



**REPORT OF  
FIRST  
PAY REVISION COMMISSION  
TELANGANA  
2020**

**VOLUME-I**

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## **ACKNOWLEDGEMENTS**

At the outset we would like to express our gratitude to the Government for reposing in us the trust and confidence for chairing the 1<sup>st</sup> Pay Revision Commission for Telangana and writing its Report. This task has enabled us to look at the organizational structure of Government and understand the hopes and aspirations of employees manning this structure and the challenges faced by them in the process of governance. This was a new experience for us as throughout our 35 years of working in Government, we took this structure always for granted to leverage it to the max for the development of the State and its citizens. Time has come now to give back to this organization and to all those manning it and with the same enthusiasm and commitment what is rightly due to them namely a pay structure that will inspire confidence and motivate them to work selflessly and with commitment to bring smile on the faces of people whom they have undertaken to serve.

In this task we have received unprecedented cooperation from every single association of employees, retired pensioners and contract and contingent employees who met us during the course of hearing and deliberations on their representations. We would like to express our deep appreciation to the Office Bearers and other functionaries of the various Associations and Unions of the serving employees and the Pensioners for providing valuable information in response to the Questionnaire circulated by the Commission and in making excellent presentations during the discussions held with them.

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\* \* \* \* \*

## **Executive Summary**

### **1. Pay Scale:**

- a) The Master Scale concept is retained with 32 Grades and 80 segments. The Master scale is formulated keeping in mind the following principles:
  - i. Annual increment to range from 3.36% of the pay in initial stages to 2.33% finally.
  - ii. Periodicity of increase in increment to be 3 years.
- b) The New Scale is evolved by merging DA with Basic Pay as on 1.7.2018.
- c) The 'Minimum Pay' for the lowest paid employee is to be Rs.19,000/- per month.
- d) The 'Maximum Pay' in the Master scale is worked out to Rs.1,62,070/- per month, which represents a Minimum to Maximum ratio of 1 : 8.53.
- e) In the event of stagnation which should not normally arise, grant of up to 5 stagnation increments is recommended.

### **2. Fitment:**

The Commission recommends a fitment of 7.5% on Basic Pay.

### **3. Date of Effect:**

Since the DA is merged as on 1.7.2018, the new scales come into operation from 1.7.2018. Government may take a view on the date from which the financial benefit would accrue keeping in view its resource position and the various demands thereon.

### **4. Dearness Allowance:**

- a. The existing practice of following the GOI in sanctioning DA twice a year is to be continued.
- b. As the Central rates of DA are based on DA merged scales of 1.1.2016 while DA as on 1.7.2018 has been merged in the scales now proposed for the State employees, the Commission recommends a conversion factor of 0.910 for sanction of DA from 1.1.2019. It means that for every

1% increase in DA sanctioned by GOI, the DA to be sanctioned by the State to its employees would be 0.910 % for the DA starting from 1.1.2019.

**5. House Rent Allowance:**

- a). The classification of cities and towns has been updated with reference to the Final Census figures of 2011 obtained from the Director of Census Operations and from the latest notification of new municipal areas from the Director of Municipal Administration, Hyderabad.
- b). The existing rates of HRA viz. 30%, 20%, 14.5% and 12% has been changed to 24%, 17%, 13% and 11% respectively for different places, based on population. This has been done keeping 7<sup>th</sup> CPC recommendation in view.
- c). Additional HRA in lieu of rent free accommodation is retained at 8% of basic pay, but the monetary ceiling is increased from Rs.2,000/- to Rs.2,500/- p.m.

**6. City Compensatory Allowance:**

The present classification of municipal areas for the purpose of payment of City Compensatory Allowance is retained. The quantum of allowance is, however, increased for all the pay ranges.

**7. Enhancement of Age of Superannuation:**

The age of superannuation is extended from 58 years up to 60 years.

**8. Advance Increments**

The Commission has not recommended any special increment for possessing higher qualifications.

**9. Loans and Advances**

The Commission has recommended encouraging the employees to go in for house building loans from commercial banks by Government suitably subsidizing the interest rates. Pending such an arrangement, increase in the quantum of various loans and advances is recommended.

