arts, Science or Commerce with the Degree/P.G. Diploma in Journalism/Public Relations of a recognized university or Institution or a Master Degree in Journalism and by appointment by transfer of Superintendent and Special Category Stenographers in the A.P. Ministerial Services in the Information & Public Relations Department, by appointment by transfer of Divisional Public Relations Officer in the A.P. Information Subordinate Services and by transfer from Librarian Grade-I.

This category was in the pay scale of Rs.800-1450 in 1978 revision and it was improved by one stage and given the pay scale of Rs.1550-3050. This category represented to the 1993 revision for higher pay scale of Rs.1980-3500 on par with Assistant Director, the same was not agreed and assigned revised pay scale of Rs.3110-6380 (one stage improvement). This category sought

parity with Deputy Director of other Departments in 1999 revision on the ground that this category is a level post having heavy duties and responsibilities. The same was not agreed and assigned a revised pay scale of Rs.6350-13000, thus improved by one stage. This category did not represent to the PRC 2005 and 2010, however corresponding pay scales of Rs.9285-21550 and Rs.16150-42590 was assigned.

Keeping in view of the duties and responsibilities, the Commission assigns a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 to this category, thus improved by one stage.

9. Assistant Director (General) : Rs.18030-43630
No. of posts :

It is submitted by Sri V. Maniram, Assistant Director and Six employees working in O/o Assistant Director, State Information Centre residing in Tirupathi and daily they will travel from Tirupathi to Tirumala to perform their official duties and it is difficult to stay in Tirumala as there are no facilities at Tirumala to establish family. So they are incurring monthly Rs.2000/- for travelling from Tirupathi to Tirumala. It is also stated that AP State Govt. employees who are staying at Tirupathi are getting 20% HRA, where as they are getting 12% HRA in Tirumala. Hence it is requested to sanction of 20% HRA and to enhance rates of CCA to the employees of the State Information Centre, Tirumala on par with other employees working in Tirumala and residing at Tirupathi. He further requested to sanction Hill Allowance to provide free APSRTC Bus Passes from Tirupathi-Tirumala-Tirupathi.

The aspects of HRA, CCA, Hill Allowances will be dealt with the relevant chapters of Volume-I.

11. Assistant Director : Rs.18030-43630
No. of posts : 26
12. Deputy Director : Rs.21820-48160
No. of posts : 70
13. Joint Director : Rs.25650-50560
No. of posts : 3

Request is for assign the following higher pay scales suggested.

Name of the category	Existing pay scale Rs.	Pay scale sought Rs.
Assistant Director	18030-43630	19050-45850
Deputy Director	21820-48160	23650-49360
Joint Director	25650-50560	27000-51760

According to service rules, vide G.O.Ms.No.261, General Administration (I&PR) Department, dated:06.05.1992, the post of Assistant Director is filled by promotion from the category of District Public Relation Officer. The post of Deputy Director is filled by promotion from the category of Assistant Director &

Editor (English/Telugu). The post of Joint Director is filled by promotion from the category of Deputy Director.

In view of the duties and responsibilities entrusted the PRC assigns following pay scales, improving one stage in each category.

Assistant Director	Rs.37100-91450 corresponding to Rs.19050-45850 (one stage improvement)
Deputy Director	Rs.46060-98440 corresponding to Rs.23650-49360 (one stage improvement)
Joint Director	Rs.52590-103290 corresponding to Rs.27000-51760 (one stage improvement)

In view of the increase in pay scales of the Joint Director, feeder post to Additional Director and Director (non-cadre), the pay scales of these posts are revised as follows:

1. Additional Director : Rs.61450-105810 corresponding to Rs.31550-53060, thus improved by one stage.
2. Director : Rs.66330-108330 corresponding to Rs.34050-54360, thus improved by one stage.

20 (d) ANTI CORRUPTION BUREAU

The Anti- Corruption Bureau is a specialized agency tackling the problem of corruption in various Departments of the Government under the Prevention of Corruption Act, 1988. This Bureau was established in 1961 and it functions directly under the administrative control of the General Administration Departments of Andhra Pradesh Government. The Director General, who is a senior I.P.S. Officer of the rank of DGP/Addl. DGP, heads the Bureau. A Director, who is also a senior IPS Officer of the rank of IGP, assists him. They are assisted by Additional Directors (IPS Officers of the rank of DIG) and Joint Directors (IPS Officer of the rank of SP). The Bureau is divided into 15 ranges, each range is headed by a Deputy Superintendent of Police and assisted by 3 to 5 Inspectors, each range encompasses one to three District. The Bureau is having Technical Officers like Engineers, Chartered Accountants etc. It is also having Legal Officers to tender advise on legal matters to conduct prosecution in Courts and Tribunal for disciplinary proceedings.

1. Assistant Director (Administration)

(Earlier known as PA to DG) : Rs.16150-42590
 No. of Posts : 1

It is represented that the post of PA to DG was changed as Assistant Director (Admn.) and he is to look after the administration and establishment work of the State Bureau i.e. similar to the duties of the Administrative Officer (Police Department). The pay scale of this post was on par with Administrative Officer (Police Department) up to 2005 Pay Revision. However, the Assistant Director (Administration) was assigned pay scale of Rs.16150-42590, while the Administrative Officer (Police Department) was assigned the pay scale of Rs.18030-43630 in PRC 2010 revision (benefited by one stage).

Request is for assigning a higher pay scale of Rs.18030-43630 on par with Administrative Officer (Police Department).

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Assistant Director (Admn)	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	Superintendent (Rs.14860-39540)	-
Administrative Officer(Police Department)	1810-3230	3310-6840	6350-13000	9285-21550	18030-43630	Junior Administrative Officer (Rs.16150-42590)	Chief Administrative Officer (Rs.20680-46960)

According to service rules, the post of Assistant Director (Admn.) is filled by recruitment by transfer from the category of Superintendent in A.P. Ministerial Service Rules in ACB and must have passed Departmental Test for

clerks in Police Department, Accounts Test for Subordinate Officers Part-I with 3 years of service as Superintendent.

Keeping in view the duties & responsibilities of this category, the Commission assigns to it a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630, thus improved by one stage.

2. Manager (Special Branch) : Rs.16150-42590
 No. of Posts : 12

It is represented that the post of Manager (ACB) and the post of Manager (Intelligence Bureau) working in both the departments carried the same pay scales up to PRC 1999 revision. This is the feeder category for the post of Administrative Officer both in the ACB as well as the Intelligence Department. However, in the PRC 2010 revision the pay scale of Manager in Intelligence Bureau was increased. Request is for assigning a higher pay scale of Rs.18030-43630 on par with Manager (Intelligence Bureau).

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Manager (ACB)	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	SB Clerk (Rs.14860-39540)	Administrative Officer (IB) (Rs.19050-45850)
Manager (IB)	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Assistant Manager (Rs.15280-40510)	Assistant Administrative Officer (Rs.19050-45850)

According to service rules, the post of Managers (S.B.) is filled by recruitment by transfer of S.B. Assistants. Must have passed the Departmental Test for clerks of Police Department, Accounts Test for Subordinates Officers, part-I&II and put in 4 years of service as S.B. Assistant.

The Commission considers the existing pay scale of this category to be adequate and therefore assigns the scale of Rs.31460-84970 corresponding to Rs.16150-42590 to it.

3. Administrative Officer : Rs.19050-45850
 No. of Posts : 1

It is represented that the post of Administrative Officer (ACB) and the post of Administrative Officer (Intelligence Bureau) working in both the departments are in the same pay scales up to PRC 2005 revision. The pay scale of Administrative Officer (ACB) in PRC 2010 assigned a pay scale of Rs.19050-45850, whereas the Administrative Officer (Intelligence Bureau) was assigned a pay scale of Rs.20680-46960. It is requested to assign a higher pay

scale of Rs.20680-46960 on par with Administrative Officer (Intelligence Bureau).

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Administrative Officer (ACB)	2150-3690	3880-8140	7400-15475	10845-25600	19050-45850	Manager (SB) (Rs.16150-42590)	-
Administrative Officer (IB)	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960	Assistant Administrative Officer (Rs.19050-45850)	-

According to service rules, the post of Administrative Officer is filled by promotion from the category of Managers (S.B.) and must have put in 3 years of service as Manager (Special Branch) in Anti-Corruption Bureau.

The Commission notices that this category is having parity with Administrative Officer (Intelligence Bureau) of Police.

In view of the above position and considering the qualifications, duties and responsibilities, the Commission assigns a pay scale of Rs.42490-96110 corresponding to Rs.21820-48160 to this category, thus improved by two stages.

Special Pay / Incentive to the staff of Anti-Corruption Bureau.

It is represented that based on the recommendations of the High Level Committee on Anti-Corruption, the Government of A.P. accorded sanction for 30 % of pay as incentive to all the officers and staff of ACB for a period of one year during the year 2003. Subsequently it was renewed up to 31.03.2010. Further it is also represented that the 9th Pay Revision Commission recommended for continuing the existing rate of 30% of the basic pay as incentive to the employees working on deputation and reduced the incentive pay to 10% to the regular employees. Accordingly, the Government issued orders vide G.O.Rt.No.3504, GA (Spl.C) Department, dt:14.07.2010, continuing 30% of incentive to the employees working on deputation and 10% to the regular employees. This causes a distinction between the deputation employees and regular employees.

In view of the above, it is requested for restoration of sanction of 30% of basic pay as incentive for the regular employees on par with the employees working on deputation basis as it was being paid from 09.05.2003 to 31.03.2010.

The above aspects will be dealt with in the relevant chapters of Volume-I.

20(e) TRANSLATIONS DEPARTMENT

This department attends to all translation work in the Government. In addition to Telugu and Urdu Translation sections, the department has a minority languages translation section for Hindi, Kannada, Marathi and Tamil Languages. Director of Translation is Head of the Department. The Director is assisted by six Deputy Directors, twenty Senior Translators and sixteen Junior Translators.

The general representation made on behalf of the department is that the categories in this department have not been given the pay scales commensurate with the importance of the work done by them. The work load of the department has increased considerably with the implementation of Telugu as official language, constant demand for translations from all government departments and also from subordinate offices. The translators of the department including the Director are under great stress and strain during the sessions of the Legislative Assembly when the volume of the translation work and urgency increase enormously. The department similarly attends to the time bound translation requirements for cabinet meetings, Governor's Address and other departmental purposes in the Secretariat. At the same time, due to the limited cadre strength in the department, the promotional avenues available to various categories are limited, resulting in stagnation at all levels for considerably long periods. The grievance is that notwithstanding these factors, lower pay scales were assigned to all the categories in this department including Director.

1. Junior Translator	:	Rs.11530-33200
No. of Posts	:	11

It is represented that the duties of this category and Senior Translator are one and the same i.e., Translation of matters of Ordinance, Acts, Budget Speech, Budget Demands etc. They have to translate them from English to Telugu and vice versa. The duties of Translators of Law Department, State Legislature and Information and Public Relations Department were less when compared to Translators of this department. Due to implementation of Telugu language and at the advent of RTI Act, work of the translations had increased abnormally.

The Senior Translator who is the promotion post of this category is in the pay scale of Rs.14860-39540 on par with Translators of Legislature Department, Translator Grade-1 of I&PR Department. In the instant case, this category is allowed a lower pay scale of Rs.11530-33200, whereas Translator Grade-II of I&PR Department and Asst. Translator of Legislature Department are allowed a higher pay scale of Rs.13660-38570. This category is having bleak promotion chances to the post of senior translator. Hence, the request is for assign a pay scale of Rs.13660-38570 on par with Translator Grade-II of I&PR Department and Asst. Translator of Legislature Dept.

The following is progression of pay scales of this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Translator in this Dept.	1150-2110	2315-4880	4430-9300	6505-15025	11530-33200	Senior Assistant (Rs.10900-31550)	Senior Translator (Rs.14860-39540)
Translator Grade-II in I&PR Dept.	1330-2630	2525-5390	5000-10600	7770-18575	13660-38570	Assistant Translator (Rs.11530-33200)	Translator Grade-I (Rs.14860-39540)
Assistant Translator in Legislature Dept.	1330-2630	2525-5390	5000-10600	7770-18575	13660-38570	Assistants (Rs.8440-24950)	Translator (Rs.14860-39540)

As per Service Rules the post of Junior Translator is filled by direct recruitment or by transfer of Senior Assistants of Translation Department, one must possess a degree or an equivalent qualification with the relevant language.

Since this category is having heavy work load and bleak promotion avenues and as this post is filled by transfer from the Senior Assistant of the same Department, the Commission assigns a pay scale of Rs.24440-71510, corresponding to Rs.12550-35800 to this category, thus benefited by two stages.

2. Deputy Director of translations : Rs.18030-38570
No. of posts : 6

It is represented that this category is responsible for the authenticity and correctness of the translations rendered by the department. He also attends to important translation works like Budget Speech, Budget, LAOs, call attention motions, Bills, Speeches etc. Further the translation works of the Head of the Departments/ District Collectors are being entrusted to this category and Director, thus their job is very strenuous. Despite of having duties and responsibilities, their pay scales are not equated with Deputy Directors working with other Departments, like Youth Services, Information and Public Relation and Animal Husbandry Departments.

Following is progression of pay scale of this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Deputy Director of Translations	1980-3500	3640-7580	6950-14425	10285-24200	18030-43630	Senior Translator (Rs.14860-39540)	Director (Rs.23650-49360)
Dy. Director of Youth Services	2150-3690	3880-8140	7 400-15475	10845-25600	21820-48160	Assistant Director (Rs.18030-43630)	Director (Rs.25600-50560)

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Dy. Director of Information & Public Relations	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Assistant Director (Rs.18030-43630)	Joint Director (Rs.25600-50560)
Dy. Director of Animal Husbandry Dept.	2410-4050	4400-8700	8400-16525	13390-28500	25600-50560	Assistant Director (Rs.20680-46960)	Joint Director (Rs.27000-51760)

This category is not having parity with Dy. Director of other departments. However, keeping in view of technical and strenuous nature of duties and responsibilities, the Commission assigns to it a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850, thus improved by one stage.

3. Director of Translations : Rs.23650-49360
 No. of posts : 6

It is represented that this category being Head of the Department, has to bear enormous responsibilities both on technical and administrative sides, has to guide the department with meticulous care and punctuality, so that the translations could reach the concerned authorities in time. With the increased use of Telugu for official purposes, the work and responsibilities have been multiplied. However, this category was assigned pay scale of Rs.23650-49360, i.e. less than the pay scale of Dy. Director of other departments. While recommending the pay scale of this category, the onerous duties and responsibilities were not taken into consideration. Hence request is to assign the pay scale of Rs.31550-53060 to this category of Translations on par with other Directors and Draughtsman of Law Department of similar responsibilities.

The following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Director of Translations	2410-4050	4400-8700	9000-16525	13390-28500	23650-49360	Deputy Director (Rs.18030-43630)	--
Director of Information & Public Relations	3090-5140	6150-9820	11650-18625	18025-30765	31550-53060	Additional Director (Rs.29200-53060)	--
Draftsman of Law Dept.	3090-5140	6150-9820	16650-18625	18025-30765	31550-53060	Deputy Draftsman to Govt. (Rs.29200-53060)	
Deputy Draftsman of Law Dept.	2880-4930	5770-9260	10950-17575	16925-30765	29200-53060	Assistant Draftsman (Rs.23600-49360)	Draftsman (Rs.31550-53060)

As per service rules the post of Director is filled by promotion from the category of Deputy Director, one must possess a Degree with Telugu as one of the subjects or by recruitment by transfer from any other services holding identical/similar posts. If no suitable and qualified persons are available in above two methods, by direct recruitment for which one must possess M.A. Degree in Telugu and must have experience in Translation work in Telugu atleast for a period of 5 years in a Govt., Institutions.

As seen from the above, this category is not having parity with comparable posts. However, keeping in view of technical and strenuous nature of duties and responsibilities and its position as the Head of the Translation Department. The Commission assigns to it pay scale of Rs.52590-103290, corresponding to Rs.27000-51760, thus improved by two stages,

20(f) RESIDENT COMMISSIONER GOVERNMENT OF A.P. NEW DELHI
(A.P.BHAVAN)

Andhra Pradesh Bhavan was established in the year 1956 with prime objective to liaison with Government of India and to facilitate and accommodate Ministers, Elected Representatives and Government Officials those who visits on official works. A.P. Information Centre is working here as facilitation center for conducting media meets, issuing releases during the visits of H.E. Governor, Hon'ble Chief Minister and Council of Ministers and disseminate general information relating to Andhra Pradesh. It is also works as Nodal Agency in promotion of Andhra Pradesh culture and art of Delhi. Another establishment A.P. Tourism Information Center is working here with a task to disseminate Andhra Pradesh related Tourism information to the interested people. Under the Administrative control of Resident Commissioner a liaison unit is looking after the current & pending issues of Andhra Pradesh Government with Government of India. A unit of legal cell is functioning at Delhi is to look after the matters pertains to Andhra Pradesh Government in Supreme Court.

1. Assistant Liaison Officer : Rs.13660-38570
No. of posts : 4

It is represented that this category take care of Protocol needs, such as accommodation, transport and stay of visiting dignitaries at Delhi. Due to the difference in pay scales created by 9th PRC, the Assistant Liaison Officers are not in a position to go for either deputation or on transfer to Andhra Pradesh when the equivalent vacant posts are notified. It is further stated that the AP Bhavan is having four posts of Assistant Liaison Officers in the time scale of Rs.7770-18575 (PRC 2005). The category was having parity with Superintendent in successive PRCs upto 2005 revision, the same is disturbed in 2010 revision by assigning a lower pay scale of Rs.13660-38570. In view of the above, it is requested to assign the pay scale of Rs.14860-39540 on par with the Superintendents to bring uniformity in their scales. Another request is for a pay scale of Rs.18030-43630 on par with Section Officer of A.P. Secretariat.

Following is the progression of the pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Liaison Officer	--	2600-5580	5000-10600	7770-18575	13660-38570	Sr. Assistants/ House Keepers/ Store Keepers/ UD Steno (Rs.10900-31550)	Protocol Officer/ Liaison Officer (Rs.16150-42590) / Admn. Officer (Rs. 15280-40510)
Section Officer of A.P. Secretariat	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Assistant Section Officer (Rs.12910-36700)	Assistant Secretary to Government (Rs.23650-49360)

This category is filled by promotion from Sr. Assistant/ House Keeper/ Store Keepers, one has to possess Bachelor's Degree and also to pass Accounts Test Part-I. This category was having parity with Administrative Officer/ Superintendent upto 2005 revision and the same is disturbed in 2010 revision.

Comparison with Section Officer of A.P. Secretariat is not appropriate, as the duties and responsibilities, qualifications and level of supervision is entirely different. The Commission assigns a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 to this category by restoring the parity with Superintendent that existed upto 2005 revision.

2. Assistant Reception Officer : Rs.13660-38570
No. of posts : 4

It is represented that this category takes care of Protocol needs, such as accommodation, transport and stay of visiting dignitaries at New Delhi. Due to the difference in the pay scales created by the 9th PRC, the Assistant Reception Officers are not in a position to go for either deputation or on transfer to Andhra Pradesh when the equivalent vacant posts are notified.

It is further stated that the A.P. Bhavan is having four posts of Asst. Reception Officers in the time scale of Rs.7770-18575 (PRC 2005). The category was having parity with Superintendent in successive PRCs upto 2005 revision, the same is disturbed in 2010 revision by assigning a lower pay scale of Rs.13660-38570. In view of the above, it is requested to assign the pay scale of Rs.14860-39540 on par with the Superintendents to bring uniformity in their scales. Another request is for a pay scale of Rs.18030-43630 on par with Section Officer of A.P. Secretariat.

The following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Assistant Reception Officer	---	2600-5580	5000-10600	7770-18575	13660-38570	Senior Assistant/ House Keeper / Store Keeper/ U.D Steno (Rs.10900-31550)	Protocol Officer/ Liaison Officer (Rs.16150-42590) / Administrative Officer (Rs.15280-40510)
Section Officer of A.P. Secretariat	1550-3050	3130-6380	5980-12100	9285-21550	18030-43630	Assistant Section Officer (Rs.12910-36700)	Assistant Secretary to Government (Rs.23650-49360)

This category is filled by promotion from Sr. Assistant/ House Keeper/ Store Keepers, one has to possess Bachelor's Degree and also to pass Accounts

Test Part-I. This category was having parity with Administrative Officer/ Superintendent upto 2005 revision and the same is disturbed in 2010 revision.

Comparison with Section Officer of A.P. Secretariat is not appropriate, as the duties and responsibilities, qualifications and level of supervision is entirely different. The Commission assigns a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540 to this category by restoring parity with Superintendent that existed upto 2005 revision.

**3. Administrative Officer : Rs.15280-40510(EIP)
Rs.14860-39540(FE)**
No. of posts : 1

It is stated that Liaison Officer and Protocol Officer of A.P. Bhavan are in the pay scale of Rs.16150-42590, whereas the Administrative Officer is in the pay scale is Rs.15280-40510. The said posts are feeder categories to the post of Asst. Commissioner. Due to differentiation in pay scales of the above feeder category posts, it is very difficult for the Administrative Officer to get promotion to the post of Asst. Commissioner. It is requested to assign a pay scale of Rs.16150-42590 to this category on par with Liaison Officer and Protocol Officer O/o. the Resident Commissioner, A.P. Bhavan, New Delhi.

The following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Administrative Officer (Formerly Superintendent)	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510 (EIP)/ 14860-39540 (FE)	Asst. Reception Officers/ Assistant Liaison Officers (Rs.13660-38570)	Assistant Commissioner (Rs.18030-43630)
Protocol Officer	---	----	5980-12100	9285-21550	16150-42590	Asst. Reception Officers/ Assistant Liaison Officers (Rs.13660-38570)	Assistant Commissioner (Rs.18030-43630)

It is submitted that one vacant post of Assistant Commissioner has been downgraded to that of Administrative Officer in the pay scales of Rs.8815-20300 during the year 2007.

The above category represented to PRC 2010, seeking parity with Assistant Accounts Officer and Protocol Officer. The PRC did not agree. In order to maintain uniformity in the pay scales of Administrative Officers in the State Government, the Commission assigned the scale of Rs.14860-39540 corresponding to the pay scale of Rs.8385-19125 to the category of Administrative Officer (Future Entrant). The pay of the existing incumbent is

protected by allowing the pay scale of Rs.15280-40510 corresponding to the pay scale of Rs.8815-20300.

The Commission notices that the above category and Liaison Officer/Reception Officer/Protocol Officer form feeder categories to the category of Assistant Commissioner. Hence the Commission assigns a pay scale of Rs.31460-84970, corresponding to Rs.16150-40510 to this category, benefited by one stage.

4. Assistant Commissioner : Rs.18030-43630
No. of posts : 2

The Resident Commissioner, A.P., New Delhi has requested that on account of higher cost of living in Delhi being cosmopolitan city, a higher pay scale of Rs.25600-50560 may be provided to this category on par with the Deputy Director of Animal Husbandry Department.

As per service rules, this category is filled by Protocol Officer/Resident Officer/Liaison Officer/ Administrative Officer. This category was in the pay scales of Rs.3640-7580, Rs.6950-14425, Rs.10285-24200 and Rs.18030-43630 in 1993, 1999, 2005 and 2010 revisions.

Comparison with Deputy Director of Animal Husbandry Department is not relevant, as the duties and responsibilities, qualifications and area of supervision/jurisdiction are different. Keeping in view of pay scale of feeder category of Protocol Officer/Resident Officer/Liaison Officer and Administrative Officer i.e., Rs.16150-42590, the Commission assigns a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 to this category, thus benefited by one stage.

5. Electrician : Rs.10900-31550
(but not in pay scale of Rs.11530-33200)
No. of posts : 1

It is stated that the post of Assistant Electrical Engineer (R&B) is lying vacant since 2009 onwards. The present incumbent with minimal electrical staff is rendering round the clock services to the entire A.P. Bhavan, New Delhi which consists of 66-Rooms/12-VVIPs suits/7- Hon'ble Governor suits/01-Hon'ble Chief Minister's cottage. In addition to the above the sole Electrician is also looking after the Office Premises/Govt. staff quarters and 4-generators are being maintained without a single complaint. In view of the above, it is requested that the scale of Electrician may be increased to Rs.13660-38570 as a special case under the circumstances explained above.

The Commission notices that the duties of this category are arduous in nature and this category post is without any promotional avenues. The Commission, therefore, assigns to it a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200, thus benefited by one stage.

**20 (G) INSTITUTION OF ANDHRA PRADESH LOK
AYUKTA AND UPA LOK-AYUKTA**

The Institution of A.P. Lokayukta and Upa-Lokayukta was constituted under the A.P. Lokayukta and Upa-Lokayukta Act, 1983 for investigation of administrative action taken by or on behalf of the State Government and certain local and public authorities in the State in certain cases and for matters connected therewith. The A.P. Lokayukta and Upa-Lokayukta (Officers and employees) Service Rules, 1986 have been framed under the Act to regulate the service conditions of the Staff working in the Institution. Rule 17 of the Rules provides for equation of the posts in the Institution with the corresponding categories in the Secretariat. The administrative wing is headed by a Registrar. He is assisted by a Joint Registrar, Director (Legal) and Secretary. The Institution also has an independent investigation cell headed by Director of Investigation who is an officer from the cadre of I.P.S. He is assisted by Joint Director, Investigation.

1. Librarian : Rs.10900-31550
No. of posts : 1

It is represented that the category of Librarian of this Institution is comparable with Librarian of AP Secretariat (Law Department). However this category was assigned a lower pay scale of Rs.10900-31550 in PRC 2010, whereas Librarian of AP Secretariat (Law Department) was assigned a higher pay scale of Rs.14860-39540. Hence the request is for assigning a pay scale on par with Librarian of AP Secretariat (Law Department).

According to the Service Rules, this category is filled by transfer from Typist/Junior Assistant from any other service or transfer on tenure basis or by direct recruitment with degree in Librarian Sciences or by transfer from any other service. As per service rules, this category is equivalent to Librarian of Law and Legislature Department.

The following is progression of pay scales of this post and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Librarian of this Institution	--	2195-4560	4190-8700	6195-14175	10900-31550	Junior Assistant/Typist (Rs.8440-24950)	---
Librarian in AP Secretariat	--	2375-5040	4550-9600	5750-13030	14860-39540	Asst. Librarian (Rs.10900-31550)	---

The Commission notices that comparison of this category with the Librarian of Law and Legislature Department and Secretariat is not appropriate as the feeder category in these departments are having higher scale. However, keeping in view the pay scale of Librarian, Public Libraries Department, the Commission assigns to it a pay scale of Rs.23100-67990, corresponding to

Rs.11860-34050 to this category on par with Librarian, Law Department, thus improved by two stages.

2. Accounts Officer : Rs.16150-42590
No. of posts : 1

It is represented that in 2005 Pay Revision this category was assigned the pay scale of Rs.9285-21550 on par with Section Officer of A.P. Secretariat. But in 2010 pay revision, this category was assigned pay scale of Rs.16150-42590, whereas the Section Officer of A.P. Secretariat was assigned pay scale of Rs.18030-43630. It is requested for assigning a higher pay scale of Rs.18030-43630 on par with Section Officer of A.P. Secretariat to restore the earlier parity.

According to service rules, this category is filled by promotion from Assistant Section Officer/by transfer from Upper Division Accountant / by transfer or deputation on tenure basis from among the member of any other service preferably from Treasuries and Accounts Department, holding the posts carrying the same scale of pay or a scale of pay lower than that of pay lower than that of posts covering by this category and also by direct recruitment. As per the above orders, this category is equivalent to Section Officer of A.P. Secretariat.

The following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Accounts Officer	----	3110-6380	5980-12100	9285-21550	16150-42590	Assistant Section Officer (Rs.12910-36700) / U.D. Accountant (Rs.10900-31550)	Assistant Registrar (Accounts) (Rs.23650-49360)
Section Officer in A.P. Secretariat	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	Assistant Section Officer (Rs.12910-36700)	Assistant Secretary (Rs.23650-49360)

In view of the above, the commission notices that this category is equivalent to Section Officer of A.P. Secretariat and accordingly recommends a pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 on par with the category of Section Officer in A.P. Secretariat, thus improved by two stages.

3. Investigating Officer : Rs.16150-42590
No. of posts : 4

Represented that this category was assigned a pay scale of Rs.16150-42590 in 2010 revision, whereas Inspector of Police was assigned a higher pay scale of Rs.18030-43630. Request is for parity with Circle Inspector of Police.

As per service rules, the category is filled by direct recruitment from persons eligible for appointment by direct recruitment as Sub-Inspector of Police.

The following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Investigating Officer	--	3110-6380	5980-12100	9285-21550	16150-42590	--	Deputy Director (investigation) (Rs.19050-45850)
Inspector of Police	1380-2750	3110-6380	5980-12100	9285-21550	16150-42590	Sub-Inspector (Rs.14860-39540)	DSP (Rs.20680-46960)

As seen from the statement this category is drawing pay scale on par with Inspector of Police Department from time to time. In fact, Inspector of Police was assigned a pay scale of Rs.16150-42590 in 2010 revision, but not pay scale of Rs.18030-43630 as represented by Association. The Commission therefore, assigns a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 to this category on par with Inspector of Police.

4. Dy. Director (Investigation) : Rs.19050-45850
 No. of posts : 5

Request is for parity with Deputy Superintendent of Police. According to service rules, this category is filled in by deputation on tenure basis from among officers of Police, CBI, CBCID, ACB, SPE Depts.

The following is the progression of pay scales of this post and comparable posts.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Dy. Director (Investigation)	2150-3690	3880-8140	7400-15475	10845-25600	19050-45850	Investigating Officers (Rs.16150-42590)	--
Dy. Superintendent of Police	2150-3690	3880-8140	7400-15475	10845-25600	20680-46960	Circle Inspector (Rs.16150-42590)	Additional Superintendent of Police (Rs.27000-51760)

As seen from the above statement, this category is having parity with Dy. Superintendent of Police of Police Dept., and drawing pay scales on par with DSP from 1986 onwards upto 2005 revision. The incumbent is drafted from Police Department from the category of Deputy Superintendent of Police. The commission recommends to it a pay scale of Rs.40270-93780 corresponding to

Rs.20680-46960 on par with Deputy Superintendent of Police, thus improved by one stage.

5. Registrar	:	Rs.44740-55660 (At present the post held by Judicial Officer drawing National Judicial Pay Scales)
No. of posts	:	1

It is requested to assign a pay scale on par with the Secretary to Govt., Law and Legislature Departments, as per G.O.Ms.No.73, LAW (LA&J-SC.F) Department, dated.01.05.2010 issued in respect of Judicial Officers.

As per service Rules, this category is filled by promotion from the Category of Joint Registrar or by transfer or by deputation from among District Judge, Grade-1 pertaining to the Andhra Pradesh Higher Judicial Service, whose services are placed at the disposal of the Lokayukta by the Governor of Andhra Pradesh in consultation with the Chief Justice of the High Court of AP and by direct recruitment. As per schedule –II of the above orders, the corresponding post for this category is Secretary to Govt. Law & Legislature Dept. If the incumbent is drafted on transfer or by deputation on tenure basis from the District Judges Gr.I of the AP State Higher Judicial Service, he is entitled for pay scales as per the recommendations of 2nd National Judicial Commission.

In view of the above, the Commission recommends a pay scale of Rs.87130-110850, corresponding to Rs.44740-55660 to this category on par with the pay scale of Secretary to Government, Law Department in the State Pay scales. If the incumbent is drafted from the category of District Judge Grade-I, he will be entitled for pay scale as per the recommendations of 2nd National Judicial Pay Commission.

20(h)PROTOCOL DEPARMENT

The Department of Protocol was formed way back in the period of H.E. Nizam of erstwhile Hyderabad State in the form of "AMERA" to look after the arrangements of the Nizam's Royal family, his officials and the British employees. The 'Amera' was renamed as "Government House Department" duly strengthening it into a well established department for carrying out time-honored rules and traditional duties to H.E. Governor, Hon'ble Chief Minister, Ministers, Chief Secretary, Judiciary of A.P. and other visiting dignitaries, delegates of various Countries and States, besides looking after the catering needs of Raj Bhavan and Chief Minister's Camp Office. The Department has been renamed as Department of Protocol in the year 1995. Besides maintaining the Government guest houses, the Department has established the International Airport Protocol Cell.

The following are the categories and pay scales.

1. Table Servant	:	Rs.6700-20110
No. of posts	:	10
2. Head Farrash	:	Rs.6700-20110
No. of Posts	:	2
3. Mate	:	Rs.6700-20110
No. of Posts	:	18
4. Butler	:	Rs.7100-21250
No. of posts	:	17
5. Junior Hindu Cook	:	Rs.7960-23650
No. of posts	:	14
6. Assistant English Cook	:	Rs.7960-23650
No. of posts	:	3
7. Assistant Mughalai Cook	:	Rs.7960-23650
No. of posts	:	2

It is represented that Cook in Protocol Department shows all his culinary talents in preparing a variety of items according to the tastes of the VVIPs, VIPs like South Indian, North Indian, English, Chinese, Mughalai, Continental in addition to Hyderabad Specialties, without compromising on the hygiene. The Cook has to attend round the clock duties irrespective of Holidays / Festivals duly foregoing all their personal benefits. They are working more hours than other State Government Employees, and they perform their duties at various places as per requirement. Their services are utilized even outside city also whenever high dignitaries like President, Vice – President of India, Prime Minister, Chief Minister desires to have the similar dishes, when they proceed to other places on camp. In view of the above, request is to improve their pay scales by one stage with a Special Pay of Rs.1000/- per month, Conveyance

Allowance of Rs.1,500/- Per month and sanction of Uniform Allowance of Rs.1000/- are also sought.

Progressive of Pay scale of the above categories of Cooks, butlers etc., is as follows:-

Category	1993	1999	2005	2010
	Rs.			
Mate/ Table servant/ Head Farrash	1375-2375	2550-4550	3850-8600	6700 - 20110
Butler	1425-2525	2650-4850	3950-8815	7100 - 21250
Assistant English Cook	1535-2840	2870-5470	4260-9520	7960 - 23650
Assistant Mughalai Cook/ Junior Hindu Cook	1535-2840	2870-5470	4260-9520	7960 - 23650

II. Steward Grade II	:	Rs.7960-23650
No. of posts	:	4
Daroga	:	Rs.7960-23650
No. of posts	:	
Steward Grade I	:	Rs.9460-27700
No. of posts	:	1
Head English Cook	:	Rs.10020-29200
No. of posts	:	1
Head Moghalai Cook	:	Rs.10020-29200
No. of posts	:	1

It is stated that the employees of the Department have to forego personal life and comforts. They work round the clock, very often foregoing public holidays and family events. The total working hours are more than the working hours of any other departmental staff. But, in terms of pay and allowances they are not being remunerated properly. Hence request is for improvement of pay scales to all the categories by one stage above the pay scales to all the categories with a Special Pay of Rs.2000/- per month, holiday remuneration Rs.500/- per month and sanction of Uniform Allowance of Rs.2000/- are also sought.

The progression of pay scales of these categories are as follows:.

