

**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

Public services - Revision of Pay Scales - Andhra Pradesh Revised Scales of Pay Rules.-Orders ñ Issued.

FINANCE & PLANNING (FW.PC.I) DEPARTMENT

G.O.(P)No.18

Dated : 19-1-1994.

Read the following:-

1. G.O.(P) No. 162, Finance & Planning (FW PC I) Dept, dt. 20.5.1993.
2. G.O.Ms.No.347, Finance & Planning (FW PC D Dept., dt. 1.10.1993.
3. G.O.Ms.No.393, Finance & Planning (FW.PC.III) Dept., dt. 2.12.1993.
4. Agreement with the Joint Action Committee of Employees, Teachers and Workers of Andhra Pradesh on 17.12.1993.
5. Agreement with the Andhra Pradesh Secretariat Employees Co-ordination Committee on 17.12.1993.

ORDER:

In the Government Order first read above, orders were issued revising the pay scales of the State Government employees in the light of the recommendations of the Pay Revision Commissioner, 1993 with effect from 1st January, 1993 with monetary benefit from 1st April, 1993. In the G.O.2nd read above, orders were issued implementing the recommendations of the Pay Revision Commissioner 1993 in respect of Non-teaching staff of Universities including Jawaharlal Nehru Technological University, Andhra Pradesh Agricultural University and Regional Engineering College, Warangal. In the G.O. 3rd read above, it was ordered that the ceiling of Rs.500/- on fixation benefit in the Revised pay scales does not apply in cases whose pay is proposed to be fixed under Rule 6(g) (t) of A.P. Revised Scales of Pay Rules 1993 by amending the existing first proviso under sub rule (b).o.(Rule 6 of the said Rules. But the A.P.N.G.O's Association, T.N.G.Os' Union and A.P. Secretarial Association etc., have been representing to the Government for implementation of the recommendations of the Pay Revision Commissioner 1993 from 1.7.1992 and also for restoration of rates of House Rent Allowance that were prevalent prior to 1.1.1993. The requests of the Associations have been examined and discussions were held with representatives of the Service Associations. Subsequently, Government have reached an agreement with the Joint Action Committee of Employees, Teachers and Workers of Andhra Pradesh and Andhra Pradesh Secretariat Co-ordination Committee on 17.12.1993. Among other things, it was agreed that:

(i) The recommendations of the Pay Revision Commissioner, 1993 would be implemented from 1.7.1992 for the purpose of notional fixation of pay. There would be no payment of cash in pursuance of such fixation. The monetary benefit would however, accrue only in accordance with the orders already issued in this regard from 1.4.1993.

(ii) It was agreed that stagnation increments as allowed prior to 1.1.1993 would be restored with cash benefit from 1.4.1993, which would also count for pensionary benefits.

(iii) It was agreed that the ceiling of Rs:500/- fixed on the quantum of pay fixation benefit be deleted for purpose of fixation of pay.

(iv) It was agreed to include Drivers, Roneo Operators, Xerox Operators, Telephone Operators and Chowkidars under definition of 2(b)(v) of Notification issued vide G.O.(P) No.162, Finance and Planning (FW PC.I) Department dated 20.05.1993, so as to enable them to reckon the DA appropriate to the Special Pay drawn by them for purpose of pay fixation in Revised Pay Scales, 1993.

2. In pursuance of the above agreement and in modification of the orders issued in the G. O's. read above, Government hereby order that the Revised Pay Scales 1993 shall come into force on and from 1.7.1992 and the monetary benefit shall be allowed from 1.4.1993.

3. The pay of the employees in the Revised Pay Scales, 1993 shall therefore be fixed with effect from 1.7.1992 or any subsequent date in accordance with the option exercised as per the rules notified in the Notification appended to this order. Employees whose date of increment in the Pre-revised Scales i.e., the A.P. Revised Pay Scales, 1986 happens to be 1.7.1992, Shall be allowed option to get their pay fixed in the A.P. Revised Pay Scales, 1993 as-indicated below:

Based on the pay in the existing scale as on 1.7.1992 excluding the increment which fell due on 1.7.1992, the pay shall be fixed in Revised pay Scale 1993 and they shall be allowed increment in the Revised Pay Scales, 1993 with effect from 1.7.1992 after the pay is so-fixed with effect from 1.7.1992, in the Revised Pay Scale, 1993.

OR

Based on the pay in the existing scale including the increment due and sanctioned on 1.7.1992, the pay shall be fixed in Revised Pay Scales 1993 and they shall be allowed increment on completion of the service required to earn increment, in the Revised Pay Scales, 1993.

4. Employees who retired between 1.7.1992 and 31.3.1993 shall also be eligible for the Revised Pay Scales, 1993. The notional pay fixed in the Revised Pay Scales, 1993 in accordance with these orders, shall in such cases count for pensionary benefits.