**10. Leave Benefits:**

- a) The Child Care Leave (CCL) be enhanced from 90 days to 120 days in the case of normal children.
- b) CCL be enhanced from 90 days to two years, in the case of disabled children only, on par with GOI. This leave be granted with 100% of the salary for the first 365 days and 80% of the salary for the next 365 days.
- c) CCL be extended to single male parents who may include unmarried or widower or divorcee employees.
- d) Special Disability Leave is substituted by a new Leave named “Work Related Illness and injury Leave (WRILL)” and Special Disability Leave for accidental injury and Hospital Leave are merged in WRILL.

**11. Medical Benefits:**

- a) The Commission has recommended streamlining the cashless treatment under EHS by collecting 1% basic pay from employees and 1% of basic pension from the pensioners and creating a ‘*separate reserve*’ as in case of Arogya Bhadratha. The expenditure shall be met from the above reserve initially and the same shall be recouped from the reimbursement by the Government, after scrutiny of bills as per the existing rules.
- b) It is also recommended to extend the EHS to the retired CPS employees by collecting a lumpsum amount equal to one month pension or as decided by the Government at the time of their retirement.
- c) Medical Allowance to Service Pensioners and Family Pensioners is recommended to be enhanced from Rs.350/- p.m. to Rs.600/-p.m.

**12. Special Pays:**

- a) The existing special pays are enhanced suitably.
- b) Further the Commission has recommended special pay of 15% of basic pay to certain categories of Protocol Department.

**13. Travelling Allowances (T.A.):**

- a) The employees belonging to Grade-I and Grade-II of Annexure-I of T.A. rules be permitted to travel by A.C. buses of T.S.R.T.C/ A.C. Buses run by private operators while on tour, irrespective of whether the place is connected by rail or not. Similarly, the employees belonging to Grade-III may be permitted to travel by T.S.R.T.C/ Buses run by private operators except by A.C. Buses, and also between the places connected by train can claim the actual Bus charges paid for.
- b) Mileage Allowance increased to Rs.16/- per k.m. for petrol driven four wheelers, Rs.14/- per k.m. for diesel driven four wheelers and Rs.6/- per k.m. for motor cycle/ scooters.
- c) Rates of Daily Allowance and Lodging Charges enhanced by about 33% to a maximum of Rs.800/- per day of DA for tours to any place outside the State and to a maximum lodging charges of Rs.1300/- per day at Delhi, etc.
- d) Conveyance charges to Court Masters and Personal Secretary to Hon'ble Judges of Telangana High Court increased to a maximum of Rs.5000/- per month.
- e) Fixed Travelling Allowance is enhanced suitably for journeys within the mandal from Rs.1200/- to Rs.1500/- per month and for journeys in more than one mandal within a Revenue Division from Rs.1500/- to Rs.2000/- per month.

**14. Leave Travel Concession**

- a) In place of existing scheme of LTC (anywhere in the State/ Hometown), the LTC facility to visit any place in India once in the block period of four years, subject to maximum of 4 times in the entire service period, without any limitations regarding distance and amount is recommended.
- b) The definition of Family has been elaborated by including the dependent parents of the Government employees, whether Gazetted or Non-Gazetted.

**15. Other Allowances:**

- a) Reimbursement of Tuition Fee to the children of the NGOs is deleted. However, an incentive amount of Rs.2000/-p.a. per pupil, subject to a maximum of two children only be allowed to the employees who have admitted their children in Government schools. This facility is recommended to be extended to all the Government employees.



- b) Funeral Charges of deceased employee be increased to Rs.30,000/-.
- c) Special Compensatory Allowance increased by about 30% up to a maximum of Rs.1660/- per month to the employees working in scheduled areas.
- d) Substantial increase allowed on Uniform Allowance, Uniform Maintenance Allowance and Stitching Charges.
- e) Substantial increase recommended in 'Emergency Health Care Allowance', PG Degree and Diploma Allowance, Non Private Practice Allowance, Tribal Allowance and Rural Allowance for several categories of employees in Medical related Departments.
- f) 'Readers Allowance' to Visually Challenged Teachers and Lecturers recommended to be increased by about 30%, up to a maximum of Rs.2500/- per month.
- g) 'Delhi Allowance' / 'Special Compensatory Allowance' to staff working in Telangana Bhavan at New Delhi recommended to be increased to 20% of basic pay subject to a maximum of Rs.5500/- per month.
- h) 'Special Gratuity Allowance' to drivers of Telangana Bhavan recommended to be increased to Rs.40/- per hour subject to a ceiling of 100 hours in a month.
- i) 'Conveyance Allowance' to blind, hearing impaired and physically challenged employees increased to 10% of Basic Pay subject to a maximum of Rs.3000/- per month.