Category	1993 Rs.	1999 Rs.	2005 Rs.	2010 Rs.
Steward Grade II / Steward Assistant	1535-2840	2870-5470	4260-9520	7960-23650 (2 stages)
Steward Grade I / Steward	1745-3420	3290-6550	4825-10845	9460-27700 (2 stages)
Head English Cook / Head Mugalai	1875-3750	3550-7150	5200-11755	10020-29200 (2 stages)

The comparison of pay scales of these categories with their counterparts in Raj Bhavan and Andhra Pradesh Bhavan, New Delhi are as under:

Category	Department of Protocol (Rs.)	Raj Bhavan (Rs.)	A.P.Bhavan, New Delhi (Rs.)
Head Cook (English/Mughalai/Hindu)	10020-29200	8440 - 24950	--
Asst. Cooks (English/Moghalai) and Junior Hindu Cook	7660-23650	9460-27700	7100-21250
Head Butler	--	8440-24950	7520-22430
Butler	7100 -21250	7960-23650	6900-20680
Steward Grade-I/ Steward	9460-27700	10900-31550	10900-31550
Steward Grade-II / Steward Assistant	7960-23650	--	8440-24950

According to service rule, the Head Cooks are filled by promotion of the Assistant Cooks. The qualification prescribed for Assistant Cooks is experience in cooking in a reputed hotels or boarding houses. The post of Butler is filled in by promotion from the category of Table Servant with three years service. The qualification prescribed for Table Servant is Sixth Class.

The qualifications prescribed for the above categories in the above three departments are more or less same. The Rules for this department were framed long back. The academic and technical qualifications prescribed for these posts are not high. But the duties of these categories in the above three departments require special skills and expertise. In view of the above, the Commission recommends the following scales of pay:

1. Head Cook (English/Mughalai) : Rs. 21230-63010
(Corresponding to Rs.10900-31550)
(improved by one stage)
2. Steward Grade I : Rs. 18400-55410
(Corresponding to Rs.9460-27700)
3. Assistant Cook (English, Mughalai and Junior Hindu Cook) : Rs. 16400-49870
(Corresponding to Rs.8440-24950)
(improved by one stage)
4. Steward Grade II : Rs. 16400-49870
(Corresponding to Rs.8440-24950)
(improved by one stage)
5. Daroga : Rs.16400-49870
(Corresponding to Rs.8440-24950)
(improved by one stage)
6. Butler : Rs. 14600-44870
(Corresponding to Rs.7520-22430)
(improved by one stage)

7. Mate / Table Servants : Rs.13390-41380
Head Farrash: (Corresponding to Rs.6900-20680)
(improved by one stage)

The requests for Special Pays and other allowances are dealt with under the relevant chapters in Volume-I.

The Commission notes that in Raj Bhavan and Andhra Pradesh Bhavan, the qualifications prescribed and the duties, responsibilities for similar categories are more or less same and therefore it is desirable to assign the same scales of pay to these categories. So, the above observations and recommendations will apply to similar categories in Raj Bhavan and Andhra Pradesh Bhavan.

- 8. Protocol Officer** : **Rs.16150-42590**
No. of posts : 4

It is stated that this category has to work around the clock at Rajiv Gandhi International Airport to receive and accompany the VVIPs, VIPs, Foreign delegations and posted as Liaison Officers. He has to liaise various protocol arrangements in co-ordination with high offices of VVIPs, VIPs. Though it carries Gazetted scale the post has remained in the rank of Superintendent only. Hence request is for conferring Gazetted status on par with Protocol officer of A.P. Bhavan, New Delhi.

According to service rules, the post is filled by appointment by transfer of Superintendents or equivalent of the Special Commissioners establishment and A.P. Government Guest House, New Delhi from a combined seniority list. This category was in the pay scale Rs.5000-10600, Rs.7770-18575 in 1999 and 2005 revision respectively, the PRC 2010 assigned a Pay Scale of Rs.16150-42590 on par with Protocol Officer of A.P. Bhavan New Delhi thus benefited 3 stages.

Keeping in view of duties and responsibilities, the Commission assigns to this category a pay scale of Rs.31460-84970 corresponding to Rs.16150-42590 on par with Protocol Officer of A.P. Bhavan, New Delhi.

The request for Gazetted status does not come under the purview of Pay Revision Commission.

- 9. Assistant Director**
of Protocol : **Rs.18030-43630**
No. of posts : 4

It is sated that the services of this category are very sensitive as he has to receive and to accompany the VVIPs, VIPs. He has to attend various duties around the clock irrespective of Holidays / Festivals and to take spontaneous

and adequate decisions precisely to meet the demands. Hence, request is for assigning higher pay scale.

Following is the progression Pay Scale of this category:

Category	1978	1986	1993	1999	2005	2010
	(Rs.)					
Assistant Director of Protocol	800-1450	1550-3050	<u>2930-5960</u> 3110-6380 (A.C.1995)	5980-12100	9285-21550	18030-43630

According to service rules, this post is filled by appointment by transfer from Superintendents in A.P. Government Guest House Department. If no suitable candidate is available for appointment by Superintendent, their appointment on tenure of persons in an equivalent grade from any other Government Department.

The Commission recommends to this category the pay scale of Rs.37100-91450, corresponding to Rs.19050-45850 on par with Assistant Directors in other Departments, thus improved by one stage.

- 10. Deputy Director of Protocol (formerly Deputy Comptroller) : Rs.21820-48160**
 No. of posts : 3

It is stated that this category attends various duties, round the clock irrespective of holidays / festivals to receive and to accompany the VVIPs, VIPs and has to take spontaneous and adequate decisions precisely to meet the demands. He has to co-ordinate minute to minute program as per the time schedule of VVIPs / VIPs and other visiting dignitaries. Request for assigning a higher pay scale of Rs.23650-49360 on par with Deputy Director of Municipal Administration Department.

Following is the progression of pay scales of this category.

Category	1978	1986	1993	1999	2005	2010
	Rs.					
Deputy Director of Protocol	1250-1800	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160

According to service rules, the post is filled by promotion from Assistant Director or by transfer of any other officer of any comparable rank on tenure basis for a period not exceeding 2 years.

Comparison with Deputy Director of Municipal Administration is not appropriate, as the duties and responsibilities are entirely different. However, keeping in view the duties and responsibilities, the Commission assigns a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus improved by one stage.

- 11. Additional Director of Protocol
(formerly Additional Comptroller) : Rs.27000-51760**
No. of posts : 3

It is stated that this category is the highest promotional post available to the departmental candidates. He has to attend various duties round the clock irrespective of holidays / festivals to receive and to accompany the VVIPs, VIPs and has to take spontaneous and adequate decisions precisely to meet the demands. Request is for assigning a higher pay scale of Rs.34050-54360 on par with Additional Director of Municipal Administration.

Following is the progression pay scales of this category.

Category	1986	1993	1999	2005	2010
	Rs.				
Additional Director of Protocol	2690-4440	5040-8700-	9600-16525	14600-29250	27000-51760

According to service rules, the post is filled by promotion from Deputy Director. If no suitable or eligible candidates are available for promotion by transfer on tenure of an officer of equivalent or comparable grade from any other department.

Comparison with Additional Director of Municipal Administration is not appropriate, as the duties, responsibilities and supervision is entirely different. However, keeping n view the duties and responsibilities, the commission assigns to this category the pay scale of Rs.61450-105810, corresponding to Rs.31550-53060, thus improved by two stages.

20(i) SPECIAL COURT FOR A.P. LAND GRABBING (PROHIBITION)ACT

The Special Court under A.P. Land Grabbing (Prohibition) Act is constituted under Act XII of 1982. The main object of the Act is to curb and eradicate land grabbing of lands belonging to Government, the local authority a Religious or Charitable Institutions or Endowment including Wakf or any other private person. The Special Court is headed by the Chairman, who has been a Judge of High Court. Two out of four members shall be persons, who have been District Judges (Judicial members) and other two members shall be person, who have held a post not below the rank of District Collector (Revenue Members). The unique feature of the Act is that the Special Court exercises both Civil and Criminal Jurisdictions.

- 1. Process Server : Rs.6700-20110**
 No. of post : 3

It is stated that the Process Servers are discharging duties of service of notices, summons, commission warrants, injunction warrants, bailable warrants on the respective parties. The Process Servers working in the Special Court are also discharging the same functions as that of the Process Servers working in Judicial Department. Further, there is no distinction in duties of Process Server of this post and Process Server of Judicial Department. Hence request is for a pay scale of Rs.7960-23650 on par with the Process Servers of Judicial Department.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Process Server of this Dept.	740-1150	1375-2375	2550-4550-	3850-8600	6700-20110	--	Roneo Operator/ Duplicating Operator/ Xerox Operator (Rs.7740-23040)/ Bailiff (Rs.7960-23650)
Process Server of Judicial Dept.	740-1150	1375-2375	2550-4550/ 3130-6150 (Judicial Commission)	3850-8600/ 4595-10285 (Judicial Commission)	7960-23650	Office Sub-ordinate (formerly known as Attender) (Rs.6700-20110)	Field Assistant (formerly known as Bailiffs/ Amins) (Rs.8440-24950)

This category is filled by direct recruitment/ by transfer or by deputation of an equivalent category from any service on tenure basis for a fixed term or terms: Must have passed 7th standard.

The category of Process Server in Judicial Department is filled by promotion from Attender/Jamedars upto 50% of posts. For this purpose, one must have passed 8th class and must have put in not less than three years of

service. The category is also filled in by direct recruitment to the extent of 50% and for this purpose, one must have passed 8th class.

This category was assigned pay scales on par with Attenders in successive revisions from 1978 to 2010 revision. The Commission notices that based on the recommendations of Judicial Pay Commission, the pay scale of Process Server of Judicial Department was enhanced from Rs.2550-4550 to Rs.3130-6150 in the revised pay scales of 1999 vide G.O.Ms.No.50, Law Department, dt:23/4/2009. This was one stage advancement and the corresponding scale for the above post (Rs.3130-6150) would be Rs.4595-10285 in 2005 pay revision. The Pay Revision Commission 2010 assigned a corresponding pay scale of Rs.7960-23650, whereas the category of Process Server of this department was assigned a corresponding pay scale of Rs.6700-20110.

The Commission considers the existing pay scale of this category to be adequate and assigns to it a pay scale of Rs.13000-40270 corresponding to Rs.6700-20110.

2. Bailiff : Rs.7960-23650
No. of post : 2

It is stated by the Registrar that this category is discharging similar duties on par with their counter parts working in sub-ordinate Judicial Department. This category was assigned a pay scale of Rs.7960-23650, whereas Bailiffs of Judicial Department was assigned a higher pay scale of Rs.8440-24950. Hence request is for parity with Bailiff of Judicial Department.

As per service rules, this category is filled by direct recruitment / by promotion from Roneo/Xerox Operator/Jamedar/Attender/Process Server/Sweeper/ Sweeper cum -Scavenger / by transfer or by deputation. For all the above methods one must have passed 10th class. The category of Field Assistant (formerly known as Bailiff/Amin) of Judicial Department is filled by direct recruitment and by transfer of Record Assistant and Attenders. For both methods, one must have passed Intermediate or its equivalent exam.

This category was in the pay scales of Rs.1595-3020, Rs.2990-5810, Rs.4595-10285, Rs.7960-23650 in 1993, 1999, 2005 and 2010 revisions respectively. The category of Field Assistant (formerly known as Bailiff/Amin) of Judicial Department was in the pay scale of Rs.410-625 in 1978 revision and in the pay scale of Rs.810-1420 in 1986 revision, improved by one stage. The 1993 revision assigned a corresponding Pay scale of Rs.1665-3200 and was in the pay scale of Rs.3130-6150 in 1999 revision. The 2005 revision assigned a corresponding scale of Rs.4595-10285. Based on the recommendations of National Judicial Pay Commission, the pay scale was enhanced from Rs.3130-6150 to Rs.3290-6550 in 1999 pay scales. Keeping in view of the above, the 2010 PRC assigned a pay scale of Rs.8440-24950.

Comparison with Field Assistant (formerly known as Bailiff/Amin) of Judicial Department is not appropriate as the duties and responsibilities, qualifications are entirely different. Hence, the Commission is of the view that the existing scale of this category is adequate and assigns to it a pay scale of Rs.15460-47330, corresponding to Rs.7960-23650.

3. Scrutiny Officer : Rs.11860-34050
No. of posts : 3

It is stated by the Registrar that the categories of Assistant Section Officer and Scrutiny Officer come under category 2 (Non Gazetted) of service rules of the Special Court and they are interchangeable, these categories form feeder category to the post of Section Officer and these categories are filled by promotion from Translation(Urdu)/Librarian/ Assistant/ Care Taker/Record Keeper.

Further stated that both the categories were in the same pay scales upto 2005 revision, the same was disturbed in 2010 revision. This category was assigned a pay scale of Rs.11860-34050 whereas Assistant Section Officers was assigned a higher pay scale of Rs.12910-36700. Hence, request is for restoring parity with Assistant Section Officer.

The Commission notices that this category is having parity with Assistant Section Officer upto 2005 revision, the same was disturbed in 2010 revision. Both the categories are interchangeable and discharging similar duties. The Commission therefore, assigns to it a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570 on par with Assistant Section Officer.

4. Assistant Section Officer : Rs.12910-36700
No. of posts : 7

This post is on par with the Assistant Section Officer in the Secretariat. The Commission improved the pay scale of Assistant Section Officer in the Secretariat. The Commission continues the parity and assigns the pay scale of Rs.26600-77030 corresponding to Rs.13660-38570 to the Assistant Section Officer of the Special Court under A.P. Land Grabbing (Prohibition) Act.

5. Assistant Accounts Officer : Rs.16150-42590
No. of post : 1

It is stated by the Registrar that this category falls under category 3D in Special Court Service Rules 1988 and this category was treated on par with Section Officer/Court Officer prior to 2010 revised pay scales. Hence, request is for assigning pay scales on par with Section Officer/Court Officer.

As per service rules, this category is filled by promotion from Assistant Section Officer/Scrutiny Officer and also by transfer/on tenure basis for a fixed term from an equivalent category of A.P. High Court/APAT/Lokayukta. One must possess a degree and have passed Account Test for Sub-Ordinate Officers

part-I and have to pass Judicial Departmental test. This category was in the pay scales of Rs.3110-6380, Rs.5980-12100, Rs.9285-21550, Rs.16150-42590 (corresponding pay scale) in 1993, 1999, 2005 and 2010 revisions respectively. Whereas Section Officers/Court Officers were in the pay scales of Rs.3110-6380, Rs.5980-12100, Rs.9285-21550, Rs.18030-43630 (one stage benefit) in 1993, 1999, 2005 and 2010 revisions.

In view of the above position, the Commission notices that this category is having parity with Section Officers/Court Officers upto 2005 revision. This category has not represented to the PRC 2010, however, a corresponding scale is assigned. The Commission assigns a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 on par with Section Officers/Court Officers, thus improved by two stages.

6. Section Officer	:	Rs.18030-43630
No of posts	:	3
7. Court Officers	:	Rs. 18030-43630
No. of post	:	4

No representations have been received.

The Commission assigns a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 and to maintain parity with Section Officers/ Court Officers of the A.P. High Court/APAT, thus improved by one stage.

8. Private Secretary to Chairman / Personal Assistant to Chairman and Court Masters	:	Rs.19050-45850
No. of posts	:	4

No representations have been received.

The 2010 Pay Revision Commission in his report assigned the pay scale of Rs.19050-45850 (Rs.10845-25600) to the Court Masters/ Personal Secretaries to Judges and Secretaries to Registrar of the Hon'ble AP High Court. Maintaining the existing parity, the Commission assigned the pay scale of Rs.19050-45850 to the PS to Chairman and PA to Chairman and Court Master Special Court under A.P. Land Grabbing (Prohibition) Act as against the pay scale of Rs.9285-21550.

It was observed that parity of Personal Secretary to Chairman, PA to Chairman and Court Masters in the Special Court under A.P. Land Grabbing (Prohibition) Act with the Court Masters/Personal Secretaries to Judges and Registrar of the Hon'ble AP High Court was continued. In view of the above position, the Commission assigns a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850 on par with Court Masters/Personal Secretaries to Judges and Secretary to Registrar of the Hon'ble A.P. High Court.

9. Assistant Registrar : 23650-49360
No. of posts : 2

This post is on par with the Assistant Secretary to Government in the Secretariat and Assistant Registrar of the Andhra Pradesh High Court. The Commission continues the above parity and assigns the pay scale of Rs.46060-98440 corresponding to Rs.23650-49360 to this category on par with Assistant Registrar of A.P. High Court/Assistant Secretary to Government.

21. HEALTH, MEDICAL AND FAMILY WELFARE DEPARTMENT

21 (a) FAMILY WELFARE DEPARTMENT

1. Deputy District Extension and Media Officer (Family Welfare)	:	Rs.15280-40510
No. of Posts	:	
2. Health Education and Extension Officer (FW)	:	Rs.16150-42590
No. of Posts	:	
3. District Extension and Mass Media Officer (FW) (Allied Categories)	:	Rs.18030-43630
No. of posts	:	
4. Communication Officer	:	Rs.18030-43630
No. of Posts	:	
5. Lecturer in Health Education & FW	:	Rs.18030-43630
No. of Posts	:	
6. Management Instructor	:	Rs.18030-43630
No. of Posts	:	
7. Health Education Instructor	:	Rs.18030-43630
No. of Posts	:	

Deputy District Extension and Media Officer:

It is stated that the duties of this category (FW), are organizing training programmes at Primary Health Centre level and District level and to assist the District Extension and Media Officer in Planning, Organization and Evaluation etc., of media activities. This post is located in Regional Health and Family Welfare Training centers (Male/ Female) and also in the O/o Project Officer, District Training Team. Health Educator possessing degree and P.G Diploma in Health Education is the feeder category. Government issued orders in G.O.Ms.No.154, H.M&FW Department, dated.16.5.2005 conferring Gazetted status to this category. This category was assigned higher pay scale of Rs.15280-40510 when compared Nursing Tutor Gr-I and other categories. Hence, request for higher pay scale of Rs. 18030-43630.

According to service rules (as per G.O.Ms.No.641, HM&FW (D2) Department, dt:06-11-2003) this post of Deputy District Extension and Media Officer (Male) is filled by promotion from Multipurpose Health Extension Officer (Rs.12550-35800). Appointment to the post of Deputy District Extension and Media Officer (Female) is by promotion from Public Health Nurse (Rs.14860-39540) and if no qualified or suitable candidate is available by promotion of Multipurpose Health Supervisor (Female) (Rs.11530-33200).

Health Education and Extension Officer

The posts of Health Education and Extension Officer (FW), were created in Regional Training Centers and duties include extending guidance to the various supporting cadres and supervision. This category is filled by Deputy District Extension and Media Officer, one must possess a degree with P.G. Diploma in Health Education. It is therefore requested to assign higher pay scale of Rs.18030-43630.

According to the service rules (G.O.Ms.No.261, HM&FW (B1) Department, dt:28-06-2002) appointment to this post is made by transfer of Deputy District Extension and Media Officer (Male and Female) and if no qualified or suitable candidates are available, by direct recruitment. The minimum qualification for transfer is a Degree with Diploma in Health Education or Social Science Administration/Social work. For direct recruitment, the qualification is post graduation with Diploma in Health Education or Diploma in Social Science Administration.

District Extension and Mass Media Officer:

The District Extension and Mass Media Officer, is similar to that of Health Education Officer at State Family Welfare Bureau, Communication Officer, Lecturer in Health Education and Family Planning in Medical Colleges and Health Education Officer at District Training team etc. They are all with the P.G qualification in Social Services and P.G. Diploma in Health Education and Information and Communication and this category is filled by promotion of HEEO. They are specially trained in management of Mass Media and Communication and publicity programmes in Health on Family Welfare, planning, training etc. Also stated that compared to the categories of Civil Assistant Surgeons, Senior Lecturer in DIET College, Nursing Tutor, Librarian in Medical Education etc, the pay scale assigned to this post is low i.e., Rs.18030-43630. It is therefore requested for assigning higher pay scale of Rs.20680-46960 to this category.

According to service rules, (as per G.O.Ms.No.261, HM&FW (B1) Department, dt:28-06-2002) appointment to this post is made by promotion from the category of Health Education Extension Officer with three years experience or by direct recruitment if candidates are not available for promotion. The minimum qualification prescribed for direct recruitment is degree with Diploma in Health Education.

The following are the pay scales assigned for these posts in earlier revisions:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Deputy District Extension and Media Officer (FW)	1280-2440 1330-2630 (A/RGC 1989)	2600-5580	5000-10600	8815-20300	15280-40510

Category	1986	1993	1999	2005	2010
	(Rs.)				
Health Education & Extension Officer (FW)	1550-3050	2930-5960 3110-6380 (AC 1995)	5980-12100	9285-21550	16150-42590
District Extension and Mass Media Officer (FW)	1810-3230	3310-6840	6350-13000	10285-24200	18030-43630

Allied Categories:

Communication Officer	:	Rs.18030-43630
No. of Posts	:	
Health Education Officer (FW)	:	Rs.18030-43630
No. of Posts	:	
Health Education Officer (IPP-VI)	:	Rs.18030-43630
Lecturer in Health Education & FW/ Statistics	:	Rs.18030-43630
No. of Posts	:	
Management Instructor	:	Rs.18030-43630
No. of Posts	:	
Health Education Instructor	:	Rs.18030-43630
No. of Posts	:	

Considering the qualifications, duties and responsibilities, the Commission assigns the following pay scales to the above categories.

Deputy District Extension and Media Officer (Family Welfare)	Rs.31460-84970 corresponding to Rs.16150-42590, thus improved by one stage
Health Education and Extension Officer (FW)	Rs.35120-87130 corresponding to Rs.18030-43630 thus improved by one stage

The Commission notices that the following categories are inter transferable and form feeder category to the Deputy Directors, assigns the following:

District Extension and Mass Media Officer (FW)	Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by two stages. (Allied Categories)
Communication Officer	Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by two stages.

Health Education Officer (FW)	Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by two stages.
Health Education Officer (IPP-VI)	Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by two stages.
Lecturer in Health Education & FW	Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by two stages.
Management Instructor	Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by two stages.
Health Education Instructor	Rs.40270-93780 corresponding to Rs.20680-46960, thus improved by two stages.

In view of the above, the pay scale of Deputy Director (Mass Education Media) is enhanced to Rs.46060-98440 corresponding to Rs.23650-49360, thus improved by one stage.

Sister Tutor : **Rs.14860-39540**
 No. of posts :

In view of one stage improvement in the pay scale of Head Nurse/ Nursing Tutor Gr-II, the pay scale of Sister Tutor is improved by one stage i.e., the Commission recommends Rs.29760-80930 , corresponding to Rs.15280-40510.

Principal (Nursing Training School) : **Rs.16150-42590**
 No. of posts :

Public Health Nursing Officer : **Rs.18030-43630**
 No. of posts :

Considering the qualifications and duties and responsibilities the Commission recommends the pay scale of Rs.35120-87130 corresponds to Rs.18030-43630 to the post of Principal (Nursing Training School), thus improved by one stage and the pay scale of Rs.40270-93780 to the post of Public Health Nursing Officer corresponding to Rs.20680-46960, thus improved by two stages.

21 (b) STATE HEALTH TRANSPORT ORGANISATION (SHTO)

Assistant Transport Officer : Rs.18030-43630

No. of Posts :

It is stated that the Assistant Transport Officer working in the State Health Transport Organisation, which is under the control of Director of Health.

The pay scale of Asst. Transport Officer is equivalent to Dy. Executive Engineer in Engineering Departments up to 2005 revision. In PRC 2010, this category assigned a pay scale of Rs.18030-43630 whereas, the Dy. Executive Engineer in Engineering Departments was assigned a pay scale of Rs.19050-45850.

It is therefore requested for assigning higher pay scale of RS.19050-45850 on par with Deputy Executive Engineer in engineering Departments.

The following are the pay scales assigned in the successive PRCs:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Assistant Transport Officer (S.H.T.O.)	1550-3050	3640-7580	6950-14425	10285-24200	18030-43630	Service Engineer. (Rs.16150-42590)	Dy. Transport Officer. (Rs.21820-48160)
Dy. Executive Engineer (M&H)/ PR/R&B Depts.	1550-3050	3640-7580	6950-14425	10845-25600	19050-45850	Asst. Executive Engineer (Rs.16150-42590)	Executive Engineer (Rs.23650-49360)

According to the service rules issued by vide G.O.Ms.No.1238 Health, Municipal Administration Department, dated:30.05.1970 this category is filled by transfer from the category of Service Engineer in Andhra Pradesh State Maintenance Subordinate Service. The qualification prescribed for by transfer is a Bachelor degree in Automobile Engineering/ Mechanical Engineering or a Diploma in Automobile Engineering with service of 5 years in category of Service Engineer or by direct recruitment if no qualified and suitable candidate is available for appointment by transfer. The qualification for direct recruitment is a Bachelor degree in Automobile Engineering/ Mechanical Engineering with Diploma in Automobile Engineering/ Mechanical Engineering as special subject Mechanical Engineering with Automobile Engineering as one of the subjects.

This category did not represent to PRC 2010, however a corresponding pay scale of Rs.18030-43630 was assigned.

The commission notices that this category is having parity with Dy. Executive Engineer up to 1999 revision, the same was disturbed in 2005&2010 revisions.

In view of the above position and considering the qualifications, duties and responsibilities, the Commission assigns a pay scale of Rs.42490-96110 corresponds to Rs.21820-48160 on par with Dy. Executive Engineer in Engineering Department, thus benefited by three stages.

21 (c) DIRECTORATE OF HEALTH

I. Entomological Assistant /	
Assistant Malaria Officer	: Rs.12910-36700
No. of posts	:
Senior Entomologist / Biologist	: Rs.16150-42590
No. of posts	:
District Malaria Officer/	
Anti Mosquito Officer	: Rs.19050-45850
No. of posts	:
Assistant Director (Entomology)	: Rs. 20680-46960
No. of posts	:
Deputy Director (Entomology)	: Rs.21820-48160
No. of posts	:

It is stated that there are three ongoing centrally sponsored schemes i.e., National Anti Malaria Programme (NAMP), National Filariasis Control Programme (NFCP) and Kala Azaar Control Programme (KACP) presently in operation in India. It has been decided to cover 2 more disease control programmes namely Japanese Encephalitis (JE) and Dengue Fever (DF) and call this integrated scheme as national Vector Borne Disease Control Programme (NVBDPC). Accordingly job responsibilities of Public Health Entomologists working in Health, Medical & Family Welfare Department are enormously increased to execute prevention and control activities of these diseases. Due to the sustained efforts made by the Entomologist cadre, the State is able to check those Vector Borne Diseases (BVDs) and always kept them below danger levels. In addition to the diseases mentioned above, Entomologists in the State are involved in surveillance and monitoring of other dreaded diseases like plague and Arboviral Encephalitis.

The Assistant Malaria Officer is a divisional level post to assist the District Malaria Officer in technical scientific and administrative matters in implementation of National Vector Borne Disease Control Programme in the district. He is also responsible for quality and coverage of fogging, anti-larval and space spray operations etc., and to inspect Primary Health Centre Laboratories and provide technical guidance to laboratory Technicians.

The Senior Entomologist/Biologist has to coordinate with Municipal Health Officers/Chief Medical Officer of Health (Deputy Civil Surgeon) in addition to dealing with Commissioners of Municipalities/Corporations. He has to make arrangements for proper storage of Chemical supplied. Hence he is having technical and administrative duties.

The District Malaria Officer is complete in-charge of all NVBDCT activities having knowledge of all aspects of Vector Borne Diseases such as Malaria, Dengue, Japanese encephalitis etc. He shall ensure various aspects of programme efficiently and effectively and also able to keep the District Medical and Health Officer, Zonal Officer and State Programme Officer apprised of the progress. He is able to achieve not only Physical Targets fixed but also the

objectives of the National Programmes having Technical, Administrative and Financial Powers.

The work of Assistant Director is highly scientific and technically oriented, dealing with Biology, Bionomics, Natural History of Disease and Disease Transmitting Vectors. He will supervise the work of all district Malaria Officers, Senior entomologists, Entomological Assistants in the zone and in-charge of Entomological work carried out in the zone.

The Deputy Director is a State cadre post to assist the State Programme Officer in implementation of National Vector Borne disease Control Programme and responsible for Planning, Implementation and monitoring of Technical, Administrative and Financial aspects of the programme.

In view of the above, it has requested to propose the following pay scales:

Category	Existing pay scale (Rs.)	Proposed pay scale (Rs.)
Entomological Assistant / Assistant Malaria Officer	12910-36700	16150-42590
Senior Entomologist / Biologist	16150-42590	19050-45850
District Malaria Officer/ Anti Mosquito Officer	19050-45850	20680-46960
Assistant Director (Entomology)	20680-46960	25600-50560
Deputy Director (Entomology)	21820-48160	31550-55660

According to service rules, the post of Entomological Assistant / Assistant Malaria Officer is filled by direct recruitment and by promotion from the category of Health Inspectors, ordinary grade (MPHEO/MPHA) with five years of service in case of graduates and 10 years in the case of non-graduates. The qualifications prescribed for direct recruitment are Bachelor's degree in science.

The post of Senior Entomologist/Biologist is filled by direct recruitment and by promotion from Assistant Malaria Officer with minimum five years of service. The qualifications prescribed for direct recruitment is M.Sc./B.Sc., with (Zoology) as a subject or Diploma in Public Health of a University in India.

The post of District Malaria Officer is filled by promotion from senior entomologist with minimum three years of service.

The post of Assistant Director (Entomology) is filled by promotion from the category of District Malaria Officer with minimum three years of service.

The post of Deputy Director (Entomology) is filled by promotion from the category of Assistant Director with minimum five years of service.

The following is the progression of pay scales of these categories.

Category	1986	1993	1999	2005	2010
	Rs.				
Entomological Assistant / Assistant Malaria Officer	1280-2440	2375-5040	4550-9600/ 4850-10250 (A.C.2004)	7200-16925	12910-36700
Senior Entomologist/ Biologist	1550-3050	3110-6380	5980-12100/ 6350-13000 (A.C.2004)	9285-21550	16150-42590
District Malaria Officer/ Anti Mosquito Officer	1980-3500	3640-7580	6950-14425/ 7400-15475 (A.C. 2004)	10845-25600	19050-45850.
Assistant Director (Entomology)	2150-3690	4140-8140	7900-15475	11755-26300	20680-46960
Deputy Director (Entomology)	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160

Considering the qualifications, duties and responsibilities the commission assigns the following pay scales to these categories.

Entomological Assistant/
Assistant Malaria Officer : Rs.28940-78910 corresponding to
Rs.14860-39540, thus improved by two stages.

Senior Entomologist/
Biologist : Rs.31460-84970 corresponding to
Rs.16150-42590.

District Malaria Officer /
Anti Mosquito Officer : Rs.37100-91450 corresponding to
Rs.19050-45850.

Assistant Director
(Entomology) : Rs.42490-96110 corresponding to
Rs.21820-48160, thus improved by one stage.

Deputy Director
(Entomology) : Rs.46060-98440 corresponding to
Rs.23650-49360, thus improved by one stage.

Assistant Para Medical Officer : Rs.12910-36700
(Formerly Non-Medical Assistant
(Leprosy)
No. of Posts :

It is stated that the present cadre strength of the Assistant Para Medical Officers has come down to around 800, out of the sanctioned cadre strength of 2190 in the State due to retirements of Assistant Para-medical Officers and promotion to higher post. There is no fresh recruitment of this category in the department. The duties of this category are to identify and register Leprosy and HIV positive cases in his jurisdiction, administer treatment provided by Nursing care rehabilitation etc. This category has to cover the one PHC by touring 20 days in a month and has to halt more than 10

compulsory night halts in remote rural and Tribal areas. It is further stated that this category is the promotion category to the post of M.P. Health Extension Officer along with Community Health Officer who are in the pay scale of Rs.15280-40510, whereas this category is in the pay scale of Rs.12910-36700. It is requested to assign a higher pay scale of Rs.15280-40510 or Rs.14860-39540 on par with Occupational Therapist.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Assistant Para-medical Officer (formerly Non-Medical Assistant (Leprosy))	1100-2050	2195-4560	4190-8700/ 4550-9600 (AC)	6675-15500	12910-36700	Multipurpose Health Supervisor, Pharmacist and Lab Technician, (Rs.11530-33200)	Deputy Para-Medical Officer (Rs.14860-39540)
Community Health Officer	1380-2750	2930-5960	5640-11300	8385-19125	15280-40510	Assistant Para-medical Officer (formerly Non-Medical Assistant (Leprosy) (Rs.12910-36700)	Multi-purpose Health Extension Officer (Rs.12550-35800)
Physiotherapist	1380-2750	2750-5960	5300-11300	7770-18575	14860-39540	Leprosy Medico-Social Workers Grade-I (Non-Medical Supervisors) (Rs.12910-36700)	--

The post of Assistant Para-medical Officer (formerly Non-Medical Assistant (Leprosy)) is filled by direct recruitment and by promotion from Multipurpose Health Supervisor, Pharmacist and Lab Technician. The qualifications prescribed for direct recruitment is degree in Science (CBZ) and 6 months training in Leprosy. The qualifications prescribed for promotion is one must pass SSC with 6 months training course in Leprosy.

This category represented to PRC 2010, seeking higher pay scale on par with Ophthalmic Assistant, Community Health Officer and Occupational Therapist duly considering the increased responsibilities of this cadre in so far as HIV cases were concerned, the 2010 Commission recommended the scale of Rs.12910-36700, thus benefited by two stages.

Comparison with Community Health Officer and Physiotherapist is not appropriate, as the duties and responsibilities are varied.

Keeping in view of the duties and responsibilities, the Commission considers the existing pay scale of this category to be adequate and assigns a

pay scale of Rs.25140-73270 corresponding to Rs.12910-36700 to this category.

III. Deputy Para-Medical Officer (Formerly known as Non-Medical Supervisor) (Leprosy) : Rs.14860-39540
No. of posts :

As per G.O.Ms.No.418, dated:17.11.2000, HIV/AIDS control programmes are entrusted to the personnel working in National Leprosy Eradication Programme (N.L.E.P). The above categories are destined to serve in National Leprosy Eradication Programme (NLEP) and HIV/AIDS Control Programme right from recruitment to retirement thus prone to the risk of infection by occupational exposure. Apart, the serving categories are provided with meagre promotional avenues despite their higher qualifications for recruitment and heavier social responsibilities. It is stated that the category of DPMO/Deputy Health Education Officer are similar to the DE &MO and requested for a pay scale of Rs.15280-40510 on par with Deputy District Extension & Media Officer.

The following is the progression of pay scales to this category:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Deputy Para-Medical Officer	1280-2440	2525-5390	4850-10250/5000-10600 (AC 2004)	8385-19125	14860-39540	Assistant Para-Medical Officer (Rs.12910-36700)	Health Education Officer (Aids & Leprosy) (Rs.18030-43630)
Deputy District Extension & Media Officer	1280-2440/1330-2630 (A/RGC 1989)	2600-5580	5000-10600	8815-20300	15280-40510	Health Educator (General) (Rs.14860-39540 (EIP) Rs.12550-35800 (FE))	District Mass Education and Media Officer (Rs.18030-43630)

As per service rules, the post of Deputy Para medical Officer (Formerly Non-Medical Supervisor (Leprosy) is filled by promotion from Assistant Para-Medical Officer.

Keeping in view of nature of duties and responsibilities entrusted to this category, the Commission assigns a pay scale of Rs.29760-80930 corresponding to Rs.15280-40510, thus improved by one stage.

IV. Para-Medical Officer (Leprosy) : Rs.16150-42590
No. of Posts :

It is stated that this post is a District cadre post and having equal Job functions on par with Public Health Nursing Officer. It is further stated that

this post is available at Additional DM&HO Office of District Head Quarters and has to assistant Additional DM&HO in NCEP activities. The post of Public Health Nursing Officer is sanctioned at DM&HO level, has to assist DM&HO. However the PHNO is drawing up a higher pay scale of Rs.18030-43630. Request is for assigning a higher pay scale of Rs.18030-43630 on par with Public Health Nursing Officer.