5. The Revised Pay Scales, 1993 will not apply to persons who were re-employed before 1st July, 1992 and are continuing on re-employment beyond that date.

6. Government also hereby order that all the employees falling under Grade-1 to XXXII are entitled for three stagnation increments beyond the time scale in the Revised Pay Scales, 1993. The stagnation increments shall count for purpose of pension and pensionary benefits.

7. As a result of implementing the Revised Pay Scales, 1993 with effect from 1.7.1992, all the employees are permitted to exercise revised options to remain in the pre-revised scale viz., the Revised Pay Scales, 1986 or to come over to the Revised Pay Scales, 1993 from

1.7.1992. A Government employee may also exercise option to remain in the Pre-revised Scales of pay viz., the Revised Pay Scales, 1986 until the date on which he earned his next increment in the pre-Revised Pay Scales of pay viz.. Revised Scales, 1986. The revised option shall be exercised within a period of six months from the date of publication of the Notification in the Andhra Pradesh Gazette. The revised option once exercised is final. If any employee does not exercise his option in writing within the specified period he shall be deemed to have elected to be governed by the Revised Pay Scales 1993 with effect from 1.7.1992. The Revised option shall be in the specimen form given in the Annexure appended to the Notification of this order. Government employees holding lower posts but officiating in a higher post on 1.7.1992, shall exercise the revised option in respect of both the posts.

8. In respect of employees who opt to come into the Revised Pay Scales, 1993 from a date in between 1.7.1992 and 31.3.1993, the interim relief drawn from the date of entry into the Revised Pay Scales 1993 to 31.3.1993 shall be notionally adjusted.

9. Government have also decided that there shall be no limit on the benefit of fixation of pay. Accordingly, Government hereby order that the pay shall be fixed at the next higher stage in the A.P. Revised Pay Scales 1993 after adding 10% of pay to the existing emoluments. As a consequence, the orders issued in G.O.3rd read above are hereby withdrawn.

10. Government have also decided that the Dearness Allowance appropriate to the Special Pay shall be "reckoned as "existing emoluments" for the purpose of fixation of

pay in Revised Pay Scales 1993 in respect of Drivers, Roneo Operators, Xerox Operators, Telephone Operators and Chriwkidars.

11. In respect of categories listed in Schedule IV appended to the Government Order first read above, the pay shall be fixed in the Revised Pay Scales 1993 with effect from 1.7.1992 based on the pay drawn by the holders of the posts in the higher scales in the pre-revised scales viz., the Revised Pay Scales, 1986.

12. These orders are applicable to

(a) all employees of the State Government;

(b) the employees of the Local Bodies i.e. employees of Zilla Praja Parishads, Mandal Praja Parishads, Gram Panchayats, Municipalities, Zilla Grandhalaya Samsthas, teaching and non-teaching staff of Aided Institutions including Aided Polytechnics, employees of Municipal Corporations of Hyderabad, Vijayawada and Visakhapatnam and Agricultural Market Committees.

(c) The Workcharged establishment in the engineering branches of Irrigation and Power, Transport, Roads and Buildings, Panchayat Raj, Public Health and Municipal Administration Departments in receipt of pay in a regular pay scales.

(d) Non-teaching staff of Universities including Jawaharlal Nehru Technological University, Andhra Pradesh Agricultural University and Regional Engineering College, Warangal.

13. The following Notification will be published in the Andhra Pradesh Gazette:

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Andhra Pradesh hereby makes the following amendments to the Andhra Pradesh Revised Scales of Pay Rules, 1993.

AMENDMENTS

In the said rules: -

1. In rule 1, for sub-rules (2) and (3) the following shall be substituted namely: -

(2) They shall be deemed to have come into force on the 1st July, 1992.

(3) These rules shall apply to all Government employees whether temporary, regular or permanent appointed before 1st July, 1992".

2. In rule 2, in clause (2), in sub-clause (b) for item (v) the following shall be substituted namely:-

(v) dearness allowance admissible at the rates which existed on 1st July 1992, appropriate to the Special pay sanctioned to the categories in respect of Typists, Typist cum-Assistants, Steno-Typists, Stenographers, as well as Radio-Graphers, dark-room Assistants and X-Ray Attenders in Medical and Health Department, Drivers, Roneo Operators, Xerox Operators, Telephone Operators and Chowkidars".

3. In rule 5,-

(a) for sub-rule (1), the following shall be substituted, namely:-

(1) Subject to other provisions of this rule, a Government employee holding a post under the Government on 1st July, 1992 the scale of which is revised may opt:

(a) to remain in the existing scale of pay, or

(b) to draw pay in the revised pay scales, 1993 either from 1st July, 1992 or from the date on which he earns his next increment in the existing scale of pay, but not beyond 30.6.1993".