The following is the progression of pay scales to these categories:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Para-Medical Officer (Leprosy)	1550-3050	2930-5960 3110-6380 (A.C. 1995)	6350-13000	9285-21550	16150-42590	Physiotherapist Rs.16150-42590 / Deputy Para Medical Officer (Rs.14860-39540)	---
Public Health Nursing Officer (formerly known as District Public Health Nursing Supervisor.	1810-3230	3310-6840	6350-13000	9285-21550	18030-43630	---	---

As per Service Rules, this category is filled by promotion from the category of Physiotherapist and Non-Medical Supervisor in the ratio of 1:4 and also by direct recruitment in case no suitable or qualified persons are available for promotion.

The Commission notices that this category is not having promotional avenues.

In view of the above, the Commission recommends to this category a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630, thus improved by one stage.

V. Deputy Health Education Officer (Formerly known as Health Educator) (Leprosy) : **Rs.14860-39540**
No. of Posts :

It is stated that this post is the promotion post of Assistant Para-Medical Officer (Leprosy) and he is charge of Health Education activities for Leprosy and HIV/AIDS in the district and Leprosy in an age-old disease with superstitious beliefs and social stigma. They are entrusted with the herculean task of educating and treating such Leprosy Patients preventing majority of them from becoming deformed and consequently turning into beggars and destitute. Along with Leprosy, HIV/AIDS is another dreadful disease feared by the society, more so in the light of the social stigma and discrimination attached to them. This post and Deputy Para Medical Officer are inter

transferable and are in the pay scale of Rs.14860-42590. It is further stated that the above categories are similar to the category of Deputy District Extension & Mass Media Officer. Request is for assigning higher pay scale of Rs.16150-42590 on par with Deputy District Extension & Mass Media Officer.

The following is progression of pay scale assigned to this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Deputy Health Education Officer (Formerly known as Health Educator (Leprosy))	1280-2440	2525-5390	4850-10250/5000-10600 (A.C. 2004)	8385-19125	14860-39540	Assistant Para-Medical Officer (Rs.12910-36700)	Health Education Officer (Aids & Leprosy) (Rs.18030-43630)
Deputy District Extension & Media Officer	1280-2440/1330-2630 (A/RGC 1989)	2600-5580	5000-10600	8815-20300	15280-40510	Health Educator (General) (Rs.14860-39540(EIP) Rs.12550-35800 (FE))	District Mass Education and Media Officer. (Rs.18030-43630).

As per Service Rules, this category is filled by direct recruitment; one must possess a graduation in sociology and one/two year P.G. diploma in Health Education (P.G.DH.E.). This category is filled by promotion of Assistant Para Medical Officer (Leprosy).

This category along with Deputy Para Medical Officer represented to 2005 revision seeking parity with Physiotherapist and also for higher pay scales of Rs.5640-11300/Rs.6350-13000. The PRC did not agree and assigned a revised pay scale of Rs.8385-19125, thus benefited by two stages.

This category represented to PRC 2010, seeking parity with Physiotherapist and Deputy District Extension & Media Officer. The PRC did not agree and assigned a corresponding scale of Rs.14860-39540.

The Commission notices that this category and Deputy Para Medical Officer (Leprosy) are inter transferable posts and forms feeder category to the post of Para Medical Officer.

In view of the above the Commission recommends to this category the pay scale of Rs.29760-80930 corresponding to Rs.15280-40510, thus improved by one stage.

VI. Health Education Officer (AIDS & Leprosy) (Not included in the schedule) : Rs.16150-42590
 No. of posts :

It has stated that the duties of Health Education Officer (AIDS & Leprosy) include implementation all activities of Aids Control Programme and integrated General Health Care System under the National Rural Health Mission (NRHM).

The Malaria Eradication Programme in Tribal areas was also entrusted to these categories. Implementation of various national programmes, supervision of activities of Para-medical personnel in the district etc, and control explosive spread of the pandemic HIV/AIDS are the other activities handled by this category. They have to educate people on Leprosy which is an age old disease with superstitious beliefs and social stigma. It is requested for assigning a higher pay scale on par with Public Health Nursing Officer, Health Education Officer (Family Welfare) and Dist. Extension Media Officer i.e., Rs.18030-43630.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Health Education Officer (AIDS & Leprosy)	1550-3050	3110-6380	5980-12100 6350-13000 (A.C. 2004)	9285-21550	16150-42590	Health Educator (Rs.14860-39540)	
Public Health Nursing Officer (formerly known as District Public Health Nursing Supervisor.	1810-3230	3310-6840	6350-13000	9285-21550	18030-43630	---	---

This category is filled by direct recruitment and by promotion from the category of senior most Health Educator who would have continued as Non-Medical Supervisor, but for his promotion or appointment as Health Educator. This is also filled by direct recruitment in case no suitable/qualified person is available for promotion. For direct recruitment the qualifications are Bachelor's Degree and Certificate of Non-Medical Assistant's/Para Medical Worker's training course from a centre recognized by Government of India/ Government of Andhra Pradesh. For promotion a minimum service of not less than 10 years in Leprosy etc., where as for direct recruitment it is a post graduate degree in Sociology with one / two year P.G. Diploma in Health Education (PG DHE).

Considering the duties and responsibilities, qualifications of P.G. Degree in Sociology with one/two year P.G. Diploma in Health Education for method of direct recruitment, the Commission recommends the pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 to this category, thus improved by one stage.

VII. Technical Officer (Audio vision) :	Rs.16150-42590
No. of posts :	1
Technical Officer (SHEB) :	Rs.16150-42590
No. of posts :	1

It is represented that the Technical Officer (Audio vision) and Technical Officer (School Health Education Unit) posts are the second level Gazetted posts

at the State level. These posts are located in Director of Public Health and Family Welfare. These posts are filled by transfer from the category of Health Education Extension Officer (Family Welfare Department).

The duties and responsibilities are to develop suitable health education syllabi text books, teaching manuals and aids etc., to plan and conduct training of personnel of the education department and prepare health personnel for under taking school health education responsibility, to develop suitable extra and co-curriculum activities which help in the formation of sound health habits among students and to serve as a liaison between the Health and Education Departments in initiating organizing and strengthening the school health education programme in the State. It is requested to assign a higher pay scale of Rs.19050-45850 on par with Physical Director in Medical Education Department, Librarian in Medical and Health Department.

According to service rules (as per G.O.Ms.No.261, HM&FW (B1) Department, dt.28-06-2002) this category is filled by appointment by transfer from the category of Health Education and Extension Officer (Family Welfare Department). One must possess Degree in Arts / Science with diploma in Health Education awarded by All India Institute of Hygiene and Public Health at Calcutta, Delhi and Tamil Nadu and must have put in not less than 10 years of service in the Public Health Department in various branches and must have field experience in Health Education Units as Block Extension Educator or as District Health Educator for a minimum period of 3 years. Preference shall be given to those who possess additional qualifications and who have done Research work on different aspects of Public Health with special Emphasis on Health Education.

Following is the progression of pay scales of this post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Technical Officer (Audio vision) / (SHEB)	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	-	-

The Category represented to the PRCs 2005 & 2010 seeking parity with District Mass Education Media Officer. The same was not agreed and corresponding pay scales were assigned.

Considering the qualifications, duties and responsibilities and not having further promotional avenues, the Commission recommends a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 to these categories, thus improved by one stage.

Paramedical Ophthalmic Officer (Ophthalmic Assistant) : Rs.13660-38570(EIP)/
: Rs.12550-35800(FE)
No. of Posts :

It is represented that the duties and responsibilities of the Ophthalmic Officer is to conduct eye out-patient services and handling all eye cases

performing refraction services to prescribe spectacles, organizing community level screening camps for identification of cataract cases, screening for Glaucoma and Diabetic retinopathy and timely referral for specialist services, and also conducting minor surgical procedures like, pterygium and chalazion etc. It is further stated that with the cadre strength of 401 this category has to cover 5 to 10 PHCs, 3 to 6 Mandals and nearly 5 lakhs population to provide fixed day services in the rural and tribal areas which has resulted in increased workload. Hence request is to assign a higher pay scale Rs.18030-43630.

The pay scales given to this category in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Ophthalmic Assistant (Ophthalmic Officer)	1280-2440	2375-5040(P) 2195-4560(FE)	4550-9600(P) 4190-8700 (FE) 4550-9600 (A.C)	7770-18575	13660-38570 (EIP) / 12550-35800 (FE)	---	---

According to Service Rules (as per G.O.Ms.No.404, M&H (K2) Department, dt.17.07.1985, this post is filled by direct recruitment. The qualifications required for this post is a pass in Intermediate with physical and Biological Sciences and two years Diploma course conducted by the Regional Institute of Ophthalmology.

Keeping in view the qualifications, duties and responsibilities, the Commission assigns to this category the scale of Rs.28940-78910 corresponding to Rs.14860-39540, thus improved by one stage.

It is requested to grant risk allowance, travelling allowance, dhobi allowance and Fixed Travelling allowance to this category. The other requests are dealt in the relevant chapters of Volume-I of the report.

**Health Educator (General) : Rs. 14860-39540(EIP)
Rs. 12550-35800(FE)**

No. of posts :

It is represented that the duties and responsibilities of Health Educator is to develop Socio Economic Demographic Literacy, Cultural Health Media profile, making systematic Behavioral change Communication assessments, provide technical assistance to the community Health Officers (CHOs) and Multipurpose Health Extension Officers (MPHEOs) in developing area Specific programme, IEC-BCC strategies related to Maternal and Child Health and other Health programmes. It is therefore requested to assign a higher pay scale of Rs.15280-42590 on par with Community Health Officer. Another request by removing distinction between existing and future Entrant and to rectify the anomaly.

Another request is for conferring Gazetted status and to re-designate as "Deputy Health Education Officer".

Following is the progression of pay scales for this post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Health Educator (General)	1150-2110	2315-4880	4430-9300 4550-9600 (A.C. 2004)	8385-19125	14860-39540(EIP) 12550-35800(FE)	MPHS (M&F) (Rs.11530-33200)	Deputy District Extension and Media Officer (Rs.15280-40510)
Community Health Officer	1380-2750	2930-5960	5640-11300	8385-19125	15280-40510	MPHEO (Rs.12550-35800)	---

According to Service Rules, the post is filled by promotion from Multi-Purpose Health Supervisor (Male and Female) with Diploma in Health Education qualification and one must have put in 3 years of regular service in the category of Multi-Purpose Health Supervisor. If suitable candidate of Multi-Purpose Health Supervisor with 3 years regular service is not available, a total service of 5 years including service put in as Multi-Purpose Health Assistant (Male and Female) shall be taken into consideration for promotion to the post of Health Educator (General). If even such candidate is not available, promotion is effected from the category of Multi-Purpose Health Assistant (Male and Female) with the qualification of Degree and Diploma in Health Education and a minimum service of five years in that post.

In view of the qualifications, duties and responsibilities, the Commission considers the existing pay scale to be adequate and assigns to this category a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

Aspects of conferring the Gazetted status and re-designation of the category do not fall in the purview of the Commission.

Administrative Officer	:	Rs.16150-42590
No. of posts	:	
Assistant Director (Administration)	:	Rs.18030-43630
No. of posts	:	
Deputy Director (Administration)	:	Rs.21820-48160
No. of posts	:	
Joint Director (Administration)	:	Rs.25600-50560
No. of posts	:	

It is represented that the Administrative Officer posts are located in District Medical Health Officers and responsible for HR Administration of about

4000 Medical, Nursing, Para Medical and supporting categories. Administrative Officer also act as Drawing and Disbursing Officer for budget of approximately 75 crores. Assistant Director posts are located in all teaching hospitals and responsible for about 2000 Medical, Nursing, Para Medical and supporting categories. Also responsible for Administration of Hospitals with more than 100 bed strength and act as Drawing and Disbursing Officer of budget of 40-45 crores per annum. The Deputy Director posts are located in all regional directorates and are responsible for HR Administration of nearly 5000 Medical, Nursing, Para Medical and supporting categories. Apart from the Regional Directorate, the post of Deputy Director also located in the Directorate, Commissionerate where they are responsible for administration of all cadres under the respective HODs. The Joint Director posts are located in Directorate of Medical Education and responsible for Administration of the Teaching cadre and Medical Education respectively.

It is also represented that in 1978, 1986 and 1993 pay revisions the pay scales of Assistant Director and Deputy Director are same with the pay scales of Civil Assistant Surgeon and Deputy Civil Surgeon. In view of the above the Association requested to propose the following pay scales:

Category	Existing pay scale (Rs.)	Proposed pay scale (Rs.)
Administrative Officer	16150-42590	19050-45850(two grades above to the existing scale)
Assistant Director	18030-43630	20860-46960 (on par with Civil Assistant Surgeon)
Deputy Director	21820-48160	25600-50560 (on par with Deputy Civil Surgeon)
Joint Director	25600-50560	31550-53060

According to service rules, the post of Administrative Officer is filled by direct recruitment under Group-I services and by promotion the Department Candidates and by appointment by transfer of Superintendents, Managers and Accountants in A.P. Ministerial Services in the M&H Department. The post of Assistant Director (Administration) is filled by promotion from Administrative Officer. The post of Deputy Director (Administration) is filled by promotion from the category of Assistant Director. The post of Joint Director (Administration) is filled by promotion from the category of Deputy Director.

The following is the progression of pay scales of these categories:

Category	1986	1993	1999	2005	2010
	Rs.				
Administrative Officer	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590
Assistant Director (Administration)	900-1500	1980-3500	6950-14425	10285-24200	18030-43630
Deputy Director (Administration)	1050-1600	2410-4050	8400-16525	12385-27750	21820-48160
Joint Director (Administration)	--	5040-8700	9600-16525	14600-29250	25600-50560

Considering the qualifications, duties and responsibilities, the Commission assigns the following pay scales to these categories.

Administrative Officer	:	Rs.35120-87130 corresponding to Rs.18030-43630, thus improved by one stage
Assistant Director (Administration)	:	Rs.40270-93780, corresponding to Rs.20680-46960, thus improved by two stages
Deputy Director (Administration)	:	Rs.46060-98440 corresponding to Rs.23650-49360, thus improved by one stage
Joint Director (Administration)	:	Rs.52590-103290 corresponding to Rs.27000-51760, thus improved by one stage.

LD Computer	:	Rs.8440-24950
No. of posts	:	
Asst. Statistical Officer	:	Rs.11530-33200
No. of posts	:	
Dy. Statistical Officer	:	Rs.14860-39540
No. of posts	:	
Statistical Officer	:	Rs.16150-42590
No. of posts	:	
Dy. Director (Statistics)	:	Rs.21820-48160
No. of posts	:	

It is stated that the Health, Medical & Family Welfare Department, Andhra Pradesh has an exclusive Statistical cadre of 5 levels i.e., L.D. Computer at the District level, Assistant Statistical Officer & Deputy Statistical Officer at the Zonal level and the Statistical Officer and the Deputy Director at the State level. They are governed by the A.P. Statistical Subordinate Service Rules in the department. They form part of a larger human resource like Medical, Nursing, Paramedical, Health Education, Engineering and Administration with varied cadre within the department each performing specialized roles. The Statistical cadres attend to collection, classification, analysis and interpretation from the Sub-district to the State level of the various interventions of the department and also studies & surveys to contain the health problems of the population and support the policy, physical and financial planning and implementation of the health programmes. The cadre also handles the information and technology applications within the system. Thus as in the case of the other cadres in the Department, they mean technical and contribute immensely for the welfare of the department as well as the people.

Further stated that neither they have been treated on par with the other technical cadres who have similar nature of work in the department nor with

those supposed counterparts in the Directorate of Economics and Statistics. The Directorate of Economics and Statistics have the intermittent cadre like Assistant Director, Joint Director and also higher cadre of Additional Director, the Statistical cadre of Health, Medical & Family Welfare Department, do not have such privilege.

The anomaly when compared with other cadres within the Medical and Health Department, they have requested to make suitable amendments to reasonably reward them with the pay scales.

L.D. Computer

It is stated that this category is seeking a higher pay scale of Rs.9200-27000 and Rs.10020-29000 on par with Family Welfare Worker/Health Assistant (MPHA) (M&F) in Health Department.

The following are the pay scales assigned to these categories in the successive PRCs:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
L.D. Computer	910-1625	1745-3420	3290-6550	4825-10845	8440-24950	Field Assistants (Rs.7740-23040)	Asst. Statistical Officer (Rs.11530-33200)
F.W.Worker (Male)	950-1670	1875-3750	3550-7150	5200-11755	9200-27000	---	----
Health Assistant, MPHA(M)	950-1670	1875-3750	3550-7150	5200-11755	10020-29200	---	Multipurpose Health Supervisor (Rs.11530-33200)

This category is filled by promotion from the Field Assistants and by direct recruitment. The qualification prescribed for direct recruitment is SSC.

Assistant Statistical Officer

No anomaly has been pointed out, this category is having parity with Assistant Statistical Officer, Economics & Statistics Department i.e., Rs.11530-33200.

The following are the pay scales assigned to this category in earlier revisions:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Assistant Statistical Officer	--	2195-4560	4190-8700	6505-15025	11530-33200	Typist/LD Computer (Rs.8440-24950)	Dy. Statistical Officer (Rs.14860-39540)

This category is filled by direct recruitment through APPSC. The qualifications are Degree and pass in the Typewriting examination in English conducted by the A.P. State Board of Technical Education by the Lower Grade and by promotion from Junior Asst., Typist and LD Computer.

This category represented to 2010 revision, seeking parity with Asst. Section Officer of A.P. Secretariat. The same was not agreed and assigned corresponding pay scale of Rs.11530-33200 on par with Asst. Statistical Officer of Economics & Statistics Department.

Deputy Statistical Officer

This category represented for the pay scale of Rs.15280-40510 on par with Deputy District Extension and Media Officer in Health Department.

The following are the pay scales assigned to the categories in the successive PRCs:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Dy. Statistical Officer	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Assistant Statistical Officer. (Rs.11530-33200)	Statistical Officer (Rs.16150-42590)
Dy. Dist. Extension and Media Officer	1280-2440/ 1330-2630 (A/RGC 1989)	2600-5580	5000-10600	8815-20300	15280-40510	Health Educator (General) (Rs.14860-39540) (EIP) (Rs.12550-35800) (FE)	District Mass Education and Media Officer (Rs.18030-43630)

This category is filled by direct recruitment and also by transfer from Assistant Statistical Officer. The academic qualifications are a Degree of B.A. (Maths), Economics, Statistics or B.Sc. Maths with Statistics.

This category represented to 2010 revision, seeking parity with Dy. DEMO., and Superintendent, the same was not agreed and assigned pay scale of Rs.14860-39540.

Statistical Officer/Lecturer in Statistics and Demography:

This category is having parity with Statistical Officer of Economics & Statistics Department. It is requested for a higher pay scale of Rs.18030-43630 on par with District Extension and Media Officer in Health Department.

The following are the pay scales assigned to the categories in the successive PRCs:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Statistical Officer	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	Deputy Statistical Officer. (Rs.14860-39540)	Dy. Director (Statistics) (Rs.21820-48160)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Dist. Extension and Media Officer	1810-3230	3310-6840	6350-13000	10285-24200	18030-43630	Health Education Extension Officer (Rs.16150-42590)	—

This category is filled by direct recruitment. The qualifications are Degree or P.G. degree with Economics & Statistics and by promotion from the category of Deputy Statistical Officer.

This category is having parity with Statistical Officer of Economics & Statistics Department. This category represented to PRC 2010 revision, seeking parity with District Extension & Mass Media Officer. The same was not agreed and assigned a corresponding pay scale of Rs.16150-42590.

Deputy Director (Statistics) :

This category is seeking a pay scale of Rs.31550-53060 on par with Civil Surgeon.

The following are the pay scales assigned to the categories in the successive PRCs:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Dy. Director, (Statistics)	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Statistical Officer. (Rs.16150-42590)	-----
Civil Surgeon.	2780-4680	5390-8980	11650-18625	18025-30765	31550-53060	Deputy Civil Surgeon. (Rs.25600-50560)	Special Grade C.S. (UGC Scales)

This category is filled by promotion from the category of Statistical Officer.

This category was in the pay scale of Rs.12385-27750 in 2005 revision. This category represented to PRC 2010, seeking up-gradation of this category to Joint Director and also a pay scale on par with Civil Surgeon. The PRC observed that this category was having parity with Deputy Director of Economics & Statistics and assigned a corresponding scale of Rs.21820-48160.

Comparison with Para Medical staff is not appropriate, as the duties and responsibilities are varying.

In view of the above, the Commission recommends the following pay scales to the above categories.

LD Computer Rs.16400-49870 corresponding to Rs.8440-24950.

Asst. Statistical Rs.24440-71510 corresponding to Rs.12550-35800

Officer	on par with Assistant Statistical Officer of Economics & Statistics (two stages improvement).
Dy. Statistical Officer	Rs.28940-78910 corresponding to Rs.14860-39540.
Statistical Officer/ Lecturer	Rs.31460-84970 corresponding to Rs.16150-42590.
Dy. Director (Statistics)	Rs.46060-98440 corresponding to Rs.23650-49360 (one stage improvement).

HEALTH DEPARTMENT & FAMILY WELFARE DEPARTMENT

1. Multipurpose Health Assistant (MPHA) : Rs.10020-29200 (Male & Female)

No. of posts :

It is stated that the Multipurpose Health Assistant is an important category which deals the prevention and control all communicable diseases in the community. This category is having supervision of immunization, family planning, child care and notarization and other jobs field work of door to door service. It is requested to re-designate the post of MPHA (M) & (F) as Village Health Officer. It is also requested for assigning a higher pay scale of Rs.11530-33200.

The pay scales given to this category in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Multi Purpose Health Assistant (Male/Female)	950-1670	1875-3750	3550-7150	5200-11755	10020-29200	----	Multi-Purpose Health Supervisor (Rs.11530-33200)

According to Service Rules, (as per G.O.Ms.No.273, HM &FW Department, dt:24.04.1989) this post is filled by direct recruitment. The qualifications prescribed for direct recruitment are Intermediate and Sanitary Inspector Training Course Certificate or a Certificate of Multipurpose Health Training Course or Certificate of Public Health and Sanitation Technology and Physical fitness for camp life.

Considering the qualifications, duties and responsibilities the Commission recommends the pay scale of Rs.21230-63010 corresponding to Rs.10900-31550 to this category, thus improved by one stage.

The request for change of designation does not fall within the purview of the Commission.

2. Multipurpose Health Supervisor (Male & Female) : Rs.11530-33200

No. of Posts :

It is stated that the duties of Multi Purpose Health Supervisor are to supervise 4-5 Multi Purpose Health Assistants. This category has to cover a population of nearly 30,000 and extend guidance to Health workers etc. It is a Supervisory and executive post. The post of Multipurpose Health Supervisor (Male & Female) is filled by promotion from Multipurpose Health Assistant (Male & Female) with 3 years of service and one must undergo a promotional training course conducted by the competent authority. They are performing the multifarious health activities, therefore is need for re-designate the post as

Deputy Health Officer. It is therefore requested for assigning a higher pay scale of Rs.14860-39540 on par with Deputy Paramedical Officer and also compared with other State similar categories.

Following is the progression of pay scales for this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Multi Purpose Health Supervisor	1050-1945	2075-4270	3950-8150	5750-13030	11530-33200 (two stages)	Multi Purpose Health Assistant (Rs.10020-29200)	Multipurpose Health Extension Officer (Rs.12550-35800)
Deputy Paramedical Officer	1280-2440	2525-5390	4850-10250/ 5000-10600 (A.C. 2004)	8385-19125	14860-39540	Assistant Paramedical Officer (Rs.12910-36700)	Paramedical Officer (Rs.16150-42590)

Comparison with Deputy Para Medical Officer is not appropriate, as the duties and responsibilities are varied. However, keeping in view of the duties and responsibilities, the Commission assigns a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050 to this category, thus improved by one stage.

The request for re-designation does not fall within the purview of the Commission.

2. Multipurpose Health Extension Officer (MHEO) (Male & Female)

No. of Posts :

It is stated that the Multipurpose Health Extension Officer working in Public Health centers is supervising various cadres in Medical and Health Department of more than 50 employees i.e., Health Supervisors, ANMs and ASHAs. This Officer is working in Mandals and Health Clusters and coordinating the Multipurpose Health Programmes with the MROs, MPDOs, CDPOs, MEOs. Therefore there is need for re-designation of the post as Mandal Health Officer. It is requested for higher pay scale of Rs.15280-40510 to this category.

The pay scales given to this category in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Multi-Purpose Health Extension Officer	1150-2110	2315-4880	4430-9300	6505-15025	12550-35800	Multipurpose Health Supervisor (Rs.11530-33200)	Community Health Officer (Rs.15280-40510)

According to Service Rules, this post is filled by promotion from the category of Multipurpose Health Supervisor (Male& Female). Must have put in a regular service of not less than 3 years in the category of MPHS.

Keeping in view the duties and responsibilities of this category and improvement in the scale of feeder category, the Commission assigns to it a pay scale of Rs.25140-73270 corresponding to Rs.12910-36700, thus improved by one stage.

The request for re-designation of the post does not fall within the purview of the Commission.

4. Community Health Officer: Rs.15280-42510
No. of posts :

The A.P.P.H. & Medical Employees Union, Hyderabad has stated that the Community Health Officer at PHC level and cluster level have vital role in sharing the duties and responsibilities of Medical Officer/SPHO. This category is having Executive and Administrative responsibility over all the staff working in PHCs and CHNC and which resulted in relief to the Medical Officer/SPHO respectively. It is stated that this category was recommended a pay scale of Rs.9285-21550 by the Anomalies Committee 2008, but the same was not agreed by the Government. If the above recommendations were accepted by the Government, the category might have been assigned a pay scale of Rs.16150-42590 in 2010 revision on par with Administrative Officer, AAOs and others. Hence request is for a higher pay scale of Rs.18030-43630.

The progression of pay scales assigned to this category and comparable categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Community Health Officer	1380-2750	2930-5960	5640-11300	8385-19125	15280-40510	Multi-Purpose health Extension Officer (Rs.12550-35800)	Nil
Administrative Officer in Health Department	1550-3050	2930-5960	3110-6380	9285-21550	16150-42590	--	Assistant Director (Rs.18030-43630)
Assistant Accounts Officer in DTA	1380-2750	2930-5960	5980-12100	9285-21550	16150-42590	Junior Accounts Officer (Rs.14860-39540)	Accounts Officer (Rs.19050-45850)

As per Service Rules, this post is filled by transfer from the category of Multi-Purpose Health Extension Officer, Midwifery Tutor, Public Health Nurse and Assistant Superintendent in Health Visitor Training Schools.

Comparison with Administrative Officer in Health Dept. and Assistant Accounts Officer in DTA categories are not appropriate. Considering the duties and responsibilities of this category, the Commission recommends to it a pay scale of Rs.31460-84970 corresponding to Rs.16150-42590, thus improved by one stage.

5. Unit Officer : Rs.14860-39540
 No. of posts :

It is stated that the duties and responsibilities of Unit Officers and Community Health Officers is one and the same, both the posts are promotional categories to the post of MPHEO. It is further represented that there is an errata in 9th PRC in fixing the pay of Unit Officers/ Community Health Officers, though the nature of duties and responsibilities of the Unit Officers/Community Health Officers are one and the same. The Association have therefore requested to rectify and fix the Unit Officer's scale at Rs.15280-40510 instead of Rs.14860-39540.

As per Service rules, this category is filled in by transfer of Multi-Purpose Health Extension Officer.

It is seen that this category had parity with Community Health Officer from 1978 revision and up to 2005 revision. In 2010 revision, the Anomaly has occurred. This category was not discussed by the PRC, as a result of which a corresponding pay scale of Rs.14860-39540 was assigned.

In view of the above, the Commission recommends to this category a pay scale of Rs.31460-84970 corresponding to Rs.16150-42590 on par with Community Health Officer, thus improved by two stages.

6. Public Health Nurse (Non-Teaching) : Rs.14860-39540
 No. of posts :

It is stated that the duties of PHN (NT) are to supervise and guide the female health Supervisor and female health assistant in the effective implementation of the programs under family welfare and maternal child health. She will ensure monitoring and coordination of immunization programme in her area. She conducts follow up visits for high risk pregnancies and arranges referral for institutional deliveries. This category is having arduous nature of duties which constitutes Anti-Natal and Post-Natal care and rendering maternity services to meet the urgency and conducting institutional deliveries round the clock. Thus much disparity is being experienced while assigning them with the scales of pay when compared with that of male component. It is therefore requested to assign higher pay scale of Rs.16150-42590 on par with Para Medical Officer in Health Department.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Public Health Nurse (Non-Teaching)	1280-2440	2525-5390	5000-10600	7770-18575	14860-39540	Multi Purpose Health Supervisor (Female) (Rs.11530-33200)	Community Health Officer (Rs.15280-40510)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Para-Medical Officer	1550-3050	2930-5960/3110-6380 (A.C. 1995)	6350-13000	9285-21550	16150-42590	Physiotherapist Rs.16150-42590 /Deputy Para Medical Officer (Rs.14860-39540)	--

According to Service Rules, (as per G.O.Ms.No.106, HM&FW (D2) Department, dt:06.04.2005) this category is filled by promotion from the category of qualified Lady Health Visitors (MPHS)(F) who have put in atleast 3 years of service as for their seniority in the category of Lady Health Visitors. No person shall be available for appointment as Public Health Nurse (Non-Teaching)/ by direct recruitment. Must possess a certificate in 18 months MPHWS (Female Training Course) and should possess a certificate in pass in 6 weeks in LHV training.

Considering the duties and responsibilities of this category, the Commission considers existing pay scale to be adequate and recommends to it a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540.

21 (d) MEDICAL EDUCATION DEPARTMENT

The present Department of Medical Education was originally called Department of Medical Services with its origin in composite Madras State under British India. The present Directorate of Medical Education was created in the year 1987. The main functions and services of the Department are to provide Specialist Medical Care to people through hospitals, to impart Medical Education to undergraduates, P.G., and super specialties through Medical Colleges, to provide training in para-medical courses like nursing and Sanitary Inspectors through Medical Colleges and Teaching Hospitals. The Directorate of Medical Education is the Administrative Authority for smooth functioning of all Medical Colleges and attached Teaching Hospitals, Nursing Schools and Nursing Colleges. The Department is headed by Director and assisted by 2 Additional Directors and 2 Joint Directors.

1. X-Ray Attendant/ : **Rs. 7520-22430 (P)**
Dark Room Attendant : **Rs. 7100-21250 (FE)**
 No. of Posts :

It is stated that the X-Ray Attendant/Dark Room Attendant and Theatre Attendant are having similar nature of duties, responsibilities and qualifications. Further, it is represented that the pay scale of Dark Room Attendant is higher than the pay scale of last grade services and equal to that of Record Assistant up to PRC 1978. In PRC 1986 the anomaly was arise and the Anomalies Committee 2003 rectified the anomaly and assigned the pay scale one stage higher than Class-IV employees. In view of the above, it is requested to assign the pay scale of Rs.7740-23040 on par with Record Assistant.

The Following is the progression of pay scales of this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
X-Ray Attendant/ Dark Room Attendant	740-1150	1425-2525(P)/ 1375-2375 (FE)	2650-4850(P)/ 2550-4550(FE)	3950-8815 (P) 3850-8600(FE)	7520-22430 (P)/ 7100-21250 (FE)	Attendant (Rs.6700-20110)	Dark Room Assistant (Rs.9200-27000)
Record Assistant	780-1275	1535-2840	2870-5470	4260-9520	7740-23040	Office Subordinate (Rs.6700-20110)	Jr. Asst. (Rs.8440-24950)

The qualification of Dark Room Attendant/ X-Ray Attendant is 8thclass with experience in Photography and Dark Room work, whereas the qualification of Theatre Attendant is 8th Class only. The Dark Room Attendant assists the Radiologist, Physicist, Chief Radiographers and Dark Room Assistants, while Theatre Attendant assists the Staff Nurses, Doctors.

Comparison with Record Assistant is not appropriate, as the duties and responsibilities are different. Considering the duties and responsibilities, the Commission assigns a pay scale of Rs.14600-44870 (P)/ 13780-42490 (FE) corresponding to Rs.7520-22430(P)/ Rs.7100-21250 (FE) to this category.

**2. Dark Room Assistant/
Junior Radiographer
(Digital Imaging Technologist) : Rs.9200-27000**
No. of Posts :

It is stated that the Dark Room Assistant is a District Institutional cadre post on par with Lab Technician Grade-II. The required qualification is Intermediate with pass in one year DRA training. The feeder category of this post is X-Ray Attendant/Dark Room Attendant and the promotion post is Radiographer. The duties of the Dark Room Assistant are to prepare the Dark Room under the supervision of the Radiographer/Chief Radiographer. After conversion of the Dark Room Assistant post as Junior Radiographer has to attend all the duties and responsibilities of the Radiographer along with his normal duties. Hence it is requested to assign the higher pay scale of Rs.10900-31550 on par with Lab Technician Grade-II and Pharmacist Grade-II and one stage above to Junior Assistant.

The following statement shows the time scale of these categories from time to time.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Dark Room Assistant/ Junior Radiographer (Digital Imaging Technologist)	860-1470	1665-3200	3130-6150	4595-10285	9200-27000 (2 stages)	X-Ray Attendant/ Dark Room Attendant (Rs.7520-22430 (P) 7100-24250 (FE)	Radiographer (Rs.11530-33200)
Lab Technician Grade-II	1010-1800	1875-3750	3550-7150/ 3750-7650 (AC 2004)	5470-12385	10900-31550 (2 stages)	Lab Attendant (Rs.8440-24950)	Lab Technician Grade-I (Rs.12550-35800)
Pharmacist Gr.II	1010-1800	1975-4010	3750-7650	5470-12385	10900-31550	--	Pharmacist Gr.I (Rs.11860-23050)

This category represented to 2010 revision seeking parity with Lab Technician Gr.II i.e., Rs.5470-12385 (2005). The same was not agreed and assigned a revised pay scale of Rs.9200-27000 thus benefited by two stages.

Comparison with Lab Technician Grade-II and Pharmacist Grade-II is not appropriate. The Commission assigns to this category a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700, thus improved by one stage.

3. Radiographer : Rs. 11530-33200
 No. of Posts :

It is stated that the post of Radiographer is a Zonal Post and is the feeder category to the post of Chief Radiographer. The promotional avenues to the Radiographer post is negligible and almost nil. The feeder category of this post is Dark Room Assistant will get promotion after passing the CRA Diploma only. The required qualifications for Radiographer are B.Sc., (Physics) and one year Diploma in certified Radiological course.

The duties of this category are to supervise the work of the Dark Room Assistant/ X-Ray Attendant. This category was responsible for the maintenance of accounts of the X-Ray film and other materials received for the Department. It is requested to assign the pay scale of Rs.12550-35800 to Radiographer not less than that of ECG Technician/Cardiology Technician and made equal to that of other Zonal Cadre posts like, one stage less than the Staff Nurse and one stage above the Senior Assistant/ Refractionist.

The following statement showing the time scale of these categories from time to time.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Radiographer	1010-1800	2075-4270	3950-8150	5750-13030	11530-33200 (2 stages)	Dark Room Assistant (Rs.9200-27000)	Chief Radiographer (Rs.13660-38570)
Cardiology Technician	1150-2110	2315-4880	4430-9300 4550-9600 (AC 2004)	6675-15500	12550-35800 (one stage)	-	-
Staff Nurse	1150-2110	2315-4880 (one stage)	4430-9300 (CS)	6675-15500	12910-36700 (2 stages)	ANM/Maternity Asst. (Rs.10020-29200)	Head Nurse (Rs.14860-39540)

This category is filled by promotion from the category of Dark Room Assistant.

Considering the qualifications, duties and responsibilities, the Commission assigns a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050 to this category, thus improved by one stage.

4. Chief Radiographer : Rs. 13660-38570
 No. of Posts :

It is stated that this category is a supervisory post and Radiographer is the feeder category to this post. There is no further promotion unless he pass the B.Sc., (Physics) with PG Diploma in DMRIT, P.G. Diploma in D.R.P (Diploma in Radiation Physics). The duties of the Chief Radiographer includes maintenance and attending to the X-Ray and Electro Medical Operators. He is in-charge of workshops, supervises the work of Radiographer, Dark Room Attendant/ X-Ray

Attendant. He attends the teaching work and conducts demonstration classes for the students of certified Radiographer course and Dark Room Assistant Course. It is requested to assign the pay scale of Rs.14860-39540 on par with Head Nurse, Office Superintendent and Deputy Para Medical Officer (Leprosy).

The following statement shows the time scale of these categories from time to time.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Chief Radiographer	1280-2440	2525-5390	4850-10250	7200-16925	13660-38570 (2 stages)	Radiographer (Rs.11530-33200)	Lecturer in Radiological Physics. (Rs.19050-45850)
Head Nurse	1280-2440	2525-5390	4850-10250	7770-18575	14860-39540 (one stage)	Staff Nurse (Rs.12910-36700)	-
Office Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540 (one stage)	Senior Asst. (Rs.10900-31550)	-
Deputy Para Medical Officer(Leprosy)	1280-2440	2525-5390	4850-10250/ 5000-10600 (A.C 2004)	8385-19125 (one stage)	14860-39540 (CS)	APMO (Leprosy) (Rs.12910-36700)	Para Medical Officer (Leprosy) (Rs.16150-42590)

In 2010 revision, this category sought parity with Head Nurse and Deputy Para Medical Officer (Leprosy). The same was not agreed and assigned a revised pay scale of Rs.13660-38570, thus benefitted by two stages.

Taking into consideration the nature of duties, responsibilities and also relevant factors, the Commission recommends to this category a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by one stage.

- 5. Nuclear Medicine Technologist/
Lecturer in Nuclear Medicine Technologist/
Lecturer in Radiological Physicist/
Medical Physicist. : Rs.19050-45850
No. of posts :**

It is stated that this post is a Gazetted Post and there is no further promotional avenues and the Chief Radiographer is the feeder category to this post. It is filled by direct recruitment with M.Sc.,(Physics) and by promotion with 1st Class B.Sc. The two posts of Nuclear Medicine Technologists in the licensed person to establish the Nuclear Medicine post and teaches all faculty students in the Medical Colleges of K.G.H. Visakhapatnam and M.N.J. Institute of Oncology and Regional Cancer Centre, Hyderabad. The post of Medical Physicist in all teaching Hospitals/Medical Colleges has to teach the Radiation Physics, Hazards of Radiation etc., to MBBS, PG, DMIT, DRT, DRA(Diploma in

Radiological Assistant course) students and Nursing students/faculty members working in the hospitals and Medical Colleges.

The duties and responsibilities of Medical Physicist and Nuclear Medicine Technologists are the same nature and designated as Radiation Safety Officer. In addition to the teaching work they have to work, in Radiotherapy Department, Radio diagnosis dept., Nuclear Medicine Department etc., as a Radiation Safety Officer. It is requested to assign the pay scale of Rs.20680-46960 to Nuclear Medicine Technologist/Lecturer in Nuclear Medicine Techniques/Lecturer in Radiological Physics / Medical Physicist on par with Assistant Professor/Lecturer in Degree College or U.G.C. scales. The following statement shows the time scale of these categories from time to time.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Nuclear Medicine Technologist/ Lecturer in Nuclear Medicine Techniques/ Lecturer in Radiological Physics/Medical Physicist.	1810-3230	3310-6840	6350-13000 6950-14425 (A.C 2004)	10285-24200	19050-45850	Chief Radiographer (Rs.13660-38570)	----
Lecturers of Degree Colleges	1810-3230	3640-7580	6950-14425	10285-24200	20680-46960	Jr. Lecturer (Rs.18030-43630)	Principal of Government Degree College (UGC scales)

This category is filled by promotion of Chief Radiographer with 1st class B.Sc. By direct recruitment, the qualification is M.Sc., (Physics).

This category represented to PRC 2010 to maintain parity with Asst. Professor. The PRC assigned a revised pay scale of Rs.19050-45850 to the above categories, thus benefited by one stage.

Keeping in view of the qualifications and duties, the Commission assigns to these categories a pay scale of Rs.40270-93780 corresponding to Rs.20680-46960, thus benefitted by one stage.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

6. Lab Attendant : Rs.8440-24950
No. of Posts :

It is represented that the Lab Attendants play an important role in diagnosis. The duties of this category are registration, collection of samples and assisting Lab Technician Grade-II. It is requested for higher pay scale of Rs.9200-27000 to this category on par with Dark Room Assistant. It is also requested to change the designation of Lab Attendant as Diagnostic Officer. Another Association requested to change designation of the post as Lab Technical Officer Grade-III.

The following statement shows the time scale of these categories from time to time.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Lab Attendant	780-1275	1535-2840	2870-5470/ 2990-5810 (A.C.2004)	4370-9775	8440-24950	Lab Attender (Rs.6900-20680)	Lab Technician Grade-II (Rs.10900-31550)
Dark Room Assistant.	860-1470	1665-3200	3130-6150	4595-10285	9200-27000	Darkroom Attendant/X-Ray Attendant Rs.7520-22430(P) 7100-21250(FE)	Radiographer (Rs.11530-33200)

The post of Lab Attendant is filled by direct recruitment and by transfer from Lab Attender. The qualifications for direct recruitment are a pass in SSC and one year Lab Attendant Course. The qualifications prescribed for appointment by transfer is a pass in 8th class and Laboratory Attenders Certificate.

The commission considers the existing pay scale of this category to be adequate and assigns a pay scale of Rs.16400-49870 corresponding to Rs.8440-24950 to this category.

Change of designation of the posts does not fall within the purview of the Commission.

7. Lab Technician Grade-II : Rs.10900-31550
No. of Posts :

It is requested to assign the higher pay scale of Rs.11530-33200 to Lab Technician Grade-II on par with Radiographer. It is also requested to change the designation of Lab Technician Grade-II as Junior Diagnostic Officer. Another Association also requested to change designation of the post as Lab Technical Officer Grade-II.

The following statement shows the pay scale of these categories from time to time.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Lab Technician Grade - II	1010-1800	1875-3750	3550-7150/ 3750-7650 (A.C. 2004)	5470-12385	10900-31550	Lab Attendants (Rs.8440-24950)	Lab Technician Grade-I (Rs.12550-35800)
Radiographer	1010-1800	2075-4270	3950-8150	5750-13030	11530-33200	Darkroom Assistant. (Rs.9200-27000)	Chief Radiographer (Rs.13660-38570)

According to service rules, appointment to the post of Lab Technician Grade-II is made by promotion of Lab Attendants and also by direct recruitment. The minimum qualification prescribed for appointment by direct recruitment is Intermediate with Lab Technician Training Course Certificate. In comparison, the post of Radiographer is filled by direct recruitment and by promotion from Darkroom Assistant. The qualifications for direct recruitment are B.Sc., with Physics plus one year Diploma in certified Radiological Assistant Course.

Comparison with Radiographer is not valid. Keeping in view of the qualifications and also the nature of duties and responsibilities of this category, the Commission considers existing pay scale of this category to be adequate and assigns the pay scale of Rs.21230-63010 corresponding to Rs.10900-31550.

Change of designation of the posts does not fall within the purview of the Commission.

8. Lab Technician Grade-I : Rs.12550-35800
No. of Posts :

It is stated that the post of Lab Technician Grade-I is a supervisory post and he is in-charge of the Lab. He maintains Lab material, stock registers and attends to Biochemical tests. It is requested to assign the higher pay scale of Rs.13660-38570 to Lab Technician Grade-I on par with Chief Radiographer. It is also requested to change of Lab Technician Grade-I designation as Senior Diagnostic Officer. Another Association also requested to change the designation of the post as Lab Technical Officer Grade-I.

The following statement shows the time scale of these categories from time to time.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Lab Technician Grade - I	1150-2110	2195-4560	4190-8700 4430-9300 (A.C.2004)	6505-15025	12550-35800	Lab Technician Gr-II (Rs.10900-31550)	---
Chief Radiographer	1280-2440	2525-5390	4850-10250	7200-16925	13660-38570	Radiographer. (Rs.11530-33200)	--

As per service rules, the post of Lab Technician Grade-I is filled by promotion from Lab Technician Grade-II. The comparison post of Chief Radiographer is filled by promotion from the category of Radiographer. There was no parity in the pay scale of these two categories in the past.

Keeping in view the duties and responsibilities of this category, the Commission assigns to it the pay scale of Rs.25140-73270 corresponding to Rs.12910-36700, thus improved by one stage.

Change of designation of the post does not fall within the purview of the Commission. The other requests are dealt with in the relevant chapters of Volume-I of the report.

**9. Audiometry Technician : Rs.10020-29200(Qualified)
Rs.7960-23650 (Un-Qualified)**

No. of Posts :

It is stated that there is a huge difference in the pay scales of Audiometry Technician when compared to post of Ophthalmic Assistant and Speech Therapist in Medical and Health Department who are also having same qualification of Intermediate (Bi.P.C.) and two years Diploma course. It is requested for a higher pay scale of Rs.13660-38570 on par with Ophthalmic Assistant of Health Department and Speech Therapist in this department.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Audiometry Technician	860-1470	1595-3020	3550-7150 (after revised rules are issued and individual possesses the qualification (Rs.2990-5810) (UQ))	5200-11755 (after revised rules are issued and individual possesses the qualification (Rs.4370-9775) (UQ))	10020-29200 (after revised rules are issued and individual possesses the qualification (Rs.7960-23650)(UQ))
Speech Therapist	1330-2630	2525-5390	4850-10250	7200-16925	13660-38570
Ophthalmic Assistant	1280-2440	2375-5040(P) 2195-4560 (FP)	4550-9600 (P) 4195-8700(FP) 4550-9600 (A.C.2004)	7770-18575	13660-38570 (EIP)/ 12550-35800 (FE)

The qualifications prescribed to the Audiometry Technician course are that one should pass Intermediate with two years diploma in Audiometry Technician Course, as per the information furnished by the A.P. Para Medical Board.

The Commission notices that the comparison with the above categories are not valid as the duties and responsibilities are different. In view of the duties and responsibilities attached to this category the Commission, assigns to it the pay scale of Rs.21230-63010 corresponding to Rs.10900-31550 for qualified persons and Rs.16400-49870 corresponding to Rs.8440-24950 for un-qualified persons, thus improved by one stage.

10. Dental Hygienist : **Rs.10020-29200**
 No. of Posts :

It is stated that the duties of this category involves most hazardous and risk prone while attending the oral cancer patients and others like HIV,TB, Jaundice etc. It is requested for assigning higher pay scale on par with Occupational Therapist and Physiotherapist (Leprosy).

The following are the progression of pay scales of this category and comparable posts:-

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Dental Hygienist	1010-1800	1875-3750	3550-7150	5200-11755	10020-29200	--	--
Physiotherapist (Leprosy)	1380-2750	2750-5960	5300-13000	9285-21550	16150-42590	Medico-Social Workers Grade-I (Non-Medical Supervisors) (Rs.12910-36700)	---
Occupational Therapist	1380-2750	2750-5960	5300-11300	9285-21550	16150-42590	--	--

The minimum qualifications for Dental Hygienist are Intermediate with two years Diploma from an Institution recognized by Dental Council of India and one must be registered as Dental Hygienist with the A.P. State Board of Dental Council of India.

This category sought parity with Occupational Therapist/ Physiotherapist in successive PRCs of 1993, 1999, 2005 and 2010 revisions, the same was not agreed.

Considering the qualifications, duties and responsibilities attached to this category, the Commission recommends to it the scale of Rs.21230-63010 corresponding to pay scale of Rs.10900-31550, thus improved by one stage.

The other requests are dealt with in the relevant chapters of Volume-I of the report.

11. Dental Technician : **Rs.10020-29200**
 No. of posts :

It is stated that there are about 10 Dental Technicians working in the teaching hospitals in the entire State and have been representing the earlier pay revisions i.e., from 1986 onwards seeking parity with Dental Technicians working in MNJ Cancer Hospital.

This category is having Technical duties and at times is exposed to risk as they are dealing with cancer and other dangerous disease patients. The qualification for the Dental Technician, MNJ Cancer Hospital, Hyderabad with

which comparison is made is also the same and duties and responsibilities are same but the scale of pay is higher than this post of Dental Technician.

It is requested for assigning a higher pay scale of Rs.11860-34050 on par with Dental Technician, MNJ Cancer Hospital, Hyderabad.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Dental Technician	1010-1800	1875-3750	3550-7150	5200-11755	10020-29200	-----	-----
Dental Technician MNJ Cancer Hospital, Hyderabad	1150-2110	2195-4560	4190-8700	6195-14175	11860-34050	-----	-----

As per Service Rules issued in G.O.Ms.No.635, Medical and Health (K2) Department, dated.17-08-1982, this category is filled in by direct recruitment and one must have passed Dental Mechanic Course of two years after Intermediate from any institution recognized by Dental Council of India and must have registered as Dental Technician with the A.P. State Board of Dental Council of India. They are not having any promotional avenues even after rendering service for three decades.

Considering the qualifications, duties and responsibilities of this category, the Commission assigns to it the pay scale of Rs.21230-63010 corresponding to Rs.10900-31550, thus improved by one stage.

12. Physiotherapist : Rs.10900-31550
No. of posts :

It is stated that an individual was appointed as Junior Assistant on compassionate grounds w.e.f 08/02/2008 and later appointed by transfer to the post of Physiotherapist in the existing vacancy w.e.f. 17-09-2010 in Government Hospital, Kurnool and his pay was fixed in the pay scale of Rs.16150-42590. Subsequently his pay scale was reduced from Rs.16150-42590 to Rs.10900-31550, as there is no sanctioned post in the scale of Rs.16150-42590 i.e., Gazetted Physiotherapist.

It is further stated that the incumbent possessed the qualification of Matriculation or its equivalent qualification and also obtained training in Electro-Therapy or Physio-therapist or Physical training with special reference to massaging for at least 2 years. The category of Physiotherapist (Leprosy) of Director of Health was trained only in condensed course of Physiotherapy for one year with 6 months internship at NIMS. In fact, the incumbent holding qualification of Physiotherapist and assigned a lower pay scale of Rs.10900-31550, whereas Physiotherapist (Leprosy) Director of Health was assigned a higher pay scale of Rs.16150-42590.

It is requested for assigning a higher pay scale of Rs.16150-42590 on par with Physiotherapist (Leprosy).

The following is progression of pay scales assigned to this category and comparable posts.

Name of the category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Physiotherapist, Government Hospital, Kurnool(DME)	---	2195-4560	4190-8700	6195-14175	10900-31550	--	--
Physiotherapist (Leprosy) in Health & FW Department	1330-2630	2750-5960/ 2930-5960 (AC. 1995)	5640- <u>11300</u> 6350-13000 (AC 2004)	9285-21550	16150-42590	Deputy Para-Medical Officer (Rs.14860-39540)	Nil

As per service rules, this category is filled by direct recruitment/ transfer from any other service. The qualification prescribed is general education qualification i.e., Senior Cambridge or Matriculation and Training in Electro-therapy or Physiotherapy or Physical training with special reference to massaging for at least two years from a recognized Institution.

This category did not represent to 1993, 1999 and 2005 revisions.

It is stated that there are two categories of Physiotherapists in Medical Education Department. One post of Physiotherapist is in the pay scale of Rs.14860-39540 and another post of Physiotherapist in the pay scale of Rs.10900-31550 in Teaching Medical Colleges of Medical Education Department, further there is another Physiotherapist (Leprosy) category also in Family Welfare Department in the pay scale of Rs.16150-42590. The qualifications prescribed for this post is degree and four months training in Physiotherapy (Leprosy).

The Commission notices that comparison Physiotherapist (Leprosy) is not appropriate, as the duties and responsibilities are entirely different.

The category of Physiotherapist in all Medical Colleges / Hospitals is having pay scale of Rs.10900-31550 and the duties and responsibilities of this category are one and the same in all Medical Colleges/ Hospitals. Keeping in view of duties and responsibilities of the above category, the Commission assigns the pay scale of Rs.23100-67990 corresponding to Rs.11860-34050 to this category, thus improved by 2 stages.

13. Physiotherapist (Leprosy): Rs.14860-39540
No. of Posts :

It is stated that the nature of work and duties of this category, Physiotherapist (Leprosy) and Occupational Therapist are one and the same. The Occupational Therapists have been declared Gazetted with pending Adhoc Rules. In AP Vaidya Vidhana Parishad, the Physiotherapist scale is equal to

Civil Assistant Surgeon. Whereas Physiotherapists working in teaching hospitals are getting very lesser scales when compared to others. It is requested to give appropriate scale as per qualifications and nature of work.

The following were the pay scales assigned to the categories in earlier PRCs:

Name of the post & Department	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Physiotherapist	--	2750-5960	5300-11300	7770-18575	14860-39540 (one stage benefit)	--	--
Physiotherapist (Leprosy) in Health & FW Department	1330-2630	2750- 5960 2930-5960 (AC 1995)	5640- 11300 6350-13000 (AC 2004)	9285-21550	16150-42590	Deputy Para-Medical Officer (Rs.14860-39540)	--
Occupational Therapist of Medical Education	1380-2750	2750-5960	5300-11300	9285-21550	16150-42590	--	--

As per service rules, this category is filled by direct recruitment/transfer from any other service. The qualification prescribed is general education up to the Senior Cambridge or Matriculation or Training in Electrotherapy or Physiotherapy or Physical training with special reference to massaging for at least two years from a recognized Institution.

This category was in the pay scale of Rs.2750-5960, Rs.5300-11300 and Rs.7770-18575 in 1993, 1999 and 2005 revisions. This category did not represent to 2010 revision, however the PRC assigned a pay scale of Rs.14860-39540 (benefited by one stage).

Comparison with Physiotherapist of A.P. Vaidya Vidhana Parishad is not appropriate, as the duties and responsibilities are different.

Keeping in view of duties and responsibilities of the above category, the Commission considers the existing pay scale of this category to be adequate and assigns the pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 to this category.

14. Pharmacist Grade-II : Rs.10900-31550
No. of Posts :

It stated that the post of Pharmacist Grade-II are attached to Public Health Centres, while the Pharmacist Grade-I will be in District Hospitals, where 4 to 5 Pharmacist Grade-II will also be working. Further, this category attended to call duties round the clock to meet emergencies in case of epidemics, natural calamities, disaster etc. It is requested to assign the entry scales of other Technical Diploma holders to the Pharmacists Grade-II as

recommended by AICTE. Request is for pay scale on par with Ophthalmic Assistant. Another request is also for pay scale of Rs.15280-40510 on par with Diploma Engineer. Another request is for a pay scale of Rs.12910-36700 on par with Staff Nurse.

Further stated that there is anomalous position when compared the Radiographers, Health Inspectors, Refractionists, whose qualifications and pay scales are lesser than Pharmacists Grade-II.

The following is progression of pay scales assigned to this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Pharmacist Gr.II	1010-1800	1975-4010	3750-7650	5470-12385	10900-31550	--	Pharmacist Gr-I (Rs.11860-34050)
Ophthalmic Assistant	1280-2440	2375-5040 (P)/ 2195-4560 (FP)	4550-9600 (P)/ 4190-8700 (FE)/ 4550-9600 (AC.2004)	7770-18575	13660-38570 (EIP) 12550-35800 (FE)	--	--
Radiographer	1010-1800	2075-4270	3950-8150	5750-13030	11530-33200	Dark Room Assistant (Rs.9200-27000)	Chief Radiographer (Rs.13660-38570)
Refractionist	1010-1800/ 1100-2050	2075-4270	3950-8150	5750-13030	11530-33200	--	--

As per service rules, the qualification to hold the post of Pharmacist Grade-II is Intermediate plus two years diploma for Government Polytechnic and 3 months training.

The Commission notices that the existing scale of pay of this category is adequate. Keeping in view of the duties and responsibilities, the Commission assigns the pay scale of Rs.21230-63010 corresponding to Rs.10900-31550 to this category.

15. Pharmacist Grade-I : Rs.11860-34050
No. of Posts :

It is stated that the post of Pharmacist Grade-I is a promotion post from Pharmacist Grade-II existing mainly in teaching hospitals, medical colleges and District Headquarters hospitals and area hospitals numbering only 103 posts in the entire State in the pay scale of Rs.11860-34050, as against 3000 Grade-II Pharmacists.

It is further stated that Pharmacist Grade-I and Non Medical Assistant were in the pay scale of Rs.4190-8700 during 1999 pay revision. But again the pay scale of Non Medical Assistant (presently designated as Assistant Para

Medical Officers) was revised as Rs.7200-16195, where as the Pharmacist Grade-I remain as Rs.6195-14175. The Non Medical Assistants (presently designated as Assistant Para Medical Officers) after degree course got six months training attend only issuance of leprosy drugs to the identified patient. But presently the Pharmacists Grade-II were entrusted to issue leprosy drugs to the patients. The Staff Nurse who undergoes 3½ years course for appointment to the post of Staff Nurse got higher scale than the Pharmacist Grade-I. The Pharmacist Grade-II with Diploma in Pharmacy after completion of more than 25 to 30 years of service may get promotion as Pharmacist Grade-I whose pay scale is higher in 1975 pay scales than the Non Medical Assistant (APMO's) and Staff Nurse both categories are direct recruited. It is desirable to assign a higher scale than that of Non Medical Assistant (APMOs) and Head Nurse.

It is requested to assign higher pay scale of Rs.16150-42590 on par with Nursing Superintendent Grade-II as recommended by the Director of Medical Education and Director of Health. Another request is higher pay scale on par with Head Nurse and Non-Medical Assistant.

The following is progression of pay scales assigned to this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Pharmacist Gr.I	1100-2050	2195-4560	4190-8700	6195-14175	11860-34050	Pharmacist Gr-II (Rs.10900-31550)	Pharmacy Supervisor (Rs.15280-40510)
Head Nurse	1280-2440	2525-5390	4850-10250	7770-18575	14860-39540	Staff Nurse (Rs.12910-36700)	Nursing Superintendent Grade-II (Rs.16150-42590)/ Nursing Tutor Gr-I (Rs.18030-43630)
Non Medical Assistant (Non-Gazetted)	1280-2440	2525-5390	4850-10250	7200-16925	12910-36700	Non-Medical Demonstrator (Rs.11530-33200)	Non Medical Assistant (Gazetted) (Rs.18030-43630)
Staff Nurse	1150-2110	2135-4880	4430-9300	6675-15500	12910-36700	Auxiliary Nurse Midwife/ Maternity Assistant (Rs.10020-29200)	---
Nursing Superintendent Gr.II	1380-2750	2930-5960	5640-11300	8385-19125	16150-42590	Head Nurse (Rs.14860-39540)	Nursing Superintendent Gr.I (Rs.18030-43630)

As per service rules, this category is made by promotion from the category of Pharmacist Gr-II.

Comparison of Nursing Staff i.e., Head Nurse, Nursing Superintendent and Non-medical Assistant is not appropriate, as the duties and responsibilities are different.

Keeping in view of the duties and responsibilities of this category, the Commission assigns the pay scale of Rs.24440-71510 corresponding to Rs.12550-35800, thus improved by one stage.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

16. Pharmacy Supervisor : Rs.15280-40510
No. of Posts :

It is stated that the post of Pharmacy Supervisor is a promotion post from Pharmacist Grade-I, if no candidate is available in the category of Pharmacist Grade-I, the senior most Pharmacist Grade-II in that zone who put up not less than 13 years of service are eligible for promotion as Pharmacy Supervisor. These posts exist in each District Medical & Health Offices, Teaching Hospitals and District Headquarters Hospitals and numbering 69 posts in the State with the pay scale of Rs.15280-40510. The post of Pharmacist Supervisor exists in Teaching Hospitals where all the Pharmacist Grade II and I also exists. It is requested to assign the higher pay scale of Rs.18030-43630 on par with Nursing Superintendent Grade-I.

The following is progression of pay scales assigned to this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Pharmacy Supervisor	1330-2630	2600-5580	5000-10600	7770-18575	15280-40510	Pharmacist Gr-I (Rs.11860-34050)	--
Nursing Superintendent Gr.I	1810-3230	3310-6840	6350-13000	9285-21550	18030-43630	Nursing Superintendent Gr-II (Rs.16150-42590)	--

Comparison with Nursing Superintendent Grade-I is not appropriate, as the duties and responsibilities entrusted, qualifications are different.

Keeping in view of duties and responsibilities, the Commission assigns the pay scale of Rs.31460-84970 corresponding to Rs.16150-42590 to this category, thus improved by one stage.

The other requests are dealt with in the relevant chapters of Volume-1 of the report.

17. Mechanic Supervisor : Rs.11530-33200
No. of Posts :

It is stated that presently this category is having a pay scale of Rs.11530-33200, whereas a pay scale of Rs.15280-40150 is given to Mechanical Supervisor post of Director of Public Health & Family Welfare. The work pattern and qualification for the post of Mechanical Supervisor are one and the same at both departments. The request is to assign a pay scale of Rs.15280-40150 on

par with the Mechanical Supervisor of Director of Public Health & Family Welfare.

The following are the progression of pay scales of this category and comparable post:-

Name of the post & Department	1986	1993	1999	2005	2010
	(Rs.)				
Mechanic Supervisor in Department of Medical Education.	1150-2110	2315-4880	4430-9300	6505-15025	11530-33200
Mechanical Supervisor in Director of Health	1330-2630	2600-5580	5000-10600	8815-20300	15280-40510

According to service rules, this category is filled by direct recruitment or recruitment by transfer from any other service for special reasons. The qualification prescribed for direct recruitment is pass in Matriculation examination, obtained the Trade Course Certificate and the Boiler Attendants Certificate from Government Technical College and Chief of Factories and Boilers respectively and practical experience of at least one year in Mechanical concern preferably in a supervisory capacity.

This category is drawing lower pay scales when compared to Mechanical Supervisor of Public Health & Family Welfare. Further Mechanical Supervisor of Public Health & Family Welfare was discussed by PRC 1999 and clearly recommended for pay scale on par with Assistant Engineer of Engineering Departments. Hence comparison with Mechanical Supervisor of Health & Family Welfare is not appropriate.

Keeping in view the above, considering the qualifications, duties and responsibilities, the Commission assigns a pay scale of Rs.24440-71510 corresponding to Rs.12550-35800 to this category on par with Assistant Technical Officer of Engineering Department (formerly known as Draughtsman Grade II), thus improved by two stages.

18. Optometrist / Refractionist : Rs.11530-33200
No. of Posts :

It is stated that the Optometrist duties are to attend out patients and in patients in eye hospitals and District Head Quarter Hospitals, to conduct examination of eye and prescribe spectacles, contact lenses etc. It is requested to assign appropriate pay scale on par with Ophthalmic Assistant.

The following are the progression of pay scales of this category and comparable posts:-

Category	1986	1993	1999	2005	2010
	(Rs.)				
Optometrist / Refractionist	1100-2050	2075-4270	3950-8150	5750-13030	11530-33200. (2 stages)

Category	1986	1993	1999	2005	2010
	(Rs.)				
Ophthalmic Assistant	1280-2440	2375-5040(P)/ 2195-4560(FE)	4550-9600 (P)/ 4190-8700(FE)/ 4550-9600 (A.C. 2004)	7770- 18575	13660-38570(EIP)/ 12550-35800 (FE)

The post of Optometrist is filled in by direct recruitment and also by transfer. The qualification for direct recruitment is Intermediate with a pass in two years certificate course of Refractionist and Optician conducted at Sarojini Devi Eye Hospital, Hyderabad. The post of Ophthalmic Assistant is filled by direct recruitment and the qualifications are two years diploma from the Regional Institute of Ophthalmology after Intermediate.

The comparison with Ophthalmic Assistant is not valid and the same is not agreed by successive PRCs. However keeping in view of the duties and responsibilities of the above category and also having qualification of Intermediate with 2 years certificate of Refractionist and optician and lack of promotional avenues, the Commission assigns to it the pay scale of Rs.24440-71510 corresponding to Rs.12550-35800 to this category, thus improved by two stages.

19. Artist-Cum-Draughtsman Grade-II : Rs.11530-33200

No. of Posts :

Sri P Mohan, Artist-cum-draughtsman, working at Gandhi Medical College, Secunderabad, has stated that he possesses higher qualification of Bachelor of Fine Arts from college of Fine Arts and Architecture, JNTU, Hyderabad, which is professional course of (5) years, on par with Engineering and Medicine, but his scale of pay is fixed in lower scale instead of higher scale on par with Artist of other departments and Draughtsman cum Modeler of Town and Country Planning Dept., where in the scale of Rs.8815-20300 in 2005 revision having the same requisite qualification of Fine Arts (5) years course of JNTU, Hyderabad, and the nature of work, duties, responsibilities almost same except the scale of pay with different nomenclature.

It is further stated that Sri. N. Ranga Chary, Chairman Anomalous Committee. "In fact the qualification prescribed for this post and Draughtsman cum Modeler of Town Planning is one and the same i.e. Bachelor of Fine Arts qualified from JNTU of 5 years duration, the duties and responsibilities one and the same. The qualification of Bachelor of Fine Arts was prescribed in Adhoc rules vide in G.O.Ms.No.565, dated.27.05.1979 of Andhra Pradesh Medical Subordinate Service rules.

Hence request is for assigning a higher pay scale of Rs.15280-40510 on par with Draughtsman-cum-Modeler of Town Planning Department.

The following were the pay scales assigned to these categories in earlier PRCs:

Category	993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)					
Artist-cum-Draughtsman Gr-II	2195-4560	4190-8700	6195-14175 (Q) 4595-10285 (UQ)	11530-33200	Artist-cum-Draughtsman Gr-III (Rs.7100-21250)	Artist-cum-Draughtsman Gr-I (not included in schedule)
Draughtsman-cum-Modular of Town and Country Planning Department	2600-5580	5000-10600	8815-20300	15280-40510	Assistant Architectural Draughtsman including Sub-overseer, Draughtsman Gr-II and Surveyor. (Rs.9460-27700)	Town Planning Assistant. (Rs.16150-42590)

According to service rules, appointment to this post is made by promotion from the category of Artist-cum-Draughtsman Grade-III or special reasons recruitment by transfer from any other service or direct recruitment, the qualifications prescribed are certificate of having served as a Photographer for a period of not less than 3 years in a firm of repute.

Keeping in view of the qualifications, duties and responsibilities and lack of promotional avenues, the Commission recommends the pay scale of Rs.25140-73270 corresponding to Rs.12910-36700 to this category, thus improved by 3 stages.

20. Medico Social Worker Grade-II : Rs.11530-33200
No. of posts :

No representation.

This category is filled by direct recruitment or by transfer from any other service, the qualifications are Bachelor Degree in Social Work or any other degree with social work as one of the subjects and must have minimum two years Field Work experience (G.O.Ms.No.565, M&H Dept., dated:27.08.1979 read with G.O.Ms.No.190, M&H Dept., dated.17.08.2012).

This category was in the pay scales of Rs.1050-1945, Rs.2075-4270, Rs.3950-8150 and Rs.5750-13030 in 1986, 1993, 1999 and 2005 revisions. This category sought parity with Health Educator (General) in 2010 revision, the same was not agreed and assigned a pay scale of Rs.11530-33200, thus improved by one stage.

Considering the enhanced qualifications, duties and responsibilities, the Commission assigns to this category a pay scale of Rs.25140-73270, corresponding to Rs.12910-36700, thus improved by three stages.

**21. Medico Social Worker Grade-I : Rs.16150-42590
(for those who are recruited with P.G. qualifications)/
Rs.12910-36700(for others with
having Degree qualifications)**

No. of posts :

It is stated that they were recruited as Medico Social Worker Grade-I in Siddhartha Medical College with the prior approval of State Government as per the specified qualifications laid down in G.O.Ms.No.374, Medical and Health Department, dt.28-3-1977 read with Government, Letter.No.31361/E1/92-1, dt.26-12-1992 of Health, Medical and Family Welfare Department. The qualifications prescribed for the post are higher than that of the existing qualifications prescribed for their counter parts in the department. The duties relate extending counseling to TB, HIV, Cancer patients and social clinical case study, field visits in rural and urban areas for collecting data by the MBBS students and to guide them. They are also classified as teaching staff vide in G.O.Ms.No.697, M & H Department, dt.28-12-1988 and accordingly taking classes to MBBS II, IV, VI Semester students and socio clinical study cases in hospitals. They also conduct seminars to the MBBS students both in rural and urban areas, even the WHO, UNICEF etc., brought their reports of service in the form of books.

It is informed that Government in G.O.Ms.No.697, Health, Medical and Family Welfare Department, dt.28-12-1988, approved the cadre strength of Siddhartha Medical College, Vijayawada and the revised scales of pay to the employees of Siddhartha Medical College. The categories of Medico Social Workers are shown in the department of Community Medicine. The Government in G.O.Ms.No.458, HM&FW department, dt.09-12-2002, de-linked the Siddhartha Medical College and other allied institutions from NTR University of Health Sciences and brought them under the control of Director of Medical Education and these employees were absorbed in to Government service. The Government in HM&FW Department in their letter No.31361/E1/92-1, dt.26-12-1992 informed the University to consider adoption of Service Rules issued in G.O.Ms.No.565, M&H Department, dt.27-8-1979 in respect of Medico Social Worker by making such modifications as are considered necessary and conduct recruitment accordingly. These rules envisage recruitment by transfer from any other services, under this method of recruitment the case of insiders having educational qualifications can be considered. According to these Government orders, the qualifications taken into consideration as per G.O.Ms.No.374, M&H Department, dt.28-3-1977 are a Masters Degree in Sociology or Diploma in Social Work for recruitment, by transfer and for direct recruitment it is a Masters Degree in Sociology or Diploma in Social Work and one or two years experience in social work program. It is further informed that the posts of Medico Social Workers are teaching cadre and they teach theory classes of Sociology and Behavioural Sciences for M.B.B.S.-IV Semester students etc.

It is requested is for assigning higher pay scale of Rs.20680-46960 as personal to the incumbents on par with teaching posts.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Medico Social Worker Gr.I	1230-2330	2375-5040	4550-9600	9285-21550 (as personal to those who were recruited with P.G. Qualification in Siddhardha Medical College which was brought under Admn. Control of Medical Education Dept.) (Rs.6675-15500)	16150-42590 (as personal to those who were recruited with P.G. Qualification in Siddhardha Medical College which was brought under Admn. Control of Medical Education Dept.) (Rs.12910-36700)	Medico Social Worker Grade-II (Rs.11530-33200)	--
Librarian (Medical Education Dept.)	1330-2630	2600-5580	5000-10600	8385-19125	20680-46960	Asst. Librarian (Rs.18030-43630)	--
Physical Director (Gazetted) (Medical Education Department)	---	2930-5960	5640-11300	8385-19125	20680-46960	Physical Director (Non-Gazetted) (Rs.13660-38570)	--

The category of Medico Social Worker Grade-I is filled by promotion of Medico Social Worker Grade-II or recruitment by transfer from any other service or by direct recruitment. The minimum qualifications prescribed for this category are Post Graduate Degree i.e., MSW (Master of Social Work) of any recognized University in the State. Provided that in case of the candidates possessing the Post Graduate Degree in Social Work are not available, the candidates possessing M.A., Sociology from any University recognized by the UGC. Must have minimum 5 years field work experience in the related posts only i.e., in A.P. Medical Subordinate Service employees and Public Health Subordinate Services. (G.O.Ms.No.565, M&H Department, dated.27.08.1979 read with amendment issued in G.O.Ms.No.190, HM&FW Dept., dated:17.08.2012).