(c) for sub-rule (3), the following shall be substituted, namely:-

"(3) (a) If a Government employee does not exercise his option in writing within the time specified in sub-rule (2), he shall be deemed to have opted to the Revised Pay Scales, 1993 from 1.7.1992.

(b) If a Government employee exercises option to enter the Revised Pay Scales, 1993 from a date beyond 30.6.1993, such option shall be deemed to be invalid and shall be treated as a case of failure to exercise option and he shall be governed by sub-rule (3)

(a) of this rule".

(c) for sub-rule (4), the following shall be substituted, namely:-

"(4) A Government employee shall exercise his option in respect of the post held by him on the 1st July, 1992 and also in respect of each of the lower posts which he would have held on that day but for his holding the higher post".

(d) for sub-rule (6), the following shall be substituted, namely:-

"(6) A Government employee who retired on or after the 1st July, 1992 but before the date of publication of these rules in the Andhra Pradesh Gazette may exercise option under this rule, within a period of six months from the date of receipt of a communication in that behalf by him from the Head of the department or office in which he was employed".

(e) for sub-rule (7), the following shall be substituted, namely:-

"(7) In the case of a Government employee who died while in service on or after the 1st July, 1992 or who may die before the last date for the exercise of option under sub-rule (2) his legal heirs may exercise option in the manner set out in sub-rule (6) of this rule".

4. In rule 6,-

- (a) (i) the (first) proviso to clause (b) shall be omitted;
(ii) in the second proviso, the word "further" shall be omitted;
(b) for clause (d),
the following shall be substituted, namely:-

"(d) A Government employee who is on leave or under suspension on 1st July, 1992 shall also be entitled to have his pay fixed in accordance with these principles, subject to the condition that the monetary benefit shall accrue to him only from the date of resumption of duty by him. An employee who is re-instated after discharge shall enter the Revised Pay Scales, 1993 only on the date of reinstatement".

(c) in clause (g) for item (iii),

the following shall be substituted, namely:-

"(iii) Where a Government employee, who had actually officiated in higher post prior to 1.7.1992 in regular capacity but who stood reverted to the lower post on the crucial date of 1.7.1992 for want of vacancy and who would be re promoted on or before 30.6.1993 shall be

allowed the benefit of fixation of pay in the Revised Pay Scales 1993 in the higher category subject to the following conditions:

(1) The employee should have held the post prior to 1.7.1992 in regular capacity and stood reverted to the lower post on the date for want of vacancy.

(2) On subsequent appointment to the post after 1.7.1992, the employee should draw pay in the Revised Pay Scales 1993.

(3) Pay in such cases, shall be fixed in the Revised Pay Scales 1993 in accordance with the principles laid down in proviso to Fundamental Rule 22/Rule 34 of Hyderabad Civil Service Rules notionally treating the employee to have held the higher post on 1.7.1992 and elected to the Revised Scale of pay from that date. In other words the employee should be deemed to have held the post in question on 1.7.1992 and elected to the Revised Pay Scales 1993 from 1.7.1992 only.

(4) The pay in the Revised Pay Scales shall be fixed in accordance with the principles of pay fixation laid down in these rules on the basis of the pay which he would have drawn in the pre-revised scales had he been holding that post on 1.7.1992.

(5) The subsequent increments shall be allowed in accordance with the rule 7 of the A.P. Revised Scales of Pay Rules, 1993.

(6) The monetary benefit shall be allowed from the date of actual repromotion.

(7) Where the pay of such employee on re promotion to the higher post after 1.7.1992 happens to be less than what would be admissible at the stage next above his substantive pay in the higher post shall be fixed at the stage next above his pay in the lower post".

5. For rule 7,

the following shall be substituted, namely:-

"7. Date of next increment in the Revised Pay Scales, 1993:

The next increment of a Government employee whose pay is fixed in the Revised Pay Scales, 1993 on 1st July, 1992 in accordance with the principles specified in rule 6 shall accrue on the date on which he would have drawn his increment had he continued in the existing scale of pay:

Provided that, in the case of a Government employee whose pay in the revised pay scale of 1993 is fixed on the 1st July, 1992 at the same stage as that fixed for another Government employee junior to him in the same cadre, and drawing pay at a lower stage than his in the existing scale of pay, prior to the date, the next increment shall be deemed to have accrued on the same date as admissible to his junior, if the date of increment of the junior is earlier: Provided further that, in case of Government employee who has reached maximum of the pre-revised scale and has exhausted all the stagnation increments beyond the maximum of the scale and stagnated for less than one year on 1st July, 1992, the next increment shall be allowed on completion of one year from the date he has reached that stage: Provided also that, in case of Government employee who has reached maximum of the pre-revised scale and has exhausted all the stagnation increments beyond the maximum of the scale and stagnated for more than one year on 1st July, 1992, the next increment shall be allowed on 1.7.1992".

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

A.R. JAYA PRAKASH
Special Secretary to Government