The Commission considers the existing pay scale of this category to be adequate and therefore assigns to it the pay scale of Rs.31460-84970, corresponds to Rs.16150-42590. The distinction between the P.G. Degree holders and Degree holders may be dispensed with in view of the latest amendment of Service Rules vide G.O.Ms.No.565, M&H Department, dated.27.08.1979 read with G.O.Ms.No.190, HM&FW Dept., dated.17.08.2012.

Re-designation and making posts Gazetted does not fall under the purview of the Commission.

22. Assistant Technician (Optometry) : Rs.11860-34050

No. of Posts :

It is stated that there are only two Assistant Technician (Optometry) sanctioned at Sarojini Devi Eye Hospital, Regional Institute of Optometry, Hyderabad in the year 1957. The incumbent is working in the School of Optometry, Regional Eye Hospital, Hyderabad. The duties are to teach Mechanical Optics, Clinical Refraction, Mechanical workshop practical's etc. This category is teaching Ophthalmic Assistant (Ophthalmic Officer) students of 10+2 years. Since 1985, the request is to appropriate pay scale to this post, as there are only two sanctioned post in the entire State.

Appointment to the post is made by direct recruitment or by transfer from any other service and the minimum qualification is the minimum general educational qualification i.e. Intermediate. Under general rules and Diploma or Certificate of Refractionists /Optician's course conducted by Government of Andhra Pradesh.

Considering the duties and responsibilities and improvement in the scale of feeder category, the Commission assigns a pay scale of Rs.26600-77030 corresponding to Rs.13660-38570 to this category, thus improved by three stages.

23. Junior Analyst : Rs.12910-36700

No. of Posts :

It is stated that Junior Analysts working in Various District Hospitals (APVVP), Government Hospitals and Government Medical Colleges/RIMS (DME). It is requested to enhance the scale of pay Rs.15280-40510 on par with Pharmacy Supervisor and also requested for Gazetted Status to this category. It is also requested to recommend for creation of Senior Analyst post in all the District Hospitals, General Hospitals and District Medical and Health Offices (to supervise the Lab work in PHC/CHC) in the State. It is further requested to recommend for creation of Chief Analyst post in the Zonal level of 6 Zones in the State.

The following is progression of pay scales assigned to this category and comparable post.

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Analyst	1280-2440	2375-5040	4550-9600	6675-15500	12910-36700	--	Sr. Analyst (Rs.16150-42590)
Pharmacy Supervisor	1330-2630	2600-5580	5000-10600	7770-18575	15280-40510	Pharmacist Gr.I (Rs.11860-34050)	--

Keeping in view of the qualifications, duties and responsibilities, the Commission assigns a pay scale of Rs.28940-78910 to this category corresponding to Rs.14860-39540, thus improved by two stages.

The request of for Gazetted Status, creation of Senior Analyst post and Chief Analyst post does not come under the purview of Pay Revision Commission.

24. Medical Record Officer : Rs.13660-38570
No. of Posts :

It is requested for assigning the maximum pay scale of Rs.20680-46960 or Rs.15280-40510 (minimum) on par with Accountant, Office Manager, Librarian and Pharmacy Supervisors instead of Rs.13660-38570 and also requested for conferring Gazetted Status.

The following are the progression of pay scales of this category and comparable posts:-

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Medical Record Officer	1330-2630	2600-5580	5000-10600	7770-18575	13660-38570	Medical Record Technician (Rs.10900-31550)	--
Librarian in Medical Education Department	1330-2630	2600-5580	5000-10600	8385-19125	20680-46960	Assistant Librarian in Medical Education Department (Rs.18030-43630)	--
Pharmacy Supervisor in Medical Education Department	1330-2630	2600-5580	5000-10600	7770-18575	15280-40510	Pharmacist Grade-I in Medical Education Department (Rs.11860-34050)	--
Accountant	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Sr. Accountant. (Rs.10900-31550)	--
Office Superintendent	1330-2630	2600-5580	5000-10600	7770-18575	14860-39540	Sr. Assistant (Rs.10900-31550)	--

According to service rules, this post is filled by transfer from the lower category or by direct recruitment with a Bachelor Degree and preference shall be given to Graduate with statistics as a subject if such candidates are not available. The Commission notices that this category is having parity with Superintendent up to 2005 revision, the same is disturbed in 2010 revision. In view of the above, considering the duties and responsibilities, the Commission assigns a pay scale of Rs.28940-78910 corresponding to Rs.14860-39540 to this category, thus improved by one stage.

The Commission notices that Medical Record Clerk and Medical Record Technician are having parity with Junior Assistants/Senior Assistants and hence there is no change in their pay scale.

The request for Gazetted status does not fall within the purview of the Commission.

25. Occupational Therapist : Rs.16150-42590
No. of Posts :

It is stated that there are three Occupational Therapists in the entire State of Andhra Pradesh. This category is concerned with the functional assessment of patient's capabilities, exploitation of their residual skills and the Institution of planned retaining to compensate for permanent disability. There is only a single post available to the each teaching hospitable under control of DME. So the work load is heavy, responsibilities are unique and there is no promotional avenues. It is requested for assigning a higher pay scale of Rs.19050-45850. The post is conferred Gazetted status vide in G.O.Ms.No.171, HM&FW (H1) Department, dated:01-06-2005.

The pay scales given to this category in the earlier revisions are as below:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Occupational Therapist	1380-2750	2750-5960	5300-11300	9285-21550	16150-42950	---	---

According to service rules, the post is filled by transfer from other services and if no qualified person is available by direct recruitment. Must have prescribed 4½ years Bachelor degree of Occupational Therapy and must be permanent registered in all India Occupational Therapist Association.

This category represented to PRC 2010, seeking parity Occupational Therapist of AP Vaidhaya Vidhana Parishad i.e., Rs.19050-45850. The PRC did not agree and assigned corresponding pay scale of Rs.16150-42950.

Considering the duties and responsibilities and the qualifications of 4½ years of Bachelor's Degree of Occupational Therapy, the Commission recommends a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 to this category, thus benefitted by one stage.

26. Lecturer in clinical Psychology : Rs.18030-43630
No. of Posts :

It is represented that this category is under the control of Directorate of Medical Education and total number of posts in the State is six only. At present 2 incumbents are working and remaining 4 posts are vacant since 15 to 18 years.

The duties of this category attached to Institute of Mental Health, Vizag and Govt., Niloufer hospital, Hyderabad. The duties and responsibilities of this category include clinical, teaching, legal and research work.

It is requested to assign higher pay scale of Rs.19050-45850 & Rs.20680-46960 on par with Lecturer in Nuclear Medicine/ Lecturer in Radiological Physics and Radiological Physicist, Lecturers of Polytechnics, Lecturer in IASE/SCERT/CTC (Lecturer in Education) and also Lecturers of Degree Colleges. It is also requested to maintain parity of this category on par with the following categories.

The following statement shows the time scales of these posts from time to time.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Lecturer in clinical Psychology	1810-3230	3310-6840	6350-13000	9285-21550	18030-43630	--	--
Lecturer in Radiological Physics and Radiological Physicist	1810-3230	3310-6840	6950-14425	10285-24200	19050-45850	Chief Radiographer (Rs.13660-38570)	Professor in Radiological Physics and Radiological Physicist (Rs.25600-50560)
Lecturer in Nuclear Medicine Technologist	--	--	6350-13000	10285-24200	19050-45850	--	--
Lecturers of Degree Colleges	1810-3230	3640-7580	6950-14425	10285-24200	20680-46960	Junior Lecturers (Rs.18030-43630)	Principal (Rs.21820-48160)
Lecturers in Physical Education (GCPE) / IASE / CTE	--	--	6950-14425	10285-24200	20680-46960	Lecturer in Physical Education in (DIET) and Regional Inspector of Physical Education. (Rs.18030-43630)	Principal (GCPE) (Rs.23650-49360)

As per service rules, issued in G.O.Ms.No.154, Health Medical and Family Welfare (A2) Department, Dated.4-5-2002, appointment to this post is made by direct recruitment. The qualifications prescribed for Lecturer in Clinical Psychology including the post of Clinical Psychologist are M.A. (Psychology) and P.G. diploma in Medical and Social Psychology and modification of qualification in the post of clinical Psychology. As per the G.O.Ms.No.34, Health Medical and Family Welfare (M2) Department, dated:31-1-2009, the qualifications of M.Phil in Medical Health & Social Psychology were added.

Considering the duties and responsibilities and the entry level qualifications prescribed, the Commission assigns a pay scale of Rs.40270-93780 corresponding to Rs.20680-46960 to this category, thus improved by two stages.

27. Medical College Librarian : Rs.20680-46960

No. of Posts :

The Association represented that the posts of Librarian, Deputy Librarian, Documentalist /Assistant Librarian etc., existing in the Medical College Libraries in the State based on the Medical Council of India recommendations. The post of Librarian is filled by direct recruitment with P.G. qualification. There are no promotional avenues to this post and are retired in the same cadre. In order to avoid this stagnation, Chief Librarian post may be created on adhoc basis and also for sanction of two advance increments. The original post of Librarian again may be reverted back to the cadre structure of the Department after retirement of the individual from Chief Librarian service.

As per service rules, this category is filled by promotion of Assistant Librarian or for special reasons recruitment by transfer from any other category or by direct recruitment. The qualification being is M.L.I.S.C. with P.G. Degree,

Keeping in view of the above position, PRC 2010 assigned a pay scale of Rs.20680-46960, thus improved 5 stages.

In view of the above position, the Commission notices that existing scale of this category is adequate and assigns a pay scale of Rs.40270-93780 corresponding to Rs.20680-46960.

The requests for creation of Chief Librarian and sanction of advance increments does not come under the preview of the Commission.

28. Lecturer, College of Nursing : Rs.16150-42590

No. of Posts :

29. Asst. Professor, College of Nursing : Rs.18030-43630

No. of Posts :

30. Principal and Professor of College of Nursing : Rs.21820-48160

No. of Posts :

No. of Posts :

It is stated that Nursing professional teachers duty often extend beyond formal teaching to areas such as labs, clinical areas, field trips and so on which often needs enthusiasm, zeal, interest, passion to be with the students and guide them throughout the course. The Nursing Teachers have more additional responsibilities in grooming the student Nurses into the full fledged professional Nurse. Faculty of Nursing Colleges working in different cadres such as Lecturers, Assistant Professors, Professors are continuously striving to maintain nursing standards by enriching the students with the latest knowledge and nurture them to be independent Nurse practitioners contributing in maintenance of optimum health of people in the society.

Lecturer, College of Nursing : Rs.16150-42590

It is the first level gazetted promotion post and higher than a PHN and almost equal to Nursing Superintendent Grade-II. It is requested to assign higher pay scale of Rs.20680-46960.

The pay scale of this category from time to time is as indicated below:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Lecturer College of Nursing	1380- 2750	2930- 5960	5980- 12100	9285- 21550	16150- 42590	Nursing Tutor Grade-I Nursing Tutor Grade-II (Rs.14860-39540)/ Public Health Nurse/ Staff Nurse (Rs.12910-36700)	Asst. Professor College of Nursing (Rs.18030 -43630)

According to the A.P. Colleges of Nursing Service Rules, 1996, the category of Lecturer, College of Nursing is filled by transfer from the category of Nursing Tutor Grade-I and if no qualified candidates are available, then by promotion from the category of Nursing Tutor Grade-II. If no qualified Nursing Tutor Grade-II is available, then it can be filled by promotion from the category of Public Health Nurse and if no qualified Public Health Nurse is available, by promotion from the category of Staff Nurse also. The qualifications prescribed for appointment by transfer or by promotion are M.Sc., degree in Nursing and Registration as Nurse and Mid-wife and Public Health Nurse.

Assistant Professor : Rs.18030-43630

It is stated that academic responsibilities are more for this post and also with more than 20 years of teaching experience. It is requested to assign a higher pay scale of Rs.21820-49360.

The pay scale of this category from time to time is as indicated below:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Assistant Professor College of Nursing	1810- 3230	3310- 6840	6950- 14425	10285- 24200	18030- 43630	Lecturer (Nursing) (Rs.16150- 42590)	Professor (Nursing) (Rs.21820- 48160)

The category of Assistant Professor is filled by promotion from the category of Lecturer (Nursing).

Principal and Professor of
College of Nursing

Rs.42490-96110 corresponding to
Rs.28120-48160.

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

31. Non- Medical Demonstrator : Rs.11530-33200

No. of posts :

No representation.

As per service rules, this category is filled by direct recruitment or by transfer from the APMS or A.P. Medical Subordinate service rules or A.P.P.H. sub-ordinate service. One must possess a B.Sc., Degree (with Chemistry). The category forms feeder category to the post of Non-Medical Assistant (Non-Gazetted). The duties of this category are clinical, investigation, special analysis of blood and other samples in Micro-Biology and Bio-Chemistry besides teaching work.

The category was in the pay scales of Rs.1100-2050, Rs.2195-4560, Rs.4190-8700 and Rs.6195-14175 in 1986, 1993, 1999 & 2005 revisions. Keeping in view of qualifications and nature of duties attended, the PRC 2010 assigned a pay scale of Rs.11530-33200, thus improved by one stage.

In view of the above, the Commission notices that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.22460-66330, corresponding to Rs.11530-33200.

**32. Non-Medical Assistant : Rs.12910-36700
(Non Gazetted)**

No. of Posts :

It is stated that the disparities among the 9 posts (cadre strength) of Non-Medical Assistant (Non-Gazetted) and certain similarities of these posts with the next promotional post i.e., Non-Medical Assistant (Gazetted).

There are two categories of NMA as per G.O.Ms.565, dt:27-08-1979.

1. NMA to the Professor of Biochemistry (4 posts)
2. NMA to the Professor of Bacteriology (3 posts)
3. NMA to the Professor of Pharmacology (2 posts not specified in G.O.Ms.No.565, M&H Dept., dated.27.08.1979).

Presently these posts are being treated as Non-Medical Assistant (Non-Gazetted). They might have been treated so after the creation of Non-Medical Assistant (Gazetted) posts.

Post	Eligibility for direct recruitment OR Recruitment by transfer
NMA to the professor of Biochemistry	M.Sc., Biochemistry or Chemistry or B.Sc., (Hons) in Biochemistry. Note: The above qualification is not necessary in case of Non-Medical Demonstrator (NMD) who put 5 years of service in the Dept., of Biochemistry (Qualification for NMD post in B.Sc., in Chemistry vide G.O.886)
NMA to the professor of Bacteriology	M.Sc., Chemistry or B.Sc., (Hons) in Chemistry

According to the service rules, appointment to this category is by transfer of Non-Medical Demonstrator and if no qualified and suitable person available then by transfer from any other class or category or by direct recruitment. The minimum qualification is M.Sc., with first or second class in Bio-chemistry. One more post of NMA (NG) which is not specified by any rules but appointed by any of the above two methods.

As per G.O.Ms.No.154, HM&FW Department, dated.04.05.2002, the eligibility criteria and previous experience of the feeder cadres i.e., NMA (NG) for NMA (Gaz) post are not taken into consideration. So there is no clarity in respect of the eligibility for both lower and higher posts NMA(NG) and NMA(G) respectively.

It is clearly understood that there are discrepancies among the 9 posts NMA (Non-Gazetted) and similarities of these posts with NMA (Gazetted).

The duties and responsibilities of these posts are identical and related to the chemistry subject in the laboratories attached to the concerned department. It is also included teaching the principles of clinical chemistry to medical students and also paramedical students and ensuring arrangements required for practical laboratory.

It is further stated that in the laboratory of chemicals, certain chemicals are very strong and corrosive. As they are chemists, must handle the chemicals very carefully and also ensure the careful handling of the chemicals by the staff and students and faculty also by personal supervision and making them aware of such dangerous chemicals.

In view of the above, request is to upgrade the cadre of NMA(Non-Gaz) and merge with its higher cadre NMA(Gazetted) or to propose the pay scale of Rs.16150-42590 and Gazetted status with new nomenclature of this cadre as Research Assistant or Senior Chemist.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Non-Medical Assistant (Non Gazetted)	1280-2440	2525-5390	4850-10250	7200-16925	12910 - 36700	Non-Medical Demonstrator (Rs.11530-3200)	Non-Medical Assistant (Gazetted) (Rs.18030-43630)
Non-Medical Assistant (Gazetted)	1550-3050	3310-6840	6350-13000	9285-21550	18030-43630	Junior Analyst (Rs.12910-36700) Non Medical Assistant (Non Gazetted)/ District Malaria Officer (Non-Gazetted)/ Head Nurse (Rs.14860-39540)	-----

Appointment to the post of Non-Medical Assistant (Non-Gazetted) is by transfer of Non-Medical Demonstrator and if no qualified and suitable person is available then by transfer of any other class or category or by direct recruitment. The minimum qualification is M.Sc., (Bio Chemistry) in first or second class.

The Commission notices that this category along with Junior Analyst and Head Nurse forms feeder category to the post of NMA (Gazetted).

Keeping in view of the qualifications, duties and responsibilities, the Commission recommends the pay scale of Rs.28940-78910 to this category corresponding to Rs.14860-39540, thus improved by two stages.

The request for up-gradation and Gazetted Status in the new nomenclature does not come under the purview of the Commission.

33. Non-Medical Assistant (Gazetted) : Rs.18030-43630
 No. of posts :

It is stated that there are only 26 NMA(G) posts in the entire State of Andhra Pradesh and there are no other promotional avenues, when compare to Bio-Chemist, Dietician and Staff Nurse will have promotional Avenues i.e., Assistant Director & Deputy Director (Nursing).

It is requested for assigning a higher pay scale of Rs.20680-46980 on par with Librarian and Physical Director, Asst. Director (Nursing) and Chief Dietician or Chief Bio-Chemist.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Non –Medical Assistant (Gazetted)	1550-3050	3310-6840	6350-13000	9285-21550	18030-43630	Junior Analyst (Rs.12910-36700) Non Medical Assistant (Non Gazetted)/ District Malaria Officer/ Head Nurse (Rs.14860-39540)	--
Librarian (Gazetted)	1330-2630	2600-5580	5000-10600	8385-19125	20680-46960	Assistant Librarian (Rs. 18030-43630)	--
Physical Director (Gazetted)	---	2930-5960	5640-11300	8385-19125	20680-46960	Asst Physical Director (Non Gazetted) (Rs. 13660-38570)	--
Asst. Director (Nursing)	2150-3690	4140-8140	7900-15475	11755-26300	20680-46960	Nursing Superintendent Gr-I (Rs.18030-43630)/ Principal Nursing Tutor (Rs.20680-46960)	Deputy Director (Rs.21820-48160)
Chief bio-chemist	2690-4440	5040-8700	9600-16525	14600-29250	25600-50560	Bio-chemist (Rs.16150-42590)	--
Chief Dietician	2690-4440	5040-8700	9600-16525	14600-29250	25600-50560	Dietician (Rs.16150-42590)	--

The post of Non-Medical Assistant (Gazetted) is filled by direct recruitment and by transfer from Non-Medical Assistant (Non-Gazetted) and District Malaria Officer (Non-Gazetted)/Junior Analysts in medical colleges and general hospitals. If no person is available for appointment by above method, by appointment by transfer of qualified Head Nurse, they must possess B.Sc., degree with Chemistry as one of the subjects or an equivalent qualification and must have put in not less than 5 years of service in the feeder category. If no person is available for appointment by above methods, by direct recruitment, must possess first class M.Sc., degree in chemistry or an equivalent qualification.

This category was in the pay scale of Rs.1550-3050 in 1986 revision and Rs.3310-6840 in 1993 revision thus benefited by one stage. The PRC 1999 did not agree parity with CAS and assigned a corresponding scale of Rs.6350-13000. The PRC 2005 assigned corresponding scale of Rs.9285-21550. This category sought parity with CAS in 2010 revision, the same was not agreed. However by considering the qualifications and the nature of duties, the Commission recommended one stage improvement i.e., Rs.18030-43630.

Considering the duties and responsibilities, the Commission considers the existing pay scale of this category to be adequate and recommends to it the pay scale of Rs.35120-87130, corresponding to Rs.18030-43630.

34. Physicist : Rs.13660-38570
 No. of posts :

Considering the entry level qualifications, the Commission recommends the pay scale of Rs.31460-84970 to the post of Physicist corresponding to Rs.16150-42590, thus improved by three stages.

34. Staff Nurse : Rs.12910-36700
 No. of Posts :
35. Head Nurse : Rs.14860-39540
 No. of Posts :
36. Nursing Superintendent Grade-II: Rs.16150-42590
 No. of Posts :
37. Nursing Superintendent Grade-I : Rs.18030-43630
 No. of posts :

It is stated that the Nurses after completion of basic qualification preferably in science group, though having opportunity to opt for Medicine, opt for this profession with passion and dedication. The professional course carries Conventional Course including theatre training for a period of 3½ years to 4 years. After completion of course, Nurses are further scrutinized by common entrance examination followed by Viva.

It is further stated that the job of Nurse is purely professional and they have to attend duty in emergency and acute conditions. The Nurses are not privileged to enjoy National or Public Holidays and are forced to work in emergency situations such as bundh, dharnas, strikes and natural disasters. Since Nurses fall under skilled workers, they are bound to work overtime in case of absenteeism of next charge Nurse and also are overburdened with work. As per the recommendation of the Indian Nursing Council Nurse Patient Ratio should be maintained as 1:1 in critical areas and 1:3 in general wards, but it is pathetic that nurses are forced to work with a ratio of 1:60. Most of the times patients are solely depended on nurses pertaining to care and Nurses are the only cadre who are in touch with patients round the clock for 365 days and play a pivotal role in patient's recovery. Further stated that this category is not having any promotional avenues upto 28 or 29 years of service.

It is also stated that the category of Staff Nurse was assigned a pay scale of Rs.12910-36700 in 2010 revision which is unjustified as the skilled persons who works to save the life of the individuals have been equated to the General Service. Hence, request is to assign a higher pay scale of Rs.15280-40510 to this category. Another request is change of designation of Staff Nurse with 16 years experience as Sr. Staff Nurse.

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

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Staff Nurse	1150-2110	2315-4880	4430-9300	6675-15500	12910-36700	Auxiliary Nurse Mid Wife (Rs.10020-29200)	Head Nurse (Rs.14860-39540)

As per service rules, this post is filled by direct recruitment, by promotion from the category of ANM possessing the qualifications prescribed for appointment as Staff Nurse or by recruitment by transfer from any other class or service subject to fulfilling the qualifications prescribed for appointment as Staff Nurses. The qualifications prescribed for direct recruitment is B.Sc., (Nursing) of any University.

This category was in the pay scale of Rs.1150-2110 in 1986 revision. In 1993 revision, this category was assigned a pay scale of Rs.2135-4880, thus benefited by one stage. In 1999 revision, this category was assigned the corresponding pay scale of Rs.4430-9300. In 2005 revision, this category was assigned a revised pay scale of Rs.6675-15500 (benefitted by one stage). This category represented to 2010 revision, seeking parity with Ophthalmic Assistant and Health Educator (General). The Commission did not agree and assigned a pay scale of Rs.12910-36700 (benefited by two stages).

The Commission notices that the existing scale of this category is adequate. Keeping in view of the duties and responsibilities, the Commission assigns to it a pay scale of Rs.25140-73270 corresponding to Rs.12910-36700.

The change of designation of Staff Nurse with as Sr. Staff Nurse does not come under the purview of the Commission.

38. Head Nurse : Rs.14860-39540
 No. of Posts :

It is stated that this category is a promotional post from the feeder cadre of Staff Nurse. A Staff Nurse has to work for about 29 years to get a promotion as Head Nurse. Hence, request is to assign a higher pay scale of Rs.18030-43630 to this category.

The following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Head Nurse	1280-2440	2525-5390	4850-10250	7770-18575	14860-39540	Staff Nurse (Rs.12910-36700)	Nursing Superintendent Grade-II (Rs.16150-42590)/ Nursing Tutor Gr-I (Rs.18030- 43630)

This category is filled by promotion from the category of Staff Nurse or by direct recruitment or by recruitment by transfer from other services for special reasons. For direct recruitment, the qualification is B.Sc., (Nursing).

Keeping in view of the duties and responsibilities of the Head Nurse who is in-charge of ward and also Operation Theatre, the Commission assigns to it a pay scale Rs.29760-80930 corresponding to Rs.15280-40510 to this category, thus improved by one stage.

39. Nursing Superintendent Grade-II : Rs.16150-42590

No. of Posts :

It is stated that the Nursing Superintendent Grade-II / Nursing Superintendent Grade-I work in the School of Nursing and in Teaching and District Hospitals. These categories go on rounds in hospitals for teaching. In addition they along with their staff are drafted for hospital duties during emergencies like strikes, epidemics etc., and they also have to go on tours for conducting examinations.

It is stated that this category and Nursing Tutor Grade-I were having same pay scales up to 2005 revision. In 2010 revision, this category is given lower pay scale than Nursing Tutor Grade-I. Hence, it is requested for assigning equal pay scale of Rs.18030-43630 on par with Nursing Tutor Grade-I to this category.

The following statement shows the time scale of these categories from time to time:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Nursing Superintendent Grade-II	1380-2750	2930-5960	5640-11300	8385-19125	16150-42590	Head Nurse (Rs.14860-39540)	Nursing Superintendent Gr-I (Rs.18030-43630)
Nursing Tutor Grade-I	1380-2750	2930-5960	5640-11300	8385-19125	18030-43630	Nursing Tutor Gr-II (Rs.14860-39540)	Principal Nursing Tutor (Rs.20680-46960)

This category is filled by promotion from the category of Head Nurse. The qualifications prescribed for this category are a certificate of at least three years training in a General Hospital of 100 beds or more, approved by the A.P. Nurses and Midwives Council and Certificate.

The Commission notices that this category was having parity with Nursing Tutor Grade-I upto 2005 revision, the same is disturbed in 2010 revision.

Keeping in the view of the duties and responsibilities, the Commission assigns a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 to this category, thus improved by one stage.

40. Nursing Superintendent Grade-I : Rs.18030-43630

No. of posts :

It is stated that pay scales of this category and Principal Nursing Tutor were same upto 2005 revision. In 2010 revision, the Nursing Superintendent Grade-I is given lower pay scale than Principal Nursing Tutor. Hence, it is requested for assigning equal pay scale of Rs.20680-46960 on par with Principal Nursing Tutor.

The following are the progression of pay scales of this category and comparable post:-

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Nursing Superintendent Grade-I	1810-3230	3310-6840	6350-13000	9285-21550	18030-43630	Nursing Superintendent Gr-II (Rs.16150-42590)	A.D. (Nursing) (Rs.20680-46960)
Principal Nursing Tutor	1810-3230	3310-6840	6350-13000	9285-21550	20680-46960	Nursing Tutor Gr-I (Rs.18030-43630)	--

This post is filled by promotion from the category of Nursing Superintendent Grade-II. The qualifications prescribed for Nursing Superintendent Grade-II are also applicable to this category.

The Commission notices that this category was having parity with Principal Nursing Tutor upto 2005 revision, the same was disturbed in 2010 revision.

Considering the duties and responsibilities, the Commission assigns a pay scale of Rs. 40270-93780 corresponding to Rs.20680-46960 to this category, thus improved by 2 stages.

The other requests (Allowances) are dealt with in the relevant Chapters of Volume-I of the report.

41. Assistant Director (Nursing) : Rs.20680-46960
No. of Posts :

No representation has been received.

This category is filled by promotion of Nursing Superintendent Grade-I and also filled by promotion of Principal Nursing Tutor.

Keeping in view of the increase in the scale of pay of feeder category posts, the Commission assigns to this category a pay scale of Rs.42490-96110 corresponding to Rs.21820-48160, thus improved by one stage.

42. Deputy Director (Nursing) : Rs.21820-48160
No. of Posts :

No representation has been received.

This category is filled by promotion of Principal/ Nursing Superintendent Grade-I and in case no suitable candidate is available can also be filled by promotion from the category of Assistant Director (Nursing).

Keeping in view of qualifications, duties and being the highest level of post, the Commission assigns to this category a pay scale of Rs.46060-98440 corresponding to Rs.23650-49360, thus improved by one stage.

43. Dietician : **Rs.16150-42590**
 No. of posts :

It is represented that the pay scales of the Dieticians were running higher than Civil Assistant Surgeons up to 1969 and the pay scales of Dieticians/ Chief Dieticians were running together with Civil Assistant Surgeons/ Civil Surgeons respectively up to 1986. The pay scales of Dieticians/ Chief Dieticians were similar with Bio-Chemist and Chief Bio-Chemist in 2005 pay scales and 2010 revisions. The category of Non-Medical Assistant (Gazetted) with basic qualification of B.Sc., was assigned a higher pay scale of Rs.18030-43630 in 2010 revision and similarly Para-Medical Gazetted categories like Immunologist, Clinical Psychologist, Physical Director and Nursing Superintendent Grade-I, who were drawing the same scale of Rs.9285-21550 along with Dietician in 2005 revision, were also assigned a higher pay scale of Rs.18030-43630. Similarly the category of Physical Director (Gazetted) who were in the lower pay scale of Rs.8385-19125 in 2005 revision when compare to this category, their pay scale was also enhanced to Rs.20680-49690. It is also represented that most of the Dieticians who have completed more than 24 years of service are not able to get promotion as Chief Dietician and retired without getting promotion.

It is requested for assigning a higher pay scale of Rs.20860-46960 to the category of Dieticians on par with Physical Director/Librarian and Rs.18030-43630 on par with Non-Medical Assistant (Gazetted) and other Para-Medical Gazetted categories in Medical Education Department.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Dietician	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	Head Nurses (Rs.14860-39540)	Chief Dietician (Rs.25600-50560)
Physical Director (Jr.Colleges)	1280-2440	3110-6380	5980-12100	9285-21550	18030-43630	Physical Director (Non-Gazetted) (Rs.13660-38570)	---
Librarian (Junior Colleges)	1100-2050	2600-5580	5980-12100	9285-21550	18030-43630	Asst. Librarian Gr-I (Rs.14860-39540)	---
Non-Medical Assistant (Gazetted)	---	3310-6840	6350-13000	9285-21550	18030-43630	Non-Medical Assistant (Non-Gazetted) (Rs.12910-36700)/ Junior Analyst (Rs.12910-36700)	----

As per service rules issued in G.O.Ms.No.154, HM&FW Department, dt:4-5-2002 read with G.O.Ms.No.232, HM&FW Deptt., dt:15-10-2009, this category is filled in appointment by transfer of qualified Head Nurses from A.P Nursing Sub-ordinate Service. If no qualified person is available for appointment by above method, by direct recruitment. Regarding direct recruitment the

qualification is one must possess B.Sc., and one-year course of Diploma in applied Nutrition and Dietetics.

Considering the qualifications, duties and responsibilities, the Commission recommends the pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 to this category, thus improved by one stage.

44. Chief Dietician : Rs.25600-50560
No. of posts :

It is stated that keeping in view of the duties and responsibilities, request is for higher scale of pay or Rs.31550-53060 on par with Civil Surgeon (RMO) and Joint Director Medical in Medical Education.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion Category
	(Rs.)						
Chief Dietician	2690-4440	5040-8700	9600-16525	14600-29250	25600-50560	Dietician (Rs.16150-42590)	-----
Civil Surgeon (RMO)	2780-4680	5390-8980	10250-17050 11650-18625 (High Power Committee)	18025-30765	31550-53060	Dy. Civil Surgeon (Rs.25600-50560)	Special Grade Civil Surgeon (does not come under the purview of PRC)
Joint Director, (Medical) Medical Education Dept.	---	---	---	18025-30765	31550-53060	Dy. Civil Surgeon (Rs.25600-50560)	Addl. Director (does not come under the purview of PRC)

The post of Chief Dietician is filled by promotion from the category of Dietician with five years of service. The qualifications prescribed for the post is B.Sc., or B.Sc., (Nursing) and Diploma in Applied Nutrition and Dietetics or pass in Dietician Examination of a recognized Institution (G.O.Ms.No.448, HM&FW Dept., dated:25.8.1993).

Comparison with Civil Surgeon is not valid. The Commission considered that the existing pay scale of this category is adequate and assigns a pay scale of Rs.49870-100770 corresponding to the pay scale of Rs.25600-50560 to it.

45. Bio-Chemist : Rs.16150-42590
No. of Posts :

It is stated that this category is filled by transfer from the category of Non-Medical Assistant (Non-Gazetted) and also by direct recruitment and one must possess M.Sc., Degree in Biochemistry. The category Non-Medical

Assistant (Non-Gazetted) will also be promoted as Non-Medical Assistant (Gazetted). The qualified Bio-chemist works independently under the administrative control of Professors and Head of the Departments and also assisting Senior Analyst/ Junior Analyst and Lab Technician. In teaching hospital, Non-Medical Assistant (Gazetted) works under the supervision of Bio-chemist/Chief Bio-Chemist in the Bio-Chemistry Laboratory.

The categories of Bio-chemist/ Chief Bio-Chemist are classified under class-II/III in medical services on par with Civil Assistant Surgeon/Civil Surgeons. They were allowed pay scales on par with above categories upto 1986 revision and in subsequent revisions, they were allowed lower pay scales.

It is also represented that the post of Bio-chemist working in AYUSH and IPM were allowed pay scale of Rs.18030-43630 and Rs.21820-48160 respectively in 2010 revision. It is requested for uniform pay scale of Rs.21820-48160 on par with Bio-Chemist of IPM and also a pay scale of Rs.18030-43630 on par with Bio-Chemist (AYUSH).

The following are the pay scales assigned in successive PRCs:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion Category
	(Rs.)						
Bio-chemist	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	Non-Medical Assistant (Non-Gazetted) (Rs.12910-36700)/ Junior Analyst(Rs.12910-36700)/Lab Technician Rs.12550-35800)	Chief Bio-chemist (Rs.25600-50560)
Bio-Chemist (AYUSH) (Pathologist-cum-Biochemist)	1810-3230/1980-3500 (A/RGC 1989)	3640-7580	6950-14425	10285-24200	18030-43630	---	---
Deputy Director (Bio-Chemist (IPM))	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160	Senior Analyst (Rs.18030-43630)	---

According to service rules, the post of Bio-Chemist is filled by direct recruitment and by appointment by transfer of qualified Non-Medical Assistant (Non-Gazetted) / Junior Analyst/Lab Technician from a common seniority list. By direct recruitment one must possess a M.Sc., Degree in Bio-Chemistry.

Keeping in view of the qualifications, duties and responsibilities, having meagre promotional avenues, the Commission assigns a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 to this category, thus improved by one stage.

46. Chief Bio-Chemist : Rs.25600-50560

No. of Posts :

It is stated that the qualified Bio-chemist works independently under the administrative control of Professors and Head of the Departments and also assisting Senior Analyst/ Junior Analyst and Lab Technician. In teaching hospital, Non-Medical Assistant (Gazetted) works under the supervision of Bio-chemist/Chief Bio-Chemist in the Bio-Chemistry Laboratory. It is requested for improve of pay scale to this category on par with Civil Surgeon.

The following are the pay scales assigned in the successive PRCs:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Chief Bio-chemist	2690-4430	5040-8700	9600-16525	14600-29250	25600-50560	Bio-Chemist (Rs.16150-42590)	--
Civil Surgeon	2690-4440/ 2780-4680 (A&RGC 1989)	5390-8980	10250-17050/ 11650-18625 (Task Force Committee)	18025-30765	31550-53060	Deputy Civil Surgeon (Rs.25600-50560)	Special Grade Civil Surgeon ((Does not come under purview of PRC)

According to service rules, the post of Chief Bio-Chemist is filled by promotion from the category of Bio-Chemist.

Comparison with Civil Surgeon is not valid. The Commission notices that the existing pay scale to this category is adequate and assigns a pay scale of Rs.49870-100770 to this category corresponding to Rs.25600-50560.

47. Perfusionist : Rs.16150-42590

No. of Posts :

No representations have been made.

According to service rules, appointment to this category is made by transfer of Head Nurse, if no qualified person is available by the above method, then by direct recruitment. The qualifications are Degree in Science with Chemistry and 5 years experience in Cardio Thoracic Department. Out of which at least 4 years experience in open Heart Surgery Unit, training in the method of extra corporal circulation for 3 months, acquaintance with Heart / Lung Machine etc. For direct recruitment, the minimum qualification is B.Sc., with certificate in Medical Laboratory Technology or B.Sc., (Medical Technology) or M.Sc., (Physiology) and the training / qualification / experience mentioned in respect of appointment by transfer.

Commission notices that the pay scale of feeder category i.e., Head Nurse is enhanced. Therefore, the Commission assigns to this category a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

48. Immunologist	:	Rs.18030-43630
No. of Posts	:	
49. Child Psychologist	:	Rs.18030-43630
No. of Posts	:	

No representation has been received.

As per Service Rules issued in G.O.Ms.No.154, Health Medical and Family Welfare (A2) Department, dated:4-5-2002, appointment to these posts are made by direct recruitment. The qualifications prescribed for Lecturer in Clinical Psychology including the post of Clinical Psychologist are M.A (Psychology) and P.G. diploma in Medical and Social Psychology. As per G.O.Ms.No.34, Health Medical and Family Welfare (M2) Department, dated:31-1-2009, the qualifications of M.Phil., in Mental Health & Social Psychology were added. Regarding the category of Immunologist, it is filled by direct recruitment, one must possess 1st Class M.Sc., in Genetics/ Zoology/Biology/ Bio- Chemistry.

The 2010 PRC assigned the pay scale of Rs.18030-43630 on par with Clinical Psychologist in SVMC, Tirupati for the above categories, thus improved by one stage. The Commission notices that the existing pay scale of these categories is adequate and therefore, assigns to these categories a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630.

50. Speech Pathologist	:	Rs.18030-43630
No. of posts	:	

No representation has been received.

As per service Rules, this category is filled by direct recruitment. One must possess a M.Sc., Degree in Speech Pathology. This category was in the pay scale of Rs.6950-14425 in 1999 revision and did not represent to 2005 and 2010 revisions, however corresponding scales of Rs.10285-24200 and Rs.18030-43630 were assigned.

The Commission notices that the existing pay scale of this category is adequate and assigns a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630.

51. Special Educator	:	Rs.16150-42590
No. of Posts	:	

It is stated that the Special Educator post only exists in Nilopher Hospital, Hyderabad and only one post in the entire State. The nature of duties of the post is assessing, programming and counseling children with mental retardation. The cases of slow learners specific learning disabilities, Dyslexia emotionally disturbed and the other cases with scholastic problems referred to the child guidance clinic and helping these children is a highly skilled work needs through knowledge of psychologist education and special education.

The post of Special Educator, Child Psychologist and Clinical Psychologist was drawing the same scale of pay i.e., Rs.9285-21550 up to 2005 revision. In 2010 revision, the post of Child Psychologist and Clinical Psychologist were allowed pay scale of Rs.18030-43630 (one stage improvement), whereas this post was given pay scale of Rs.16150-42590 (corresponding scale). It is requested for a higher pay scale of Rs.18030-43630 on par with Child Psychologist and Clinical Psychologist.

Statement showing pay scales assigned in subsequent revisions:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Special Educator	1810-3230	3310-3840	6350-13000	9285-21550	16150-42590	-----	-----
Child Psychologist and Clinical Psychologist.	1810-3230	3310-3840	6350-13000	9285-21550	18030-43630	-----	Professor of Clinical Psychology (Rs.18030-43630)

This post is filled by direct recruitment with M.A., (Psychology), B.Ed., and Senior Diploma in Special Education. This category was having parity with Child Psychologist and Clinical Psychologist in the earlier revisions, the same was disturbed in 2010 revision. This category was assigned a corresponding scale of Rs.16150-42590, whereas Child Psychologist and Clinical Psychologist were assigned a higher pay scale of Rs.18030-43630(benefitted by one stage).

Keeping in view of duties and responsibilities of the above category, the Commission assigns to it a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630 to this category, thus improved by one stage.

52. Nursing Tutor Grade-II : Rs.14860-39540

No. of posts :

It is stated that this category is having a qualification of B.Sc., (Nursing) which is of four years duration and has to teach the 10+2+1 standard classes, whereas Junior Lecturers have to teach the students of intermediate standard only. Further Gazetted Head Master Grade-II is teaching the students of 10th class only. However this category was assigned a lower pay scale of Rs.14860-39540 though being teaching category, whereas Gazetted Head Master Grade-II and Junior Lecturers were assigned a higher pay scale of Rs.18030-43630.

It is requested for assigning higher pay scale of Rs.18030-43630 on par with Junior Lecturers/Gazetted Head Master Grade-II and the pay scale of Nursing Tutor Grade-I should be Rs.20680-46960. Another request is for change of Nomenclature as Nursing Lecturers being teaching categories and also requested for conferring Gazetted Status.

The following are the progression of pay scales of this category and comparable post:-

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Nursing Tutor Grade II	1280-2440	2525-5390	4850-10250	7770-18575	14860-39540	Head Nurse (Rs.14860-39540)/ Staff Nurse (Rs.12910-36700)	Nursing Tutor Grade I (Rs.18030-43630)
Junior Lecturer in Government Junior Colleges	1550-3050	3110-6380	5980-12100	9285-21550	18030-43630	School Assistant (Rs.14860-39540)	Principal of Jr. Colleges (Rs.21820-48160)

As per service rules, this post is filled by direct recruitment, one must possess B.Sc., (Nursing) and also by promotion from the category of Head Nurse. If no qualified Head Nurses are available, by promotion from the category of Staff Nurse.

Considering the nature of the duties and responsibilities attached to this category, the Commission assigns to it a pay scale of Rs.29760-80930 corresponding to Rs.15280-40510, thus improved by one stage.

The request for change of nomenclature and conferred Gazetted Status does not come under the purview of the Commission.

The other requests are dealt with in the relevant chapters of Volume-I of the report.

53. Nursing Tutor Grade-I : Rs. 18030-43630
No. of posts :

No representation has been received.

The category of Nursing Tutor Grade-I is filled by promotion by transfer of Nursing Tutor Grade-II.

The following are the pay scales assigned to this category in earlier revisions:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	Rs.						
Nursing Tutor Grade-I	1380-2750	2930-5960	5640-11300	8385-19125	18030-43630	Nursing Tutor Grade-II (Rs.14860-39540)	Principal Nursing Tutor (Rs.20680-46960)

In 1993 revision the pay scale of Nursing Tutor Grade-I was improved by one stage and assigned Rs.2930-5960. In 1999 and in 2005 revisions, this

category was assigned corresponding pay scales. The PRC 2010 assigned a pay scale of Rs.18030-43630, thus improved by 3 stages.

The Commission notices that the existing pay scale of this category is adequate. Considering the duties, responsibilities and qualifications, the Commission recommends to it a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630.

54. Principal Nursing Tutor : Rs.20680-46960
No. of posts :

No representation has been received.

The post of Principal Nursing Tutor is filled by promotion from Nursing Tutor Grade-I. This category forms feeder category to the post of Assistant Director (Nursing) along with Nursing Superintendent Grade-I.

The following are the pay scales assigned to these categories in earlier revisions:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion category
	(Rs.)						
Principal Nursing Tutor	1810-3230	3310-6840	6350-13000	9285-21550	20680-46960	Nursing Tutor Grade-I (Rs.18030-43630)	Asst. Director (Nursing) (Rs.20680-46960)

The Commission notices that the existing pay scale of this category is adequate. Considering the duties, responsibilities and qualifications, the Commission recommends to it a pay scale of Rs.40270-93780 corresponding to Rs.20680-46960.

55. Civil Assistant Surgeon : Rs.20680-46960
No. of posts :

56. Deputy Civil Surgeon : Rs.25600-50560
No. of posts :

57. Civil Surgeon : Rs.31550-53060
No. of posts :

58. Civil Surgeon Special Grade: Does not come under the purview of PRC

No. of posts :
59. Additional Director : Does not come under the purview of PRC

No. of posts :
60. Director : Does not come under the purview of PRC

No. of posts :

It is stated that the cream of student community opts for medical profession after a tough entrance examination. The duration of studies is 4 ½

years with University examination every year. Thereafter they have to undergo compulsory exposure as House Surgeons for one year. Subsequently, the duration of the post graduation courses and the super specialty courses is 6 years after MBBS. The Medical Graduates have to revalidate their certificate every five years and have to necessarily update their knowledge and keep themselves abreast of recent developments in their respective fields. Recognizing this fact, the Task Force Committee has recommended Academic Allowances. The medical profession demands high skills, accuracy, proficiency and above all abundant care. The request is to assign pay scales of the Doctors working in Central Health Services for Doctors in the Non-teaching side (Directorate of Health, APVVP) and ESI Doctors and also requested to recommend the assured career progression (Time Bound Promotions) on the line of Central Health Services.

The pay scales of the above categories in the successive revisions are indicated below:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Civil Assistant Surgeon	1810-3230 / 1980-3500 (A&RGC) 1989	3640-7580	6950-14425 / 7900-15475 (HPC)	11755-26300	20680-46960	--	Deputy Civil Surgeon (Rs.25600-50560)
Deputy Civil Surgeon	2150-3690/2240-3860 (A&RGC) 1989	4400-8700	8400-16525/9600-16525 (HPC)	14600-29250	25600-50560	Civil Assistant Surgeon (Rs.20680-46960)	Civil Surgeon (Rs.31550-53060)
Civil Surgeon	2690-4440/2780-4680 (A&RGC)	5390-8980	10250-17050/11650-18625 (HPC)	18025-30765	31550-53060	Dy.Civil Surgeon (Rs.25600-50560)	Special Grade Civil Surgeon (does not come under the purview of PRC)
Civil Surgeon Special Grade	2880-4930	5770-9260	10950-17575/12550-18625 (HPC)	19675-30765	Does not come under the purview of PRC	Civil Surgeon (Rs.31550-53060)	--
Additional Director	3090-5140	6150-9820	11650-18625/13450-19150 (HPC)	23500-30765	Does not come under the purview of PRC	Spl. Grade Professor (Clinical)/ Non-Clinical Professor (Clinical) /Non-Clinical)	Director
Director	3580-5380	7580-10100	14425-19150/15475-19675 (HPC)	25600-30765	Does not come under the purview of PRC	Add. Director Principal, Medical College Superintendent	--

The post of Civil Assistant Surgeon is filled by direct recruitment and by transfer from A.P. Medical Health Services. The qualifications prescribed for direct recruitment are M.B.B.S., Degree. The post of Deputy Civil Surgeon is filled by promotion from Civil Assistant Surgeon not less than 4 years of service as Civil Assistant Surgeon. The post of Civil Surgeon is filled by promotion

from Deputy Civil Surgeon. The post of Special Grade Civil Surgeon is filled by promotion from Civil Surgeon. The post of Additional Director is filled by promotion from Spl. Grade Civil Surgeon. The post of Director is filled by promotion from the category of Additional Director.

The request to extend to these categories of doctors CGHS scales and all other allowances including pension benefits on par with Central Government Health Services is outside the purview of this Commission.

The Commission is of the view that the existing scale of pay of these categories is adequate and accordingly assigns the following pay scales:

Civil Assistant Surgeon	:Rs.40270-93780 (corresponding to Rs.20680-46960)
Deputy Civil Surgeon	:Rs.49870-100770 (corresponding to Rs.25600-50560)
Civil Surgeon	:Rs.61450-105810 (corresponding to Rs.31550-53060)
Civil Surgeon Special Grade	:Does not come under the purview of PRC
Additional Director	:Does not come under the purview of PRC
Director	:Does not come under the purview of PRC

The other requests are dealt with in the relevant chapters of Volume-I of the report.

21 (e) DRUGS CONTROL ADMINISTRATION DEPARTMENT

The Drugs Control Administration Department used to function under the Directorate of Medical Services. Subsequently it was separated and formed as a separate Directorate in October 1991. The Department implements:-

- 1) The Drugs and Cosmetics Act, 1940 and rules made there under.
- 2) Drugs (Price Control order), 1995 of Government of India.
- 3) The Drugs and Magic Remedies (Objectionable Advertisement) Act 1954 rules made there under
and
- 4) The Andhra Pradesh Narcotic Drugs and Psychotropic Substances Rules, 1986 (License Heart).

There are two wings namely laboratory wing and enforcement wing. There are two Drug control laboratories one at Hyderabad and the other at Vijayawada to undertake chemical analysis. This department is headed by Director General Drugs and Copy Rights and he is assisted by Joint Directors, Senior Scientific Officers and Drugs Inspector etc.,

1. Superintendent : Rs.14860-39540
No. of posts : 10

It is represented that the nature of duties of this category in the department involve implementation of various Acts and Rules governing the manufacture of Drugs & Cosmetics in addition to other related ministerial work. It is stated that there are ten posts of Superintendents and two posts of Assistant Directors in the Department and this is feeder category for the post of Assistant Director (Non-Technical). Most of them have put in 30-35 years of service without getting the Gazetted status. Keeping in view of the arduous duties and responsibilities, the enhanced turn over, having the statutory work and statutory functions, request is for conferring Gazetted Status.

The request does not come under the purview of the Pay Revision Commission.

2. Junior Analyst : Rs.13660-38570
No. of posts : :

It is represented that the posts of Junior Analyst is a feeder category and next promotion category is Junior Scientific Officer and Senior Scientific Officer etc. This category can draw the annual grade increments and differences between these categories are as below:

S. No.	Promotional channel	No. of Annual Grade Increments required to achieve the Pay Scale of subsequent Higher Designation
1	From Junior Analyst to Junior Scientific Officer	About 10 increments
2	From Junior Scientific Officer to Senior Scientific Officer	About 07 increments
3	Senior Scientific Officer to Joint Director (Labs)	About 06 increments

In view of the above identified disparity in the pay structure, request is for the pay scale of Rs.15280-40510 to this category.

According to service rules issued in G.O.Ms.No.411, HM&FW Department (L-II), dt.11-8-1994, appointment to the category of Junior Analyst is made by direct recruitment and by promotion from Lab Technician. The qualifications for both the methods of appointment are a Bachelors Degree in Pharmacy or M.Sc., or its equivalent qualification in Chemistry, Bio-Chemistry, Micro Biology or B.Sc., with Chemistry as one of the subjects or its equivalent examination with AIC (Associate Diploma of the Institute of Chemistry) in Chemistry by passing the said examination with Analysis and Drugs and Pharmaceuticals.

In 2010 revision, this category represented seeking parity with Assistant Chemist of Ground Water/Mines & Geology, the PRC ruled out the comparison and assigned a revised pay scale of Rs.13660-38570, thus benefited by two stages.

Keeping in view of the duties and responsibilities which are technical and risky in nature, the Commission assigns to this category a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by one stage.

3. Drug Inspector : Rs.16150-42590
No. of posts :

It is stated that this category is having duties of inspection of Allopathic medical shops, blood banks and pharma manufacturing unit having jurisdiction of entire District, seeking higher pay scales of Rs.18030-43630 or Rs.19050-45850 on par with Drugs Inspector of Ayush and Inspector of Factories and Boilers.

As per Service Rules issued in G.O.Ms.No.339, HM&FW (L1) Department, dated.28-8-1996, for appointment to this post is made both by direct recruitment and by transfer of Junior Analyst in A.P. Drugs Control Administration Subordinate Services. The qualifications prescribed are a degree in Pharmacy or Pharmaceutical Science or Medicine with specialization of Clinical Pharmacology or Micro Biology.

Comparison with the categories of Drugs Inspector of Ayush, Inspector of Factories/Inspector of Boilers is not appropriate, as the duties and responsibilities, qualifications are entirely different. The Commission notices that the existing pay scale of this category is adequate and assigns to it the pay scale of Rs.31460-84970, corresponding to Rs.16150-42590.

4. Assistant Director (Technical) : Rs.18030-43630
No. of posts :

It is represented to seek parity with Asst. Director of Agriculture/Horticulture/Mines & Geology Department and to assign a pay scale of

Rs.19050-45850, as this category is Licensing Authority and have jurisdiction of entire State and also requested for proposed pay scale of Rs.44270-106920.

As per service rules issued in G.O.Ms.No.339, HM&FW (L1) Department, dated.28-8-1996, appointment to the post of Assistant Director is made by promotion from the category of Drugs Inspector.

Keeping in view of duties and responsibilities as licensing authority and having jurisdiction of entire State / Region, the Commission assigns to this category a pay scale of Rs.37100-91450 corresponding to Rs.19050-45850, thus benefitted by one stage.

5. Deputy Director : Rs.21820-48160
No. of Posts :

It is represented to seeking parity with Deputy Director of Agriculture/Horticulture/Ground Water Department and to assign a pay scale of Rs.23650-46960 being supervisory category and having jurisdiction of entire State and also requested for proposed pay scale of Rs.50720-112320.

According to Service Rules, the appointment to this post is by promotion from the category of Assistant Director.

Keeping in view of duties and responsibilities of supervisory nature and have jurisdiction of entire State, the Commission assigns to this category a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus benefitted by one stage.

6. Joint Director : Rs.25600-50560
No. of posts :

It is represented seeking parity with Joint Director of Agriculture / Horticulture / Sericulture / Joint Food Controller of IPM and to assign a pay scale of Rs.27000-51760, as this category is Licensing and Controlling Authority, supervisory and having jurisdiction of entire State and also requested for proposed pay scale of Rs.59630-117920.

As per Service Rules, this category is filled by promotion from the category of Deputy Director.

Keeping in view of duties of Licensing & Controlling Authority & supervisory in nature and also having jurisdiction of entire State, the Commission assigns to this category a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760, thus benefitted by one stage.

7. Director : Rs.34050-54360
No. of posts :

It is represented to seeking parity with Director of Boilers Department and to assign a pay scale of Rs.41550-55660 being Licensing & Controlling

Authority and also supervisory and requested for proposed pay scale of Rs. 68560-123520.

According to Service Rules issued in G.O.Ms.No.339, HM&FW (L-I) Department, dt.28-8-1996, appointment to the post of Director is made by promotion of Joint Director (Enforcement)/ Joint Director (Laboratory). The qualifications prescribed are Degree in Pharmacy or Pharmaceutical Chemistry or Medicine with specialization in Clinical Pharmacology or Microbiology, experience in manufacturing or testing of drugs or enforcement of the provisions of the Act of not less than 5 years. The requirement of academic qualifications shall not apply to those Inspectors and Government Analysts who were holding those posts as on 12-4-1989.

Keeping in view of duties and responsibilities entrusted, being Licensing & Controlling Authority for entire State, the Commission notices that the existing pay scale of this category is adequate and assigns a pay scale of Rs.66330-108330, corresponding to Rs.34050-54360.

**21 (f) INSTITUTE OF PREVENTIVE MEDICINE, PUBLIC HEALTH LABS AND
FOOD (HEALTH) ADMINISTRATION DEPARTMENT**

The Directorate of Institute of Preventive Medicine, Public Health Laboratories and Food (Health) Administration handles matters of concern to public health. The main functions and services of the Directorate are offer diagnostic services in biochemistry, microbiology and pathology, provide analytical services relating to food analysis, water analysis and drug testing, prevention of food adulteration in the State by implementing the prevention of Food Adulteration (PFA) Act of 1954, monitor water quality in fluoride affected areas, set up anti-rabies clinics and conduct training programmes for staff of blood banks in transfusion medicine.

- 1. Technical Assistant** : **Rs.9460-27700**
2. Sample Custodian : **Rs.11860-34050 (P)**
Rs.10900-31550 (FE)
- No. of Posts : 4

It is represented that there are 3 posts of Technical Assistants in the State Food Laboratory and also only one Sample Custodian post in Laboratory for entire State. However, these posts are merged with Lab Technician Grade-II in the One Man Commission, though they are drawing pay scale of Rs.9460-27700. It was requested to identify separately, due to their nature of work in State Food Laboratory. In view of this, request is for a higher pay scale of Rs.10900-31550 on par with Lab Technician Grade-II.

The following is the progression of pay scales were assigned to this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Technical Assistant	1010-1800	1975-4010	3750-7650 (EIP)/ 3550-7150(FE)	5470-12385	9460-27700	Lab. Attendant (Rs.7740-23040)/ Rs.7520-22430/ Rs.6700-20110)	Sr. Technical Assistant (Rs.10900-31550)
Sample Custodian	1150-2110	2195-4560	4190-8700 (EIP)/ 3550-7150(FE)	6195-14175 (EIP)/ 5470-12385 (FE)	11860-34050 (P)/10900-31550 (FE)	Lab. Attendant (Rs.7740-23040)/ Rs.7520-22430/ Rs. 6700-20110)	Sr. Technical Assistant (Rs.10900-31550)
Lab Technician Gr.II	1010-1800	1875-3750	3750-7650	5470-12385	10900-31550	Lab. Attendant (Rs.7740-23040)	Lab Technician Gr-I (Rs.12550-35800)

According to service rules, the post of Sample Custodian is filled in by direct recruitment and must possess a B.Sc., degree with Chemistry as one of

the subjects and must possess a Certified Laboratory Technician and by promotion of Laboratory Attendant.

The post of Technical Assistant is filled by direct recruitment and by promotion from the category of Lab Attendant. The qualifications for direct recruitment are B.Sc., in Chemistry with Lab Technician Certificate. This is on par with Lab Technician Grade-II.

The Commission notices that the categories of Lab Technician Grade-II, Chemist (Cholera), Technical Assistant, Sample Custodian and Pharmacist Grade-I come under category-IV of A.P. Institute of Preventive Medicine, PH Labs and Food (Health) Administration Sub-ordinate Service Rules, all of them are promotion posts to the post of Lab Attendant and form feeder categories to the post of Senior Technical Assistant including Chemical Assistant.

The Pay Revision Commission assigns a pay scale of Rs.21230-63010 corresponding to Rs.10900-31550 for the categories of Lab Technician Grade-II, Technical Assistant and Sample Custodian as all the above categories come under category-IV of A.P. Institute of Preventive Medicine, PH Labs and Food (Health) Administration Sub-ordinate Service Rules.

Regarding Sample Custodian to those who are drawing a pay scale of Rs.11860-34050, pay scale of Rs.23100-67990 corresponding to Rs.11860-34050 is assigned to them as personal to the existing incumbent.

3. Senior Technical Assistant : Rs.10900-31550
No. of posts :

It is stated that this category is a solitary post in the State Food Labs, Nacharam and promotion post to Technical Assistant. The duties of this category are compiling of adulterated/genuine food sample reports in laboratory, preparation of monthly statistics of all samples received under Food Safety & Standards Act 2006 and to submit to Chief Public Analyst. Further, this category was to supervise the work of Technical Assistant. This category was having parity with Lab Technicians Grade-I. In view of the above position, request for a pay scale of Rs.12550-35800 on par with Lab Technician Grade-I.

Following is the progression of pay scales of this post and comparable post.

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Senior Technical Assistant	1050-1945	2195-4560	4190-8700 [EIP]/ 3950-8150 [FE]	6195-14175 [EIP]/ 5750-13030 [FE]	10900-31550	Technical Assistant (Rs.9460-27700)	Lab Technician Grade-I (Rs.12550-35800)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Lab Technician Grade – I.	1150-2110	2195-4560	4430-9300	6505-15025	12550-35800	Sr. Technical Assistant (Rs.10900-31550)/ Lab Technician Gr-II (Rs.10900-31550)	Junior Analyst (Rs.13660-38570)

As per service rules, this category comes under category III of A.P. Institute of Preventive Medicine, PH Labs and Food (Health) Administration Sub-ordinate Service Rules. This category including Chemical Assistant is filled by Lab Technician Grade-II including Chemist (Cholera), Technical Assistant and Sample Custodian and this category forms feeder category to the post of Lab Technician Grade-I (Rs.12550-35800).

The Commission notices that this department has a peculiar setup of having Senior Technical Assistant in between Lab Technician Grade-I and Lab Technician Grade-II including Chemist (Cholera), Technical Assistant and Sample Custodian. It may perhaps desirable to club the categories of Lab Technician Grade-I and Senior Technical Assistant and to bring as category II of the above rules, the amendments in this regard, may have to be taken up by the HM&FW Department duly consulting GAD (Services) Dept.

In view of the above position, the Commission assigns a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050 to the category of Senior Technical Assistant, thus improved by two stages. Keeping in view of the position stated at pre para, the pay scale of Lab Technician Grade-I is enhanced to Rs.25140-73270 corresponding to Rs.12910-36700, thus improved by one stage.

4. Junior Analyst : Rs.13660-38570
No. of Posts :

It is represented that this category is key in the Directorate and plays an important role in the analysis of samples of food lifted by the Food Safety Officers (Earlier Food Inspectors) potable drinking water from all sources and blood sample analysis for all the diagnostic detections such as HIV, H1N1 (Swine flu) and routine diagnostics.

It is stated that the qualification of M.Sc., degree in Chemistry or Bio-Chemistry or Microbiology or Food Technology, Food & Drugs etc., is prescribed for method of direct recruitment for this category. The categories of Scientific Assistants of A.P. Forensic Laboratory (earlier Junior Analysts designated) Assistant Chemist of Ground Water Dept., Assistant Chemists of Mines & Geology Department etc., who are having the same qualifications of M.Sc., with similar nature of duties and are allowed a higher pay scale of Rs.16150-42590. Hence request is for a pay scale of Rs.16150-42590. Another request is for Risk Allowance of Rs.200/- p.m., is dealt with in the relevant chapter in volume-I.

The following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Junior Analyst, IPM	1280-2440	2375-5040	4550-9600	7200-16925	13660-38570	Laboratory Technician Grade – I (Rs.12550-35800)	Senior Analyst (Rs.18030-43630)
Scientific Assistant (Chemical) in A.P. Forensic Labs	1380-2750	2750-5960	5640-11300	8385-19125	14860-39540	Lab Asst (Chemical) (Rs.12550-35800)	Scientific Officer (Chemical) (Toxicology, Chemical, General and explosives) (Rs.16150-42590)
Assistant Chemist, Ground Water Dept.	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Laboratory Asst. (Rs.11530-33200)	Asst. Director (Water Analysis) (Rs.18030-43630)
Asst. Chemist, Mines & Geology Dept.	1550-3050	3110-6380	5980-12100	9285-21550	16150-42590	Lab Asst. (Rs.11860-34050)	Chemist (M&G) (Rs.18030-43630)

This post filled by promotion from the category of Laboratory Technician Grade-I. If no qualified candidate is available in the category of Laboratory Technician Grade-I, this is to be filled by promotion of Senior Technical Assistant including Chemical Assistant. If no qualified candidates are available in the earlier two categories, this is to be filled by promotion from the category of Laboratory Technician Grade-II including Chemist (Cholera), Technical Assistant and Sample Custodian. The qualification prescribed for promotion is B.Sc., degree with Chemistry as one of the subjects and a Laboratory Technician's Certificate or its equivalent. There is also provision for direct recruitment. The qualification prescribed for direct recruitment is M.Sc., degree in Chemistry or Bio-Chemistry or Micro-Biology or Food Technology/Life Sciences (Botany, Zoology and Allied Sciences), Food and Drugs, Public Health.

Keeping in view the qualifications, duties and responsibilities the Commission assigns the pay scale of Rs.28940-78910 to this category corresponding to Rs.14860-39540, thus improved by one stage.

**5. Food Inspector (Non- Gazetted)
(Now re-designated**

as Food Safety Officer (NG) : Rs.13660-38570

No. of Posts :

It is represented that this category plays a vital role in the field in curbing the menace of adulteration in food stuffs exposed for sale. The duties, powers, responsibilities and jurisdiction of the Food Inspectors are abundant and extensive in nature, but they were given a meagre scale of pay. The Food

Inspectors were re-designated as "Food Safety Officers" in the FSS Act, 2006 with the job jurisdiction over the local area of entire State of Andhra Pradesh.

Apart from the multiple powers and duties under FSS Act, 2006 and rules and regulations, the Food Safety Officer is also Registering Authority under Food Safety and Standard (Licensing and Registration of Food Business) Registrations, 2011 and become financially accountable to the Government.

In view of the above, request is to assign a higher pay scale of Rs.15280-40510 and also for conferring Gazetted status. Following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Food Inspector (Non-Gazetted)	1150-2110	2195-4560	4190-8700/ 4550-9600 (A.C. 2004)	7200-16925	13660-38570	Junior Analyst (Rs.13660-38570)	Food Inspector (Gazetted) (Rs.16150-42590)

As per service rules the qualification prescribed for the post for direct recruitment is Master's Degree in Sciences with Chemistry, Public Health Food Technology Life Science (Botany, Zoology and allied Sciences) Food & Drugs, Public Health. By transfer must possess a Bachelor's Degree in Science with Chemistry and must have undergone (3) months satisfactory training in Food Inspection and Sampling Work under Food (Health) Authority.

The Commission notices that this category is not having parity with Drug Inspectors, Veterinary Assistant Surgeon, Asst. Director (Agrl.) and Sericulture Officer. However, keeping in view of the duties, responsibilities and qualifications prescribed for the post, the Commission recommends a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by one stage.

The request for confirming Gazetted status, does not come under purview of the Pay Revision Commission.

6. Gazetted Food Inspector : Rs.16150-42590
(Designated Officer)
 No. of Posts : 22

It is stated that they are discharging their duties as District Local (Health) Authorities and the Food Inspectors (Non-Gazetted) will work under their control and are also drawing and disbursing officers to their respective district offices and responsible for the day to day health administration of the entire revenue district. In view of the above, it is requested for a pay scale of Rs.19050-45850, keeping in view of duties and responsibilities.

According to services rules, this post is filled in by appointment by transfer of Food Inspector (Non-Gazetted), one must have possessed B.Sc., Degree with Chemistry as one of the subjects or a Degree in Public Health or

Food Technology and three months satisfactory training in Food Inspector and sampling work. ii) Must have passed Account Test for Executive Officers or Account Test for Subordinate Officers, Parts I&II, Provided that a person who is appointed as Food Inspector (Non-Gazetted) on or before 31.3.1985 shall be appointed to the post of Gazetted Food Inspector provided such persons with the above qualifications are not available.

Keeping in view of the duties and responsibilities and qualifications prescribed for the post, the Commission recommends a pay scale of Rs.35120-87130, corresponding to Rs.18030-43630, thus improved by one stage.

7. Assistant Food Controller : Rs.18030-43630
 No. of Posts : 8

It is stated that as per the FSS Act, 2006, all the Assistant Food Controllers were appointed by the Commissioner of Food Safety as Designated Officers in their respective Corporations for effective implementation of the FSS Act, 2006. He is Zonal Supervisory Officer and holding, the higher responsibilities and plays an important role in the implementation of Food Safety and Standards in the Zone and also financially accountable to the Government. Hence request is for higher pay scales of Rs.21820-48160, Rs.23650-49360, Rs.25600-50560 on par with Deputy Director of Sericulture, Drugs Control Administration, Deputy Director of Agriculture and Deputy Director, Animal Husbandry Department.

Following is the progression of pay scale of this category and other categories:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Assistant Food Controller, IPM.	1810-3230	3310-6840	6350-13000	10285-24200 (one stage)	18030-43630 (CS)	Gazetted Food Inspector. (Rs.16150-42590)	Dy. Food Controller. (Rs.21820-48160)
Dy. Director of Agriculture	2410-4050	4400-8700	8400-16525	13390-28500 (one stage)	23650-49360 (one stage)	Asst. Director (Rs.19050-45850)	Jt. Director (Rs.27000-51760)
Dy. Director, (A.H. Deptt.)	2410-4050	4400-8700	8400-16525	13390-28500 (one stage)	25600-50560 (one stage)	Asst. Director (Rs.20680-46960)	Jt. Director. (Rs.27000-51760)
Dy. Director, Sericulture	2410-4050	4400-8700	8400-16525	12385-27750 (C.S.)	21820-48160	Asst. Director (Rs.18030-43630)	Jt. Director (Rs.27000-51760)
Dy. Director, Drugs Control Administration	2410-4050	4400-8700	8400-16525	12385-27750 (C.S.)	21820-48160 (C.S.)	Asst. Director (Rs.18030-43630)	Jt. Director (Rs.25600-50560)

According to service rules, this post is filled in by promotion from Gazetted Food Inspector, one must have possessed B.Sc., Degree with Chemistry as one of the subjects or a Degree in Public Health or Food Technology and three months satisfactory training in Food Inspector and sampling work.

Comparison with the above categories in Agriculture, Animal Husbandry, Drugs Control Departments etc., is not appropriate as the duties and responsibilities, area of jurisdiction is entirely varied.

Keeping in view of the higher duties and responsibilities and qualifications prescribed of this category, the Commission recommends a pay scale of Rs.40270-93780, corresponding to Rs.20680-46960, thus improved by two stages.

8. Deputy Food Controller : Rs.21820-48160
 No. of Posts : 2

It is represented that these posts are State level posts having administrative and technical responsibilities. They are responsible for scrutinizing detail reports of the cases. Regarding unsafe food, he has to accord sanction by the CFS for launching prosecution, he will assist the Joint Food Controller in preparation of training manuals, awareness programmes and also conduct surprise checks in the State as and when required by the CFS. Hence request is for a higher pay scale of Rs.27000-51760 on par with Joint Director (Agriculture), Joint Director (Animal Husbandry), Joint Director (Sericulture) and Rs.25600-50560 on par with Joint Director of Drugs Control Administration.

Following is the progression of pay scales of this category and comparable categories:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Deputy Food Controller, IPM	2410-4050	4400-8700 (C.S.)	8400-16425 (C.S.)	12385-27750 (C.S.)	21820-48160 (C.S.)	Asst. Food Controller (Rs.18030-43630)	Joint Food Controller (Rs.27000-51760)
Joint Director, Agriculture	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760 (CS)	Dy. Director. (Rs.23650-49360)	Addl. Director. (Rs.34050-54360)
Joint Director, Animal Husbandry	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760 (C.S.)	Dy. Director (Rs.25600-50560)	Addl. Director. (Rs.31550-53060)
Joint Director, Sericulture	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760 (C.S.)	Dy. Director (Rs.21820-48160)	Addl. Director. (Rs.31550-53060)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Joint Director, Drugs Control.	2690-4440	5040-8700	9600-16525	14600-29250	25600-50560 (C.S.)	Dy. Director (Rs.21820-48160)	Director. (Rs.34050-54360)

According to the service rules, this post is filled in by promotion from the category of Asst. Food Controller.

Comparison with Joint Director of above departments is not appropriate, as the duties and responsibilities, area of supervision/jurisdiction is entirely different. However, keeping in view of responsibilities and duties prescribed for the post, the Commission recommends a pay scale of Rs.46060-98440, corresponding to Rs.23650-49360, thus benefited by one stage.

9. Joint Food Controller : Rs.27000-51760
 No. of Post : 1

It is represented that this category is State solitary post next to the Commissioner of Food Safety of Andhra Pradesh. He is the administrative, legal and technical advisor to the Commissioner of Food Safety. He is responsible for smooth and effective implementation of the enactment in the entire State. He organizes training programmes to all the stake holder in the State. He also advises the Commissioner in the matters related to the prohibition of sale of certain Food articles in the interest of Public Health either in any part of State or entire State. He is vested with important executive powers and requested a higher pay scale of Rs.31550-53060 on par with Additional Director (Agriculture), Additional (Animal Husbandry), Additional Director (Sericulture) and Rs.34050-54360 on par with Director, Drug Control Administration.

Following is the progression of pay scales of this category and comparable categories:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Joint Food Controller	--	--	10250-17050	15500-30000	27000-51760	Dy. Food Controller (Rs.21820 -48160)	--
Addl. Director, Agriculture	3090-5140	6610-9820	12550-18625	19675-30765	34050-54360	Joint Director (Rs.27000-51760)	--
Addl. Director, A.H. Deptt.	3090-5140	6610-9820	11650-18625	18025-30765	31550-53060	Joint Director (Rs.27000-51760)	Director (Rs.41550-55660)
Addl. Director, Sericulture.	--	--	11650-18625	18025-30765	31550-53060	Joint Director (Rs.27000-51760)	--
Director, Drugs Control Administration.	3580-5380	6610-9820	12550-18625	19675-30765	34050-54360	Joint Director (Rs.25600-50560)	--

This category is filled by promotion from Deputy Food Controller, for which one must possess M.Sc., (or) B.Sc., with L.L.B.

Comparison with Additional Directors of above Departments are not valid, as the duties, responsibilities, area of jurisdiction are entirely varied.

Keeping in view of the responsibilities and duties entrusted for the post, the Commission notices that the existing pay of scale is adequate and assigns a pay scale of Rs.52590-103290, corresponding to Rs.27000-51760.

10)	Junior Scientific Officer	: Rs.18030-43630
	No. of post	: 18
11)	Senior Scientific Officer	: Rs.21820-48160
	No. of post	: 5
12)	Dy. Chief Public Analyst	: Rs.23650-49360
	No. of posts	: 1
13)	Chief Public Analyst	: Rs.27000-51760
	No. of posts	: 1

The State Food Laboratory & Regional Public Labs are presently working under Directorate Institute of Preventive Medicine Public Health Labs & Food (Health) Administration. They are implementing the Food Safety Act and analyse all types of Food samples. They deal with highly sophisticated instruments (Chemical & Microbiological analysis) and the laboratory result are internationally approved. Commissioner Food Safety is the implementation authority.

There are four categories Gazetted Officer in State Food Laboratory and Regional Public Labs appointed as per G.O.Ms.No.371, OMC Rules.

Junior Scientific Officer (Rs.18030-43630):

It is stated that in order to get promotion one has to possess additional qualification of Public Analyst examination and it is very difficult to get through the examination which is All India level examination. Hence, requested for higher pay scale of Rs.20680-46960, keeping in view of the qualifications, duties and responsibilities.

Following is progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Jr. Scientific Officer	1810-3230	3310-6840	6350-13000	9285-21550/ 10285-24200 (A.C. 2008) (one stage)	18030-43630 (C.S.)	Jr. Analyst (Rs.13660-38570)	Sr. Scientific Officer (Rs.21820-48160)

According to service rules, appointment to the category of Junior Scientific Officer is made by transfer from Junior Analyst in the Department one must possess M.Sc./AIC in Chemistry/Bio-Chemistry/Life Sciences (Micro

Biology)/ Botany/ Zoology etc., and a pass in Public Analyst's Test and Accounts Test for Executive Officers or Accounts Test for Subordinate Officers Part-I and II.

Keeping in view of the duties and responsibilities as entrusted, the Commission notices that the existing pay scale is adequate and assigns a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630.

Sr. Scientific Officer (Rs.21820-48160):

It is represented that this category is in the pay scale of Rs.21820-48160 and is the promotion post to Jr. Scientific Officer. He performs Public Analyst duties or any other duties assigned by Chief Public Analyst with assistance of Jr. Scientific Officer and Jr. Analysts. He has to analyse the sample and gives report and he is responsible in the Court of law and is a part of NABL accreditation team. Hence, request is for a higher pay scale of Rs.25600-50560.

The following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Sr. Scientific Officer	2410-4050	4400-8700	8400-16525	12385-27750	21820-48160 (CS)	Jr. Scientific Officer (Rs.18030-43630)	Dy. Chief Public Analyst (Rs.23650-49360)

As per service rules, this category is filled by promotion of Junior Scientific Officer, must have passed M.Sc./A.I.C., in the Chemistry/Bio-Chemistry/ Life Sciences (Micro Biology / Botany / Zoology) Food and Nutrition / Food Technology / Public Health or its equivalent examination and must have passed Public Analyst's Test.

Keeping in view the nature of duties and responsibilities entrusted, the Commission is of the view that the existing pay scale of this category is adequate and assigns to it a pay scale of Rs.42490-96110 corresponding to Rs.21820-48160.

Dy. Chief Public Analyst (Rs.23650-49360):

It is represented that one post of Senior Scientific Officer was upgraded as Dy. Chief Public Analyst to look after the NABL accreditation works as Quality Manager, performs Public Analyst duties assigned by Chief Public Analyst, also perform the duties of Chief Public Analyst in his absence. Hence, request for a higher pay scale of Rs.27000-51760.

The following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Dy. Chief Public Analyst	Note:-Upgraded one post of Senior Scientific Officer as Deputy Chief Public Analyst in G.O.Ms.No.53, Finance (SMPC) Department, dated: 22.02.2008.			13390-28500	23650-49360	Sr. Scientific Officer (Rs.21820-48160)	Chief Public Analyst (Rs.27000-51760)

According to service rules, this post is filled in by promotion of Sr. Scientific Officer, must have passed M.Sc./A.I.C in the Chemistry/Bio-Chemistry/ Life Sciences (Micro Biology / Botany / Zoology) Food and Nutrition / Food Technology/ Public Health or its equivalent examination and must have passed public Analyst's Test.

The Commission notices that seeking a higher pay scale of Rs.27000-51760 is not appropriate and confirms the existing pay scale of Rs.23650-49360 and assigns the corresponding scale of Rs.46060-98440. The same pay scale of Rs.46060-98440 corresponding to Rs.23650-49360 is assigned to Deputy Chief Water Analyst.

Chief Public Analyst (Rs.27000-51760):

It is represented that it is the promotion post of Dy. Chief Public Analyst and only one post in the State. He is incharge of the State Food Laboratory and leads the laboratory, is answerable in the Court of the law for the reports. He conducts training programmes for Food Safety Officer and educate the students regarding Food Chemistry and Microbiology and Food Analysis who visit the Laboratory and also organize Food exhibitions. Hence, request is for a higher pay scale of Rs.31550-53060.

The following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Chief Public Analyst	2690-4440	5390-8980	10250-17050	15500-30000	27000-51760	Dy. Chief Public Analyst (Rs.23650-49360) Upgraded post	--

Earlier the feeder category to the post of Chief Public Analyst is Senior Scientific Officer and after amending the rules, the post of Deputy Chief Public Analyst is the feeder category for the promotion. According to service rules, this post is filled in by promotion of Dy. Chief Public Analyst, one must have passed M.Sc./A.I.C., in the Chemistry/Bio-Chemistry/ Life Sciences (Micro Biology / Botany/ Zoology) Food and nutrition / Food Technology / Public Health or its equivalent examination and must have passed public Analyst's Test.

The Commission was of the view that the existing pay scale of this category is adequate and assigns to it the pay scale of Rs.52590-103290 corresponding to Rs.27000-51760.

21 (g) INSURANCE AND MEDICAL SERVICES

The Insurance Medical Services Department is providing medical care to 584740 insured persons and their family members totaling to 35,00,000 working in more than 23,000 factories/establishments. Through a network of 11 E.S.I. Hospitals 134 ESI Dispensaries including 1 Ayurveda and 1 Homeopathy Dispensary, 42 panel clinics and 1 ESI Diagnostic center.

- | | |
|-----------------------------|------------------------|
| 1. Electrician-Gr.II | : Rs.7520-22430 |
| No. of Posts | : 6 |
| 2. Electrician-Gr.I | : Rs.9200-27000 |
| No. of Posts | : 7 |

It is represented that they are working at ESI Hospitals under the control of Director of Insurance Medical Services. They prayed proper justice to them on par with Electrician Gr-II/Electrician Gr-I of other medical departments and also to rectify anomalies.

Following is the progression of pay scales to these categories and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	Rs.						
Electrician Gr-II of Insurance and Medical Services	780-1275 (for existing incumbent (Q)/ 740-1150 (for others (UQ))	1535-2840	2870-5470	4260-9520	7520-22430	--	Electrician Grade-I (Rs.9200-27000)
Electrician Gr-II of Directorate of Health	810-1420	1595-3020	2990-5810	4370-9775	7740-23040	--	--
Electrician Gr-II, IPM	1010-1800 (Q) / 780-1275 (FE) personal	1875-3750 (Q) / 1535-2840 (FE) personal	3550-7150 (Q)/ 2870-5470 (FE) personal	5200-11755 (Q)/ 4260-9520(FE) personal	9200-27000 (Q) / 7520-22430 (FE) personal	--	Electrician Gr-I (Rs.10900-31550(Q)/ Rs.7960-23650 (FE) personal
Electrician Gr-I of Insurance and Medical Services	1010-1800 (for ITI)/ 950-1670 (for others)	1875-3750	3550-7150	5200-11755	9200-27000	Electrician Gr-II (Rs.7520-22430)	----
Electrician Gr-I, IPM	1010-1800 (Q)/ 860-1470 (FE) personal	1875-3750 (Q) / 1665-3200 (FE) personal	4190-8700 (Q)/ 3550-7150 (FE) personal	6195-14175 (Q)/ 5200-11755 (FE) personal	10900-31550 (Q)/ 7960-23650 (FE) personal	Electrician Gr.II (Rs.7520-22430)	Junior Engineer (Rs.15280-42590)

This category is filled by direct recruitment/by transfer from any other service, the prescribed qualifications is Diploma in Electrical Engineering of the

school of Engineering of any recognized Institution by Andhra Pradesh State or I.T.I. Certificate and experience for a period of not less than one year in the working of the Electrical apparatus use in Hospitals.

The category of Electrician Gr-II did not represent to 2005 and 2010 PRCs., however corresponding scales of Rs.4260-9520 and Rs.7520-22430 were assigned.

The category of Electrician Grade-I did not represent to 2005 and 2010 PRCs., however corresponding scales of Rs.5200-11755 and Rs.9200-27000 were assigned.

The Commission notices that existing pay scales of Rs.7520-22430 and Rs.9200-27000 is adequate to the categories of Electrician Grade-II/ Electrician Grade-I and accordingly assigns a pay scale of Rs.14600-44870 corresponding to Rs.7520-22430 to Electrician Gr-II and Rs.17890-53950 corresponding to Rs.9200-27000 to Electrician Gr-I.

**3. Laboratory Attendant : Rs.7960-23650(Q)
Rs.6900-20680(UQ)**

No. of posts : 7

It is stated that the duties of this category are cleaning of Glassware, arrangement of chemicals and keeping of consumables ready for assays. Hence, request is for assigning pay scale of Rs.9200-27000 for qualified and Rs.7960-23650 for unqualified.

Following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Lab Attendant	740-1150	1375-2375	2870-5470 (Q) / 2550-4550 (UQ)	4370-9775 (Q) / 3850-8600 (UQ)	7960-23650 (Q) / 6900-20680 (UQ)	--	Lab Technician Grade-I I (Rs.10900-31550) / Blood Bank Technician (Rs.10020-29200)

The post of Lab Attendant is filled by direct recruitment. The qualifications are SSC pass and completion of one year Lab Attendant Course. This category had parity with the similar categories in Medical and Health Department. Accordingly, PRC 2010 assigned the pay scale of Rs.7960-23650 (one stage benefit) for those qualified and Rs.6900-20680 (one stage benefit) for those unqualified, as the qualifications prescribed for Lab Attendant is a pass in SSC and a pass in Lab Attendant course.

Considering the qualification, duties and responsibilities the Commission assigns a pay scale of Rs.15460-47330 corresponding to Rs.7960-

23650 for qualified and Rs.13390-41380 corresponding to Rs.6900-20680 for unqualified.

4. (a) Laboratory Technician Gr-II :Rs.10900-31550
(b)Blood Bank Technician Rs.10020-29200(qualified)
Rs.7520-22430 (unqualified)

No. of Posts : 174

It is stated that this category duties start from collection of samples to issue of results, services are round the clock and include processing of samples like Blood, Urine, Stool, ESF., all Body fluids. The important tests performed are Sugar, Kidney Profiles, Liver profiles, Renal profiles Iron profile, Infertility profile, Viral Screening (HIV, Hbs Ag. HCV) Fever profiles, AFB for detection of Tuberculosis, CD4 / CD8, consists for HIV patients and Western blots for confirmation of HIV, Histopathology Techniques for detection of various diseases. Their duties are on shift basis to attend patients of routine and emergency. The duties of Blood Bank Technicians include donor, Screening, Bleeding Bag Screening i.e., Dreadful diseases like HIV, HPS Ag, HIB, VDRC and all STD's cross matching and issue. It is requested for assigning a higher pay scale of Rs.12910-36700 to Laboratory Technician Grade-II and Blood Bank Technician, as their duties are highly risky and to attend round the clock.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Lab Technician Grade-II	1010-1800	1875-3750	3550-7150	5470-12385	10900-31550	Laboratory Attendant (Q) (Rs.7960-23650)/ Laboratory Attendant (UQ) (Rs.6900-20680)	Lab Technician Grade-I (Rs.12550-35800)
Blood Bank Technician	780-1275	1475-2675	3550-7150	5200-11755 (Q)/ 4050-9050 (UQ)	10020-29200 (Q) / 7520-22430 (UQ)	Laboratory Attendant (Q) (Rs.7960-23650)/ Laboratory Attendant (UQ) (Rs.6900-20680)	Lab Technician Grade-I (Rs.12550-35800)

The Lab Technician Grade-II is filled by promotion of Laboratory Attendant and if no qualified Laboratory Attendant is available for promotion, filled by direct recruitment. The qualifications prescribed for direct recruitment are a pass in 10th class examination and a certificate of Lab. Technicians Course from any recognized Institution.

The post of Blood Bank Technician is filled by promotion from Laboratory Attendant and if no qualified Laboratory Attendant is available, it is filled by direct recruitment. The qualifications prescribed for direct

recruitment are a pass in 10th class examination and a certificate of Lab. Technicians Course from any recognized Institution.

Considering the qualifications, duties and responsibilities, the Commission assigns a pay scale of Rs.21230-63010 corresponding to Rs.10900-31550 to the category of Lab Technician Gr-.II. Further as the qualification for Lab Technician Grade-II and Blood Bank Technician are the same, belonging to category 3 of service rules and there is similarity of functions, the Commission recommends the scale of Rs.21230-63010 corresponding to Rs.10900-31550 for the category of Blood Bank Technician who are qualified, thus improved by one stage and Rs.14600-44870 corresponding to Rs.7520-22430 for those unqualified.

The other requests i.e. Risk Allowance, Uniform Allowance, Washing Allowance, Night Duty Allowance etc., are dealt with in the relevant chapters of Volume-1 of the report.

5. Laboratory Technician Gr-I : Rs.12550-35800
No. of Posts : 2

It is stated that this category is a promotional post for Lab Technician Grade-II, and to perform all special and routine Investigations like Hormonal Assays, ELISA's., special stains and to perform all special investigations advised by the Pathologists, Microbiologists and Biochemists. It is therefore request for assigning a higher pay scale of Rs.13660-38570.

Following is the progression of pay scales of this post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Laboratory Technician Gr.I	1150-2110	2195-4560	4190-8700	6505-15025	12550-35800	Laboratory Technician Gr.II (Rs.10900-31550)	Junior Analyst (Rs.13660-38570)

The post of Lab Technician Grade-I is filled by promotion from Lab Technician Grade-II.

This category was in the pay scale of Rs.4190-8700 in 1999 revision and Rs.6505-15025 in 2005 revision. In 2010, the Commission assigned the pay scale of Rs.12550-35800, by giving two stage benefit.

The Commission assigns to it the pay scale of Rs.25140-73270 corresponding to Rs.12910-36700, thus improved by one stage.

6. Junior Analyst : Rs.13660-38570
No. of Posts : 1

It is stated that the responsibilities of this category are supervisory in nature, has to prepare solutions for Analysis, handles corrosive chemicals and assists Medical & Non-Medical Biochemists in Tests/Analysis. He possess B.Sc., Chemistry / Life Sciences or M.Sc., Chemistry and also handle sophisticated

instruments for Analysis of Tests. It is therefore requested for assigning a higher pay scale of Rs.14860-39540.

Following is the progression of pay scales of this category:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Junior Analyst	1230-2330 1280-2440 (A.C.) (improved by one stage.)	2375-5040	4550-9600	7200-16925	13660-38570	Lab Technician (Rs.12550-35800)	--

The post of Junior Analyst is filled by direct recruitment and by promotion from Lab Technician Gr.I. The qualification prescribed for direct recruitment is PG in Chemistry / B. Pharmacy whereas for promotion from the category of Lab Technician Gr.I, the qualification prescribed is B.Sc.

It is noticed that this category is having parity of Junior Analyst of IPM/Drugs Control Administration in successive PRCs, keeping in view of the qualifications, duties and responsibilities, the Commission assigns a pay scale of Rs.28940-78910, corresponding to Rs.14860-39540, thus improved by one stage.

7. Physiotherapist : Rs.13660-38570
No. of Posts : 8

It is stated that the qualification prescribed for the post of Physiotherapist in this Department is BPT (Bachelor of Physiotherapy Degree) with 6 months internship in Physiotherapy. Whereas the qualification prescribed for Physiotherapist in N.L.E.P is only 10 months Training in Physiotherapy and conferred Gazetted status. Hence, they have requested to confer Gazetted status on par with Physiotherapist (NLEP) (Public Health Dept.,) and assign a pay scale of Rs.16150-42590, instead of Rs.13660-38570.

Following is the progression of pay scales of this category and comparable post:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)						
Physiotherapist (ESI), IMS.	1380-2750	2600-5580	5000-10600	7770-18575	13660-38570	Asst. Physiotherapist (Rs.9200-27000)	---
Physiotherapist NLEP(APM&HS) Director of Health.	1380-2750	2750-5960/2930-5960 (AC 1995)	5640-11300/6350-13000 (AC 2004)	9285-21550	16150-42590	Asst. Physiotherapist (Rs.9200-27000)	---

As per service rules, this category is filled by direct recruitment/by promotion of Asst. Physiotherapist, one must possess a Diploma in Physiotherapy.

Keeping in view of qualifications, duties and responsibilities of this category, the Commission assigns a pay scale of Rs.29760-80930 corresponding to Rs.15280-42590, thus improved by two stages.

Conferring Gazetted status, does not come under the purview of this Commission.

8. Biochemist : Rs.16150-42590
No. of Posts : 1

It is stated that the duties of this category include calibration standardization, quality control/quality assay of various samples, handling of various sophisticated and advance instruments, trouble shooting etc., deliver & authenticate results for proper diagnosis and the qualification prescribed is M.Sc., in Biochemistry. Hence, request is for pay scale of Rs.20680-46960 on par with Biochemist of IPM and other Institutions.

Following is the progression of pay scales of this category and comparable posts:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Bio-Chemist (Non-Medical) IMS	1550-3050	3310-6840	6350-13000	9285-21550	16150-42590	Junior Analyst (Rs.13660-38570)	--
Bio-Chemist Dir of Medical Education	1810-3230	3310-6840	6350-13000	9285-21550	16150-42590	Jr. Analyst (Rs.13660-38570) Lab. Technician (Rs.12550-35800)	Chief Bio-Chemist (Rs.25600-50560)
Senior Analyst (Bio-Chemistry) IPM	1810-3230	3310-6840	6350-13000	10285-24200	18030-43630	Junior Analyst (Rs.13660-38570)	Dy. Director (Bio-chemistry) (Non- Medical) (Rs.21820-48160)

This category is filled by appointment by transfer of Junior Analyst, if no qualified person is available by direct recruitment and must have passed M.Sc., Degree in Bio-chemistry or B.Sc., (Hons), Degree in Bio-chemistry and also must have passed Account Test for Executive Officers or Accounts Test for Subordinate Officers Part-I&II.

Considering the entry qualification of this post and its duties and responsibilities, the Commission recommends to it a pay scale of Rs.35120-87130 corresponding to Rs.18030-43630, thus improved by one stage.

The request for change of designation and conferring Gazetted status does not come under the preview of the Commission.

The other requests are dealt within the relevant chapters of Volume-I of the report.

9. Dy. Civil Surgeon : Rs.25600-50560
No. of posts : 93

No anomaly has been pointed out.

The Doctors working in IMS Department are rendering the entire services along with all the Doctors working in HM&FW Dept., like patient care services and preventive services along with taking part in all national health programmes. Besides, they are performing duties as Insurance Medical Officer in ESI Corporation. Request is for enhancement of ESI allowance by 50% of the basic pay subject to a minimum of Rs.5000/- p.m.

Another request for granting of Academic allowance on par with the Doctors working in the HM&FW Dept.

It is stated that the most of the rural dispensaries are filled with the staff, on diversion from other areas. In some Districts there are only one or few Dispensaries are at present. Doctors from other District area are also being diverted for uninterrupted patient care activities. Hence request is for sanctioning Rural Allowance on par with other colleagues working in HM&FW Dept.

The above aspects will dealt with in relevant chapter of Volume-I of the report.

21 (h) AYURVEDA, YOGA, NATUROPATHY, UNANI, SIDDHA & HOMEOPATHY DEPARTMENT [AYUSH]
AYUSH DEPARTMENT

The main objectives of the department are to serve the people of the State by providing medical relief through Ayurveda, Unani and Homoeopathy systems of medicine, to ensure proper development and evaluation of the ancient systems of medicines viz., Ayurveda, Unani and Homoeopathy by opening colleges, Research Centres, Hospitals, Dispensaries and Herbal Gardens, to establish ISM&H Hospitals at all district and taluq levels, to develop the Indian Medicines Pharmacy (Ayurveda and Unani) to supply quality medicines in time to the hospitals and dispensaries, to provide infrastructure for all the Government colleges, hospitals and dispensaries, to grow necessary medicinal plants in the Herbarium.

Commissioner heads the Department. On technical side the Commissioner is assisted by (3) Additional Directors one from each system i.e . Ayurveda, Unani and Homoeopathy. The Additional Directors are also the Drug Controllers (Licensing Authority) of the concerned systems. On administrative side, the Commissioner is assisted by Deputy Director (Admn), Accounts Officer and Administrative Officer. Besides them, (6) Regional Deputy Directors.

1. X- ray Attender	:	Rs.6700-20110
No. of posts	:	06
2. Dhobi/ Barber	:	Rs.6700-20110
No. of posts	:	16
3. Packer	:	Rs.6700-20110
No. of posts	:	06

Request is to enhance the pay scale at least by one level. Keeping in view of their duties and responsibilities and also requested for Special Pay as allowed to Radiographer/ Dark Room Assistant, since they too work in the X-Ray units.

The pay scale assigned to these categories in the earlier PRCs is as follows:

Category	1986	1993	1999	2005	2010	Feeder Post	Promotion Post
	(Rs.)						
X-ray Attender	740-1150	1375-2375	2550-4550	3850-8600	6700-20110	-	-
Dhobi/Barber	740-1150	1375-2375	2550-4550	3850-8600	6700-20110	-	-
Packer	740-1150	1375-2375	2550-4550	3850-8600	6700-20110	-	-

Observing that many of these posts are governed in A.P. Last Grade Service Rules and similar pots are available in Medical and Health department, PRC 2005 assigned the corresponding pay scale for these categories. These posts did not represent in 2010 revision.

Considering the qualifications, duties and responsibilities, the Commission considers the existing pay scale of these categories to be adequate and recommends a pay scale of Rs.13000-40270 corresponding to Rs.6700-20110 to the above categories.

The request of Allowances is dealt within the relevant Chapters of Volume-I of the report.

4. Nursing Orderly	:	Rs.6700-20110
No. of posts	:	149

It is stated that this category is governed by APIM and Special Subordinate Service Rules and minimum qualification is VIII class and the main duties of this category are bed making, dressing of wounds, Ulcers and burns and they have to work in out and in patients sections. This category is in the inferior service and classified 'skilled' or Semi skilled with having 'arduous' duties and they were allowed lowest scale. Because of lowest scale they are losing their promotion channel. It is requested higher pay scale along with Kit maintenance Allowance, Night Duty Allowance and Additional HRA.

This post is filled by direct recruitment. The minimum qualification is pass in 8th class examination for direct recruitment.

Considering the qualifications, duties and responsibilities, the Commission considers the existing pay scale of this category to be adequate and recommends a pay scale of Rs.13000-40270 corresponding to Rs.6700-20110 to this category.

The requests of Allowances are dealt within the relevant Chapters of Volume-I of the report.

5. Field Man	:	Rs.7100-21250
No. of post	:	4

It is stated that the post is governed by A.P. AYUSH Department Special Subordinate Service Rules. Further, it is stated that the main duties of this category are to do normal agricultural operations such as handling a plough, putting up a hand, harvesting thresting and staching of straw with own. According to the Service Rules, this post is filled by direct recruitment and the minimum qualification is pass in 7th class examination and ability to do normal agricultural work.

Considering the qualifications, duties and responsibilities the Commission considers the existing pay scale of this category to be adequate and recommends to it a pay scale of Rs.13780-42490 corresponding to Rs.7100-21250.

6. Massagist	:	Rs.7100-21250
No. of posts	:	6

7. Head Massagist : Rs.7740-23040
 No.of Posts : 1

It is stated that Massagist is governed by A.P. Ayush Department Special Subordinate Service Rules and the duties of Massagists are of arduous one. As per prescriptions of the doctors they perform panchakarma treatment to the patients specialization of which are Body Massage, Abyangam, Navarakazi, Kativasthi, Sthana Vasthi, Mathru Vasthi, Takra Dhara, Akshatran, Bhaspha swedam, Valuka Swedam Kukuta Swedam., etc., which requires physical mental strain. Hence, request is for assigning higher pay scale.

Regarding Head Messagist, no representation has been received.

According to the service rules the post of Massagist is filled by transfer from the category of Nursing Orderly and if no qualified and suitable candidate is available, by direct recruitment. The qualification prescribed for direct recruitment to this category is pass in 7th class examination and one year's experience as a Massagist. The category of Head Massagist is filled by promotion of Massagist.

The Commission notices that this category forms feeder category to the post of Head Massagist in the pay scale of Rs.7740-23040.

Considering the qualifications, duties and responsibilities, the Commission considers the existing pay scale of these categories to be adequate and recommends a pay scale of Rs.13780-42490 corresponding to Rs.7100-21250 to the category of Massagist and a pay scale of Rs.15030-46060 corresponding to Rs.7740-23040 for the category of Head Messagist.

8. Jarrah/ Dresser / Register Writer : Rs.7740-23040
 No. of posts : 35

It is stated that as per IM & H Subordinate Service Rules the qualification of Jarrah and that of Compounders of same i.e., S.S.C. The duties of Jarrahs are to attend cases related to Bones, Muscles etc., apart from that duties they have to attend duties similar to that of Compounders. They are Diploma holders on par with qualified compounders. But the pay scale of Compounders is more than to the pay scale of this category. Hence, the request is to enhance the pay scale at least by two levels and also requested to sanction of Risk Allowance on par with Compounders of AYUSH Dept.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986 Rs.	1993 Rs.	1999 Rs	2005 Rs	2010 Rs	Feeder category	Promotion category
Jarrah/Dresser	810-1420	1595-3020	2990-5810	4370-9775	7740-23040	—	—

Category	1986 Rs.	1993 Rs.	1999 Rs	2005 Rs	2010 Rs	Feeder category	Promotion category
Compounder	860-1470/ 910-1625 (A/RGC 1989)	1745-3420	3290-6550	4825-10845	9200-27000	Registrar Writers (Rs.7740-23040)	Stock Verifier (Rs.10900-31550)

As per service rules, this category is filled by transfer of A.P. Last Grade Service of this Department. If no qualified candidate is available by transfer, then by direct recruitment. i) One must possess 10th class. ii). Must possess a Diploma of qualified Compounders in Indian Medicine and Homeopathy.

The Commission notices that these categories are not having any further promotional avenues. Considering the qualifications, duties and responsibilities, the Commission recommends a pay scale of Rs.15460-47330 corresponding to Rs.7960-23650 to this category, thus improved by one stage.

The request of Risk Allowance is dealt with in the relevant chapters of Volume-I of the report.

9. Ambulance Driver : **Rs.7960-23650**
No. of posts :

It is stated that the duties of the Ambulance Drivers are of arduous one and apart from their shift duties their services are being utilized in emergencies round the clock whenever needed. Hence request is to enhance their pay scales at least by two levels.

Pay Revision Commission 1999 recommended pay scale on par with Driver (LV) under common categories. Hence, parity with Driver (LV) is continued.

Considering the qualifications, duties and responsibilities attached to this category the Commission considers the existing pay scale to be adequate and recommends a pay scale of Rs.15460-47330 corresponding to Rs.7960-23650.

10. Dark Room Assistant : **Rs. 9200-27000**
No. of posts : 6

It is stated that the main duty of this category is to properly develop the X-ray films and assist Radiographer in taking X-ray of patients. Keeping in view of the nature of duties, they are performing with risk of exposing themselves to Radiation without updated equipment. Request is for enhancing the pay scales by one or two levels, along with Risk Allowance and Uniform Maintenance Allowance.

The pay scales assigned to this category in the earlier PRCs are as follows:

Category	1986	1993	1999	2005	2010	Feeder Post	Promotion Post
	Rs.						
Dark Room Assistant	860-1470	1665-3200	3130-6150	4595-10285	9200-27000	Office Subordinate and equivalent post (Rs.6700-20100)	

This post is filled by appointment by transfer of persons in Last Grade Service in Indian Medicine and Homeopathy Department, if no qualified and suitable candidate available for appointment then by transfer by direct recruitment. Must possess minimum general educational qualification. Must have a certificate of having successfully completed the training course for Dark Room Asst., in a recognised Institution.

The Commission notices that this category is having parity with Dark Room Assistant of Medical Education Department. Considering the qualifications, duties and responsibilities attached to this post, the Commission recommends a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700 to this category, thus improved by one stage.

The request of Allowances is dealt within the relevant Chapter of Volume-I of the report.

11. Photographer : Rs.9200-27000
 No. of posts : 2

It is stated that the duty of the Photographer is to take photographs of the various stages of the treatment and maintain its records. There is no promotion avenues to this category in the existing service rules and the person who has appointed in the said post has to be retire in the same post. Apart from the duties prescribed in the Functionary Manual of the Department, he has to cover official functions conducted by the department and has to work in odd hours also whenever needed. At present only Film Rolls are being supplied to him by the department and he is getting them developed printed with his own cost. Hence request is to enhance their pay scales at least by three levels and also requested to sanction of Special Pay.

As per service rules, this category filled by direct recruitment. i).one must possess Minimum General Educational Qualification ii). First class Diploma in painting iii). Must have 3 years experience in any reputed and recognised Photo Studio.

Considering the qualifications, duties and responsibilities attached to this post, the Commission considers the existing pay scale to be adequate and recommends a pay scale of Rs.17890-53950 corresponding to Rs.9200-27000 to this category under common category.

12. Compounder (Ayurvedic) :	Rs.9200-27000
No. of posts :	581
13. Compounder (Unani) :	Rs.9200-27000
No. of posts :	241
14. Compounder (Homeo) :	Rs.9200-27000
No. of posts :	297

It is stated that the post of Compounder is an intermediate post between Medical Officer and the villagers and other staff. In many occasions, when the Medical Officer is either on leave or when the post is vacant the complete charge of dispensary is being endorsed to the Compounders. Many of the AYUSH Dispensaries are running without Medical Officers for various reasons for years together. The Compounder is bearing the whole burden of the Dispensary and he is only responsible person.

The post of Multi Purpose Health Assistant (Male & Female) of M & H Dept., is having a pay scale of Rs.10020-29280 and is having promotional avenues to MPHS, MPHEO and CHO (Gazetted). The qualification for the post is SSC with 18 months training. The Compounder in AYUSH Department is having qualification of Intermediate with one year Compounder Training Course and this category is not having promotional avenues. In view of the above, request is for a higher pay scale of Rs.10900-31550 on par with Pharmacist Grade-II and also for change of nomenclature as Pharmacist or Dispensing Officer.

The pay scales assigned to this category and comparable post in the earlier PRCs are as follows:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion Category
	(Rs.)						
Compounder (Ayurvedic, Unani & Homeo)	860-1470 910-1625 (A/RGC 1989)	1745-3420	3290-6550	4825-10845	9200-27000	Registrar Writers (Rs.7740-23040)	Stock Verifier (Rs.10900-31550)
Pharmacist Gr-II in Medical Education Department	1010-1800	1975-4010	3750-7650	5470-12385	10900-31550	--	Pharmacist Gr-I (Rs.11860-34050)

According to service rules, the post is filled by direct recruitment and also by transfer of persons in the Last Grade Service of the department and by promotion from Register Writers. The qualifications prescribed for direct recruitment is pass in 10th class and a Diploma of qualified Compounders in Indian Medicine and Homoeopathy issued by the Board of Examiners of Indian Medicine and Homoeopathy or any other certificate in compounding recognized by the Government. The Rules are also provided that in case no candidates with the Diploma qualification is available, candidates without qualifications may also be considered on condition that they successfully undergo training for a period of twelve months in theory and practical in any recognized hospital/dispensary

in the respective system of medicine in the State and pass the examination conducted by the Director, Indian Medicine and Homoeopathy.

Considering the qualifications, duties and responsibilities, lack of promotional avenues, the Commission recommends a pay scale of Rs.18400-55410 corresponding to Rs.9460-27700 to this category, thus improved by one stage.

15. Stock Verifier : Rs.10900-31550
No. of posts : 2

It is stated that the duties of this category is to verify stock of raw drugs and he has to work in premise of adverse conditions where raw drugs are present, which causes dangerous infections. Request is for assigning higher pay scale of Rs.15280-40510 on par with Pharmacy Supervisor in Medical Education Department and also requested to recommend Risk Allowance equal to the Compounders of AYUSH Department.

The pay scales assigned to this category and comparable post in the earlier PRCs is as follows:

Category	1986	1993	1999	2005	2010	Feeder Post	Promotion Post
	Rs.						
Stock Verifier	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550	Compounder (Rs.9200-27000)	
Pharmacy Supervisor	1330-2630	2600-5580	5000-10600	7770-18575	15280-40510	Pharmacist Grade-I (Rs.11860-34050)	

According to service rules, this post is filled by promotion from the category of Compounder, Ayurveda and Unani.

Considering the qualifications, duties and responsibilities attached to this post and also enhancement of pay scale of feeder category to Rs.9460-27700, the Commission recommends a pay scale of Rs.22460-66330 corresponding to Rs.11530-33200 to this category, thus improved by one stage.

The request of allowance is dealt with in the relevant chapters of Volume-I of the report.

16. Lab Technician : Rs.10900-31550
No. of posts : 26

It is stated that the qualification and nature of duties of this category and that of their counter parts in the Medical Education Department are identical. But the Lab Technician working in AYUSH Department are allowed the pay scale of Rs.3550-7150 in 1999 revision. Whereas their counter parts in the Medical Education Department was allowed higher pay scale of Rs.3750-

7650. Hence, requested the pay scale on par with Lab Technician in Medical Education Department and also requested for Risk Allowance.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010
	(Rs.)				
Lab Technician	860-1470(Q)/ 780-1275(UQ)	1595- 3020	3750- 7150	5470- 12385	10900- 31550
Lab Technicians, Medical Education Dept.	1010-1800	1875- 3750	3750- 7650	5470- 12385	10900- 31550

The pay scales for the categories of Lab Technician in AYUSH Dept., and Medical Education Dept., are same from 1999 revision onwards. The Commission notices that this category is having parity with Lab Technician of Medical Education Department.

Considering the qualifications, duties and responsibilities attached to this post the Commission considers the existing pay scale to be adequate and recommends a pay scale of Rs.21230-63010 corresponding to Rs.10900-31550 to this category.

The request for Risk Allowance is dealt within the relevant Chapters of Volume-I of the report.

17. Librarian : Rs.10900-31550
No. of posts : 8

It is stated that this post is a Zonal post and sanctioned in AYUSH Medical Colleges of respective systems i.e., Ayurveda/ Homoeo/ Unani and Naturopathy of AYUSH, on par with the post of Librarian in Allopathic Medical College. The duties and responsibilities of the this category are to look after the duties in the Library by issuing and receiving the books and maintain the records in the Library and having similar duties on par with their counter parts in Allopathy Department. The qualifications prescribed for the posts of Librarians working in Allopathic and AYUSH colleges i.e., Ayurveda /Homeo /Unani and Naturopathy of AYUSH are one and the same. Hence, request is for a higher pay scale of Rs.18030-43630 on par with Government Junior College Librarians and also to confer Gazetted status to this category.

The pay scales given to these categories in the earlier revisions are as follows:

Category	1986	1993	1999	2005	2010
	Rs.				
Librarian	1100-2050	2195-4560	4190-8700	6195-14175	10900-31550
Junior College Librarian of Jr. Colleges.	1100-2050	3110-6380	5980-12100	9285-21550	18030-43630

According to service rules, this is filled by direct recruitment and the qualifications are Degree with B.L.I.Sc.

This category is not having parity with Librarian in Jr. Colleges and comparison with Junior Lecturer is not appropriate, as the duties and responsibilities, qualifications are different. However, this category is on par with Assistant Librarian Grade-II of Public Libraries Department.

Considering the qualifications, duties and responsibilities attached to this category the Commission assigns to it a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050, thus improved by 2 stages.

The request is for conferring the Gazetted Status does not come under the purview of the Pay Revision Commission.

18. Medical Officer (Ayurveda)	:	Rs.18030-43630
Including Lecturer, P.G. Technical Assistant, Drug Inspector (Ayur)		
No. of posts	:	509
19. Medical Officer (Homeo)	:	Rs.18030-43630
Including Lecturer and Drug Inspector		
No. of posts	:	272
20. Medical Officer (Unani)	:	Rs.18030-43630
No. of posts	:	180
21. Senior Medical Officer (Ayurveda)	:	Rs.20680-46960
Including Assistant Professor ,Ayurveda Asst. Post Graduate Lecturer, Medical Officer for Pharmacy and Herbal Garden		
No. of posts	:	63
22. Senior Medical Officer (Homeo)	:	Rs.20680-46960
Including Assistant Professor and Assistant Research Officer		
No. of posts	:	46
23. Senior Medical Officer (Unani)	:	Rs.20680-46960
No. of posts	:	35
24. Chief Medical Officer (Ayurveda)	:	Rs.25600-50560
Including Professors , Post Graduate Readers, Superintendents of Ayurveda Hospitals, Resident Medical Officer, Chief Superintendent Pharmacy (Ayur), Regional Deputy Director		
No. of posts	:	6
25. Chief Medical Officer (Homeo)	:	Rs.25600-50560
Including professors, Superintendents of Homoeopathy Hospitals and Research Officer (Homeo) and Regional Deputy Director.		
No. of posts	:	6

26. Chief Medical Officer (Unani)	:	Rs.25600-50560
No. of posts	:	7
27. Additional Director ((Ayurveda)/ Professor/ Principal	:	Rs.31550-63060
Including Principals of Ayurvedic Colleges, Post Graduate Professors (Ayur)		
No. of posts	:	7
28. Additional Director (Homoeo)/Professor/ Principal	:	Rs.31550-63060
Including Principals of Homoeopathy Colleges		
No. of posts	:	8
29. Additional Director (Unani)/ Professor/ Principal	:	Rs.31550-63060
No. of posts	:	4

It is stated that since 1986 to 2013, in the span of 27 years, lot of developments have been took place in service rules, nature of duties and standardization of medical education in Ayurveda as per CCIM and Government of India norms and increased specialties in various subjects of Ayurveda in the Department in our State. Keeping in view of the relevant factors, the Association now requested to allow parity in pay scales as shown below:

1. The Medical Officer/Lecturer may be accorded equal pay scale on par with Civil Assistant Surgeon/Asst. professor/Dental Assistant Surgeon.
2. Senior Medical Officer/ Asst. Professor may be accorded equal scale on par Dy. Civil Surgeon/Associate Professor / Dy. Dental Surgeon in Dental Department.
3. Chief Medical Officer/ Professor may be accorded equal pay scale on par with Civil Surgeon/ Professor and Civil Surgeon (Dental).
4. Principal/Addl. Director/ PG Professor may be accorded equal pay scale on par with Addl. Director/ Principal of M&H Department.

It is stated that the teaching cadres are separated from Non-Teaching Cadres prescribing Post Graduate qualification in Ayurvedic Medicine i.e. M.D. (Ayurveda) as compulsory for all teaching posts as per the guidelines and regulations of Central Council of Indian Medicine (C.C.I.M) which is an equivalent Governing Body to Medical Council India (M.C.I) in Allopathy system. To this effect Revised Andhra Pradesh Medical Service Rules are issued vide G.O.Ms.No.67, Health, Medical and Family Welfare (I.2) Department, dated.14th March 2005, superseding earlier Service Rules vide G.O.Ms.No.265, HM&FW (I.2) Department, dated.26.05.1994. In the old rules a degree in Ayurveda i.e. B.A., M.S., is prescribed as minimum qualification for both teaching and non-teaching posts in Ayurveda and both are inter transferrable. As per the revised Service Rules, not only Post Graduate qualification but also requisite teaching experience is prescribed to all teaching posts of Ayurveda as

per by C.C.I.M. These Govt., Ayurvedic Teachers work in not only 14 specialities/departments in under Graduate course i.e. B.A.M.S., but also in various specialities of Post Graduate courses in M.D (Ayurveda). Thus a parity of structure in teaching faculty of Ayurveda is evolved on par with the teaching faculty of Allopathy.

Government issued G.O.Ms.No.816, H.M & F.W.(A2) Department, dated.02.11.2006, extending U.G.C scales to teaching faculty in Government Medical Colleges and Dental Colleges of the State in Medical & Health Department. The Central Council of Indian Medicine is also insisting all the managements of the Ayurvedic Medical Colleges to extend U.G.C. scales to the Teaching Faculty of Ayurvedic Medical Colleges as a part of its policy for teaching faculty. In view of the above, request is for assigning higher pay scales on par with Allopathy Doctors and also request to recommend U.G.C. pay scales on par with Teaching faculty of Allopathy.

The request of teaching faculty of AYUSH Department for assigning U.G.C. pay scales, extension of U.G.C. pay scales to the Doctors working in the AYUSH Department does not come within the purview of the Commission.

The following is the comparative statement of pay scales of AYUSH Doctors and Allopathic Doctors:

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Medical Officer, AYUSH (Ayurveda, Homeo, Unani)	1550-3050	3310-6840	6350-13000	9285-21550	18030-43630	--	Sr. Medical Officer (Rs.20680-46960)
Civil Assistant Surgeon	1810-3230 / 1980-3500 (A&RC 1989)	3640-7580	6950-14425 / 7900-15475 (Task Force)	11755-26300	20680-46960	--	Deputy Civil Surgeon (Rs.25600-50560)
Sr. Medical Officer, AYUSH (Ayurveda, Homeo, Unani)	1980-3500	3880-8140	7400-15475	10845-25600	20680-46960	Medical Officer/ Junior Lecturer (Rs.18030-43630)	Chief Medical Officer/ Resident Medical Officer/ Professor (Rs.25600-50560)
Dy. Civil Surgeon	2150-3690 / 2240-3860 (A&RC 1989)	4400-8700	8400-16525/ 9600-16525 (Task Force)	14600-29250	25600-50560	Asst. Civil Surgeon (Rs.20680-46960)	Civil Surgeon (Rs.31550-53060)

Category	1986	1993	1999	2005	2010	Feeder Category	Promotion Category
	Rs.						
Chief Medical Officer, AYUSH (Ayurveda, Homeo, Unani)	2410-4050	4400-8700	8400-16525	13390-28500	25600-50560	Sr. Medical Officer, AYUSH (Rs.20680-46960)	Addl. Director/ Principal (Rs.31550-53060)
Civil Surgeon	2690-4440 / 2780-4680 (A&RC 1989)	5390-8980	10250-17050/ 11650-18625 (Task Force)	18025-30765	31550-53060	Dy. Civil Surgeon (Rs.25600-50560)	Special Grade Civil Surgeon (does not come under the purview of PRC)
Additional Director (Ayurveda, Homeo, Unani)	-	5390-8980	10250-17050	18025-30765	31550-53060	CMO/ Superintendent /Research Officer/ Regional Deputy Director (Rs.25600-50560)	--
Additional Director (M&H)	-	6150-9820	11650-18625	25600-30765	44740-55660	Joint Director of Medical & Health	Director (Rs.44740-55660)

According to service rules the Medical Officer (Ayurveda, Unani and Homeo) post is filled by direct recruitment. The qualifications prescribed for direct recruitment is that one must have a Degree in Ayurveda/Unani/ Homeopathy awarded by N.T.R. Health University.

Comparison with Medical Officers of Allopathy may not be appropriate, though there is lot of similarity in the duration of Degree and Post Graduate courses and the subjects studied in both allopathic and Indian medicine systems. In allopathic system, doctors have to attend to emergencies and work under constant pressure of surgical interventions. However to encourage Indian Medicine System in the State and keeping in view of the qualifications, duties and responsibilities and to maintain relative parities in different Departments, the Commission assigns the following pay scale to the following categories:

1. Medical Officer (Ayurveda, Unani & Homeo) : Rs.37100-91450 corresponding to Rs.19050-45850 improved by one stage.
2. Senior Medical Officer (Ayurveda, Unani & Homeo) : Rs.42490-96110 corresponding to Rs.21820-48160 improved by one stage.
3. Chief Medical Officer (Ayurveda, Unani & Homeo) : Rs.52590-103290 corresponding to Rs.27000-51760 improved by one stage.
4. Additional Director (Ayur) (Ayurveda, Unani & Homeo) : Rs.66330-108330 corresponding to Rs.34050-54360 improved by one stage.

21 (i) A.P YOGADHYAYANA PARISHAD

The Andhra Pradesh Yogadhyana Parishad (APYP) has been established by the Government of Andhra Pradesh with a view to develop Naturopathy and Yoga in Andhra Pradesh, bringing together the Nature Cure Hospital, Gandhi Nature Cure Hospital, Vemana Yoga Research Institute including Pranayama Research Centre under the Administrative Control of one authority at one place at Nature Cure Hospital, Begumpet, Hyderabad. The management of the Parishad vests in the Governing Council, APYP headed by the Hon'ble Chief Minister as Chairman, Hon'ble Minister for Health as Vice-Chairman, Secretary to Government, Health Medical and Family Welfare Department. In addition to five unit Heads of the Naturopathy and Yoga Institutions including the above 3 institutions of APYP and Neuro-Physician as members.

1. **Yoga Supervisor** : **Rs.10900-31550**
(Vemana Yoga Research Institute)
No. of Posts :

It is represented that the incumbent was appointed as Yoga Demonstrator and later promoted as Yoga Supervisor. At present he is working as Director of Vemana Yoga Research Institute on full additional charge. As per the staffing pattern, the Institute has one Yoga Director and two Yoga Lecturers along with Research wing with one Professor and two Senior Medical Officers who are Gazetted categories. It is stated that on therapeutic side, there are five yoga demonstrators and two Yoga Supervisors. It is stated that even though the individual possesses a degree and diploma in Yoga as per service rules and having 20-26 years of service in the field of Yoga, he was denied promotion to the post of Director Vemana Yoga Research Institute on the only reason that the present post is not Gazetted category. In view of the above, request is for a higher pay scale of Rs.14860-39540 on par with Lecturer in Yoga, Vemana Yoga Research Institute, Begumpet, Hyderabad. Another request is for conferring Gazetted Status and also to upgrade one post on par with Yoga Lecturer.

The aspect of conferring Gazetted status does not come under the purview of the Committee and up-gradation of the post of Yoga Supervisor as Lecturer in Yoga is the outlook of the administrative department of AYUSH Department.

The progression of pay scales assigned to this category and comparable posts in successive PRCs:

Name of the post	1993	1999	2003	2010	Feeder Category	Promotion Category
	(Rs.)					
Yoga Supervisor (A.P.Y.P)	2195-4560	4190-8700	6195-14175	10900-31550	Yoga Demonstrator (Rs.8440-24950)	--
Lecturer in Yoga (Ayush)	2930-5960	5640-11300	8385-19125	14860-39540	--	--

As per Service Rules issued in G.O.Ms.No.330, Health, Medical & Family Welfare (I.1) Department, dated:31.06.1994, this category is filled in by direct recruitment one must possess Intermediate and must possess a certificate of training in Yoga treatment for not less than 6 months. This category is also filled in by promotion from Yoga Demonstrator one must possess Intermediate and must possess a certificate of training in Yoga treatment for not less than 6 months.

As per the Service Rules issued in G.O.Ms.No.68, Health Medical & Family Welfare (I.1) Department, dated.16.02.1994, the category of Lecturer in Yoga of Vemana Yoga Research Institute is filled in by direct recruitment and one must possess a Degree and Degree / Diploma /certificate in Yoga or Naturopathy.

Comparison with Lecturer in Yoga is not appropriate, as the duties and responsibilities are entirely different. However, considering the functions and responsibilities of this category, the Commission assigns to it a pay scale of Rs.23100-67990 corresponding to Rs.11860-34050 thus improved by two stages.

2. Lecturer in yoga, : Rs.14860-39540
(Vemana Yoga Research Institute)
 No. of Posts :

It is represented that this category was allowed a lower pay scale of Rs.14860-39540 in 2010 revision, whereas Lecturer in AYUSH Department was allowed a higher pay scale of Rs.18030-43630. Request is for a higher pay scale of Rs.18030-43630 on par with Lecturer (Ayurveda/ Unani/ Homeo) in AYUSH Department.

As per Service Rules issued in G.O.Ms.No.68, Health Medical & Family Welfare (I.1) Department, dated.16.02.1994, the category of Lecturer in Yoga of Vemana Yoga Research Institute is filled in by direct recruitment and one must possess a Degree / Diploma /certificate in Yoga or Naturopathy. The categories of Lecturer / Medical Officer (Ayurveda/Unani/Homeo) of Ayush are filled in by direct recruitment, one must possess a degree in Ayurveda/ Unani/ Homeo i.e., relevant degree in their respective branch.

Following is the progression of pay scales of this category and Lecturer (AYUSH):

Name of the post	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)					
Lecturer in Yoga (A.P.Y.P.)	2930-5960	5640-11300	8385-19125	14860-39540	--	--
Medical Officer/ Lecturer Ayurveda, Unani & Homeo (Ayush)	3310-6840	6350-13000	9285-21550	18030-43630	--	Lecturer P.G/ Senior Medical Officer (Gazetted) (Rs.20680-46960)

Comparison with Medical Officer of Ayush not appropriate, as the duties and responsibilities are different. The Commission notices that the category is not having promotional avenues in spite of having a Degree / Diploma in certificate in Naturopathy (or) Yoga. Considering the qualifications and the nature of duties and functions, the Commission assigns to it a pay scale of Rs.31460-84970 corresponding to Rs.16150-42950, thus improved by two stages.

**3. Junior Medical Officer : Rs. 16150-42590
of Nature Cure Hospital /
Junior Lecturer, Nature Cure College
No. of Posts :**

It is stated that the category of Junior Lecturer of Nature Cure College, Begumpet and Junior Medical Officer of Nature Cure Hospital was in the pay scale of Rs.9285-21550 in 2005 revision on par with Lecturers/ Junior Medical Officer of AYUSH. In 2010 revision, these categories were assigned a lower pay scale of Rs.16150-42590, whereas Lecturer/ Junior Medical Officer of AYUSH was assigned a higher pay scale of Rs.18030-43630. Hence request is for a higher pay scale of Rs.18030-43630 on par with Lecturer / Medical Officer of AYUSH.

Following is the progression of pay scales of Junior Medical Officer of Nature Cure Hospital and Junior Lecturer of Nature Cure College and comparable post:

Category	1986	1993	1999	2005	2010	Feeder category	Promotion category
Junior Medical Officer of Nature Cure Hospital and Junior Lecturer of Nature Cure College	1550-3050	2930-5960 (1993)/ 3310-6840 (AC 1995)	6350-13000	9285-21550	16150-42590	---	Sr. Lecturer / Sr. Medical Officer of Nature Cure Hospital/ Sr. Lecturer of Nature Cure College (Rs.19050-45850)
Ayush Department Medical Officer including Lecturer, Technical Assistant (P.G), Drug Inspector (Ayurveda, Unani, Homeo)	1550-3050	3310-6840	6350-13000	9285-21550	18030-43630 (one stage benefit)	--	Sr. Medical Officer (Rs.20680-46960)

As per Service Rules issued in G.O.Ms.No.68, HM&FW Department, dt:16-02-1994, the category of Junior Lecturer of Nature Cure College is filled in by direct recruitment, one must have passed Intermediate and must possess a Degree/ Diploma in Naturopathy or Yoga. This category is also filled in by promotion of Junior Medical Officer.

The categories of Junior Medical Officer of Nature Cure Hospital / Junior Lecturer of Nature Cure College did not represent to 1999 and 2005 revisions, however a corresponding pay scales of Rs.6350-13000 and Rs.9285-21550 was assigned on par with Lecturer/Medical Officer of Indian Medicine and Homeopathy Department. In 2010 revision, the above categories did not represent, however a corresponding pay scale of Rs.16150-42590 was assigned, whereas Lecturer/Medical Officer of Indian Medicine and Homeopathy Department (now called AYUSH) were assigned a higher pay scale of Rs.18030-43630 (benefited by one stage). Hence the above anomaly has arisen in 2010 revision.

In view of the above position, the Commission assigns to this category a Pay Scale of Rs.37100-91450 corresponding to Rs.19050-45850 on par with Medical Officer of Ayush, thus improved by two stages.

4. Senior Lecturer of Nature : Rs.19050-45850
Cure College / Senior Medical
Officer of Nature Cure Hospital
 No. of Posts :

It is represented that Senior Medical Officers of Nature Cure Hospital are having parity with Senior Medical Officers of Ayush in 1993, 1999 and 2005 revisions. Similarly Senior Lecturers of Nature Cure College are also having parity with Senior Medical Officer Lecturers of Ayush. In 2010 revision, the above categories were assigned a lower pay scale of Rs.19050-45850, whereas Senior Medical Officers/ Lecturers (PG) / Assistant Professor of Ayush were assigned a higher pay scale of Rs.20860-46960. Hence request is for a higher pay scale of Rs.20860-46960 on par with Senior Medical Officers/Assistant Professor/ Lecturers (PG).

The following is progression of pay scales assigned to these categories and comparable post:

Name of the post	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)					
Senior Medical Officer in Nature Cure Hospital/Senior Lecturer of Nature Cure College	3640-7580/3880-8140 (A.C. 1995)	7400-15475	10845-25600	19050-45850	Junior Lecturer of Nature Cure College / Junior Medical Officer of Nature Cure Hospital (Rs.16150-42590)	Chief Medical Officer (Rs.23650-49360)
Assistant Professor/ Lecturer P.G./ Senior Medical Officer (AYUSH)	3880-8140	7400-15475	10845-25600	20680-46960	Medical Officer/Junior Lecturer (Rs.18030-43630)	Chief Medical Officer/ Resident Medical Officer/ Professor (Rs.25600-50560)

As per Service Rules issued in G.O.Ms.No.68, HM&FW Department, dt:16-02-1994, Senior Lecturer of Nature Cure College is filled by promotion of

Junior Medical Officers of Nature Cure Hospitals /Junior Lecturer of Nature Cure College. If no suitable candidate is available for promotion, then method of direct recruitment. For direct recruitment one must have passed Intermediate and must possess a Degree/Diploma in Naturopathy and Yoga and must have at least 3 years experience as Lecturers/Medical Officers in any of the Nature Cure Institutions.

The category of Senior Medical Officers of Nature Cure Hospital is filled by promotion of Junior Medical Officers of Nature Cure Hospitals /Junior Lecturer of Nature Cure College. If no suitable candidates are available by promotion, then by direct recruitment. For direct recruitment, one must have passed Intermediate, must possess a Degree/Diploma in Naturopathy and must have atleast experience of 3 years as lecturers/Medical Officers of any of the Nature Cure Institutions.

The categories of Senior Medical Officer in Nature Cure Hospital/ Senior Lecturer of Nature Cure College did not represent to the 1999 and 2005 revisions, however they were assigned corresponding pay scale of Rs.7400-15475 and Rs.10845-25600 on par with Assistant Professor/ Lecturer (P.G.)/ Senior Medical Officer (Ayurvedic, Unani & Homeo) of Ayush. The categories of Senior Lecturer of Nature Cure College / Senior Medical Officer of Nature Cure Hospital did not represent to 2010 revision, however they were assigned a corresponding pay scale of Rs.19050-45850, whereas Assistant Professor/ Lecturer P.G. / Senior Medical Officer (Ayurvedic, Unani&Homeo) of AYUSH Department were assigned a higher pay scale of Rs.20680-46960 (benefited by one stage). Hence the above anomaly has arisen in 2010 revision.

In view of the above, the Commission assigns to this category a pay scale of Rs.42490-96110 corresponding to Rs.21820-48160 on par with Assistant Professor / Lecturer P.G / Senior Medical Officer of Ayush Department, thus improved by one stage.

5. Superintendent/Chief Medical Officer of Nature Cure Hospital : Rs.23650-49360
No. of posts :

It is represented that the Institutions functioning under the administrative control of Erstwhile Andhra Pradesh Yogadhyayana Parishad along with staff were brought under the administrative control of the Director, Indian Medicines and Homeopathy in terms of G.O.Ms.No.224, HM&FW (R.I) Department, dated.16.03.1991 with effect from 16.03.1991 and declared that they will be treated as Govt. servants for all purpose, vide G.O.Ms.No.460, HM&FW (R.I) Department, dated.30.11.1988. It is submitted that subsequently Govt. had extended Revised Pay Scales, 1986 on par with similar posts existing in this Department vide Memo.No.20288/R1/91-4, HM&FW Department, dated. 26.08.1991. The Service Rules to the posts existing in the Nature Cure and Yoga Institutes were framed vide G.O.Ms.No.68, HM&FW Department, dated:16.02.1994 and G.O.Ms.No.330, HM&FW Department, dated:30.06.1994.

It is represented that the duties and responsibilities of the Superintendent/Chief Medical Officer, Nature Cure Hospital and Superintendent/ Chief Medical Officer in AYUSH Department are one and the same. However, Superintendent/Chief Medical Officer, Nature Cure Hospital were assigned a lower pay scale of Rs.23650-49360 and Superintendent/Chief Medical Officer in AYUSH Department was assigned a higher pay scale of Rs.25600-50560 in 2010 revision. Hence it is requested to maintain parity in pay scales for both the systems. Hence request is for a higher pay scale of Rs.25600-50560 to the category of Superintendent/Chief Medical Officer, Gandhi Naturopathic Medical College on par with Superintendent/Chief Medical Officer in AYUSH Department.

Following is the progression of pay scales of Superintendent/ Chief Medical Officer of A. P. Yogadhyayana Parishad and AYUSH.

Department	Name of the post	1993	1999	2005	2010
		(Rs.)			
A. P. Yogadhyayana Parishad	Superintendent/Chief Medical Officer	4400-8700	8400-16525	13390-28500	23650-49360
AYUSH	Superintendent/Chief Medical Officer	4400-8700	8400-16525	13390-28500	25600-50560

As per Service Rules issued in G.O.Ms.No.68, Health Medical & Family Welfare (I.1) Department, dated.16.02.1994, the category of Superintendent/Chief Medical Officer, Nature Cure Hospital is filled in by promotion from among the Senior Medical Officer, Nature Cure Hospital /Senior Lecturers, Nature Cure College. If no suitable or eligible candidates are available for promotion, then by direct recruitment. The qualifications prescribed are 1) One must have passed Intermediate or equivalent examination. 2) A Degree/Diploma in Naturopathy or Yoga from a recognized Institution/ Statutory Board/ University/ Institution aided by Central or State Government. The categories of Superintendent /Chief Medical Officer of AYUSH are filled by promotion from the Senior Medical Officer and one must possess a P.G. Degree in Ayurveda/Unani/Homeo i.e., related degree in the respective branch.

It is submitted that the categories of Superintendent /Chief Medical Officer of Nature Cure Hospital had parity with Superintendent / Chief Medical Officer of AYUSH in 1993, 1999 & 2005 Revisions and were allowed pay scales of Rs.4400-8700, Rs.8400-16525 and Rs.13390-28500 respectively. The successive PRCs allowed corresponding pay scales for the above categories. These categories did not represent to 2010 P.R.C, however a corresponding pay scale of Rs.23650-49360 was assigned. The category of Superintendent/ Chief Medical Officer of AYUSH were discussed and assigned revised corresponding pay scale of Rs.25600-50560, thus benefited by one stage. Hence the parity with Superintendent /Chief Medical Officer (AYUSH) was disturbed in 2010 pay revision.

Keeping in view of the above position, the Commission assigns to this category a Pay Scale of Rs.52590-103290 corresponding to Rs.27000-51760 on par with Superintendent/Chief Medical Officer of AYUSH, thus improved by two stages.

6. Principal of Gandhi : Rs.27000-51760
Naturopathic Medical College
 No. of posts :

It is represented that the Gandhi Naturopathic Medical College is functioning under the administrative control of erstwhile Andhra Pradesh Yogadhyayana Parishad along with staff have been brought under the administrative control of the Director, Indian Medicines and Homeopathy in terms of G.O.Ms.No.224, HM&FW (R.I) Department, dated:16.03.1991 w.e.f. 16.03.1991 and declared that employees will be treated as Govt. servants for all purposes, vide G.O.Ms.No.460, HM&FW (R.I) Department, dated:30.11.1988.

It is represented that the post of Principal in the Department of AYUSH and the post of Principal in the Nature Cure and Yoga Institutions carried the same scale of Rs.5390-8980 in 1993 revision and Rs.10250-17050 in 1999 revision. The post of Principal of AYUSH was given the scale of Rs.18025-30765 in 2005 revision, whereas this category was assigned a lower pay scale of Rs.15500-30000. The post of Principal of AYUSH was assigned a higher pay scale of Rs.31550-53060 in 2010 revision, whereas this category was given a lower pay scale of Rs.27000-51760. Hence the pay scale of this category was downgraded and assigned lower pay scales in 2005 and 2010 revisions and the above anomaly had arisen in the above revisions. In view of the above, request is for pay scale to post of Principal, Gandhi Naturopathic Medical College on par with Principal of AYUSH.

The following is the pay scales of this category and Principal of Ayush in successive revisions:

Category	1993	1999	2005	2010	Feeder Category	Promotion Category
	(Rs.)					
Principal of Nature Cure Hospital	5390-8980	10250-17050	15500-30000 (C.S.)	27000-51760 (C.S.)	Superintendent/Chief Medical Officer of Nature Cure Hospital (Rs.23650-49360)	—
Principal of AYUSH including Additional Directors and P.G. Professors	5390-8980	10250-17050	18025-30765 (2 stages benefit)	31550-53060 (C.S.)	Chief Medical Officer (Rs.25600-50560)	--

As per rules issued in G.O.Ms.No.68, HM&FW Department, dt:16-02-1994, the category of Principal, Gandhi Naturopathic Medical College is filled in by promotion from among the Superintendent, Nature Cure Hospital/ Chief Medical Officer. If no suitable or eligible candidates are available for promotion, then by promotion of Senior Lecturers. If not suitable or eligible

candidates are available for promotion by above methods, then method of direct recruitment. The qualification prescribed is one must have passed Intermediate or equivalent examination. A Degree/Diploma in Naturopathy or Yoga from a recognized Institution/ Statutory Board/ University/ Institution aided by Central or State Government and one must have atleast eight years of teaching experience.

The category of Principal (AYUSH) is filled in by promotion from the Chief Medical Officer and one must possess a P.G. Degree in Ayurveda/Unani/Homeo.

The Principal, Gandhi Naturopathic Medical College had parity with Principal (AYUSH) during 1993 and 1999 revisions and assigned pay scales of Rs.5390-8980 and Rs.10285-17050 respectively. This category did not represent to 2005 revision, however a corresponding pay scale of Rs.15500-30000 was assigned. The category of Principal (AYUSH) was discussed and assigned a revised pay scale of Rs.18025-30765, thus benefited by two stages. This category did not represent to 2010 revision however a corresponding pay scale of Rs.27000-51760 was assigned. The category of Principal (AYUSH) was discussed and assigned a corresponding pay scale of Rs.31550-53060. Hence, the parity with Principal (AYUSH) was disturbed in 2005 and 2010 revisions.

Keeping in view of the above position, the Commission assigns to this category a pay scale of Rs.61450-105810 corresponding to Rs.31550-53060, thus improved by two stages.

21 (j) VEMANA YOGA RESEARCH INSTITUTE

- 1. Research Professor of Vemana Yoga Research Institute** : **Rs.25600-50560**
 No. of posts :

It is represented that this category is above the Superintendent of Nature Cure Hospital and below the category of Director of A.P. Yogadhyana Parishad (Rs.23650-49360)/Principal, Gandhi Naturopathic Medical College (Rs.27000-51760). It is also stated that this category was assigned a pay scale of Rs.25600-50560 on par with Superintendent of the Hospital of Ayush. In fact, this category was in a higher pay scale of Rs.15500-30000 in 2005 revision and Superintendents of the Hospital were in the pay scale of Rs.13390-28500. There is a post of Professor of Ayush which is equivalent to this post. Hence request is for a higher pay scale of Rs.31550-53060 on par with Professor of AYUSH.

The following are pay scales assigned to this category and comparable posts in the earlier revisions.

Name of the category	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)						
Research Professor of A.P.Y.P	2690-4440	5040-8700	9600-16525	14600-29250	25600-50560	--	Director of Vemana Yoga Research Institute (Rs.27000-51760)
P.G Professor of Ayush including Additional Director and Principal of colleges	2780-4680	5390-8980	10250-17050	18025-30765	31550-53060	Superintendent of Hospitals/ Research Officer/ Chief Medical Officer (Rs.25600-50560)	--

As per Service Rules issued in G.O.Ms.No.68, HM&FW Department, dated:16-2-1994, the category of Research Professor of Vemana Yoga Research Institute is filled in by Deputation of Candidates from the Director of Health/Director of Medical Education. If no suitable or eligible candidates are available by the above method, then by direct recruitment. For direct recruitment, one must possess a degree, a degree/diploma/certificate in Yoga or Naturopathy and candidates with research experience are preferred. This category forms feeder category to the post of Director, VYRI (Rs.27000-51760).

The category of Additional Director (Ayur)/ Homoeopathy/ Unani) including Principals of Medical Colleges and Professors (P.G) of (Ayur)/ Homoeopathy/ Unani) of AYUSH is filled in by promotion of Chief Medical Officer including Superintendents of Hospital, Research Officer and one must

possess a P.G. degree in the relevant branch and one must have put in not less than 3 years of service.

This category was in the pay scales of Rs.2690-4440 and Rs.5040-8700 in 1986 and 1993 revisions. In 1999 revision, a corresponding scale pay scale of Rs.9600-16525 was assigned. This category did not represent to 2005 and 2010 revisions, however corresponding pay scales of Rs.14600-29250 and Rs.25600-50560 were assigned.

Comparison with P.G Professor of Ayush including Additional Director and Principal of colleges is not appropriate, as the duties and responsibilities, qualifications are different. However, the Commission assigns to this category a pay scale of Rs.52590-103290 corresponding to Rs.27000-51760 being feeder category to the post of Director Vemana Yoga Research Institute, thus improved by one stage.

2. Director, Vemana Yoga Research Institute : **Rs.27000-51760**
 No of posts : 1

It is represented that the post of Director of A.P.V.Y.R.I and Principals/Additional Directors of Ayush were in the pay scales of Rs. 5390-8980 and Rs. 10250-17050 in 1993 and 1999 revisions. In 2005 revision, the post of Additional Director / Principal was assigned a pay scale of Rs.18025-30765, whereas Director, VYRI/Principal, Gandhi Naturopathic Medical College, Nature Cure and Yoga Institutions were assigned a lower pay scale of Rs.15500-30000. In 2010 revision, the post of Director of Vemana Yoga Research Institute /Principal of Gandhi Naturopathic Medical College was assigned a lower pay scale of Rs.27000-51760, whereas the Additional Director/Principal of Ayush was assigned a higher pay scale of Rs.31550-53060. Hence the pay scale of the above categories were downgraded in 2005 and 2010. In view of the above position, request is for a pay scale of Rs.31550-53060 on par with Principal/ Additional Director of Ayush.

The following are pay scales assigned to the categories of Principal of GNCC /Director of VYRI and Additional Director of AYUSH in Successive PRCs.

Category	1978	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)							
Director, VYRI	1500-2100	2690-4400	5040-8700 5390-8980 (AC 1995)	10250-17050	15500-30000	27000-51760	Research Professor (Rs.25600-50560)	--
Principal, GNCC	1400-2000	2780-4680	5390-8980	10250-17050	15500-30000	27000-51760	CMO/ Superintendent (Rs.25600-50560)	--

Category	1978	1986	1993	1999	2005	2010	Feeder category	Promotion category
	(Rs.)							
Additional Director /Principal of AYUSH	1500-2100	2780-4680	5390-8980	10250-17050	18025-30765 (2 stages)	31550-53060	CMO/ Superintendent/ Research Officer/ Regional Deputy Director (Rs.25600-50560)	--

As per Service Rules issued in G.O.Ms.No.68, HM&FW Department, dated:16-02-1994, the category of Director, VYRI is filled by promotion from the category of Research Professor. If, no suitable or eligible candidates are available for promotion, then by direct recruitment. The qualifications prescribed for direct recruitment (i) Must possess a Degree and possess a Degree/ Diploma/ Certificate in Yoga or Naturopathy and must possess 8 years of experience in any recognized yoga Institute.

The category of Director of V.Y.R.I and Principals of Gandhi Nature Cure College were in the following pay scales:

Category	1978	1986	1993
Director	Rs.1500-2100	Rs.2690-4440	Rs.5040-8700
Principal, GNCC	Rs.1400-2000	Rs.2780-4680	Rs.5390-8980

This category represented to Anomalies Committee 1995, seeking a higher pay scale of Rs.5390-8980 on par with Principal, GNCC/Additional Director of IM&M Department. The above Committee assigned a higher pay scale of Rs.5390-8980 for this category on par with Principal, Gandhi Nature Cure College/Additional Director of Indian Medicine or Homeopathy Department.

In 1999 revision, the category of Principal of GNCC/Director, VYRI did not represent, however a corresponding pay scale of Rs.10250-17050 was assigned on par with Additional Director of AYUSH. In 2005 revision, the above categories did not represent to the 2005 revision, however a corresponding pay scale of Rs.15500-30000 was assigned, whereas Additional Director of AYUSH was assigned a higher pay scale of Rs.18025-30765 (two stages benefit). This category did not represent to 2010 revision, however a corresponding pay scale of Rs.27000-51760 was assigned and Additional Director of Ayush was also assigned a corresponding pay scale of Rs.31550-53060.

In view of the above position, the Commission assigned a pay scale of Rs.61450-105810 corresponding to Rs.31550-53060 being promotion category to the post of Research Professor, thus improved by two stages.