#### **16. Pension Benefits:**

- a) The minimum pension/ family pension shall be fixed at Rs.9,700/- p.m. i.e., 50% of the minimum pay in the revised master pay scale.
- b) Quantum of pension: Full pension is recommended to be allowed to the State Government employees retiring after 20 years of service (as per O.M. dt:02.09.2008 of GOI). However, the existing provision of service weightage of 5 years with regard to the Government employees retiring in less than 20 years of service will continue.
- c) If a Government servant dies while in service, the enhanced family pension shall be payable for a maximum period of either 10 years from the day next to the date of death of the employee/ pensioner or till the

employee / pensioner would have attained the age of 65 years had he been alive, whichever is earlier.

- d) The mentally retarded/ physically challenged son/ daughter of an employee are recommended to be paid family pension for their life time even after their marriage.
- e) To provide relief to pensioners who retired a long time ago, additional quantum of pension @ 15% of Basic Pension recommended from the age of 75 years onwards and proposed up to 100% of basic pension to the pensioners aged 100 years or above.
- f) The maximum amount of Gratuity payable at the time of retirement recommended to be increased from Rs.12/- lakhs to Rs.16/- lakhs.
- g) Relief amount on the death of service pensioner / family pensioner recommended to increase from Rs.20,000/- to Rs.30,000/-.
- h) The financial assistance is recommended to be increased to the level of minimum service pension, increased family pension with no dearness relief after 1.7.2018.
- i) Restoration of commuted portion of pension after 15 years to be continued, till such time as the commutation table is revised by the Government of India.

**17. Contributory Pension Scheme (CPS)/ New Pension Scheme (NPS):**

- a) It is recommended to increase the employer's share to 14% of (Basic Pay + D.A.) in place of 10% of (Basic Pay + D.A.), on the lines of GOI.
- b) Invalidation pension / family pension be extended to the employees of State Government covered under the Contributory Pension Scheme and their family members.
- c) Death Relief (obsequies charges) is extended to retired CPS employees also on par with the pensioners/ family pensioners under old pension scheme.

**18. Full time/Part time Contingent employees/ Daily Wage and NMRs:**

The Commission recommends to provide certain leave and other benefits to these categories.

**19. Human Resources to Meet Contemporary Requirements of Governance**

The existing human resources of all departments in tune with the contemporary requirements including contract / outsourcing personnel was reviewed. It is recommended to sanction annual increase of Rs.1000/- to the contract/ outsourcing personnel.

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## CHAPTER – I

### INTRODUCTION

**01.01** The Government of Telangana constituted the First Pay Revision Commission vide G.O.Ms.No.86, G.A. (Spl.A) Department, dated:18.05.2018, appointing Sri C.R. Biswal, IAS (Retired), Chairman, Dr.C.Umamaheswara Rao, IAS (Retired), Member, Dr. Mohammed Ali Rafath, IAS (Retired), Member and notified the following terms of reference for the Commission:

- (i) To evolve the principles which may govern the structure of emoluments and the conditions of service of various categories of employees of the State Government Local Bodies and Aided Institutions, Non-teaching staff of the Universities including Prof. Jayashankar Agricultural University, Jawaharlal Nehru Technological University, Work Charged employees and full-time contingent employees, which have a financial bearing taking into account the total packet of benefits available to them and suggest changes therein which may be desirable and feasible;

The Commission however shall, not deal with the teaching staff in Government Colleges and Government Aided private Colleges drawing UGC/AICTE and ICAR scales. The Commission shall not deal with the officers of State Higher Judicial Service and State Judicial Service who are drawing pay scales as recommended by the First National Judicial Pay Commission and subsequent revisions.

- (ii) To examine as to what extent the existing Dearness Allowance may be merged in pay and, to evolve consequent new set of pay scales merging DA therein and to suggest the mode of fixation of pay in the Revised Pay Scales.
- (iii) To study the Automatic Advancement Scheme as modified from time to time keeping in view the anomalies, if any arisen, during the implementation of the said scheme and also to examine whether the said scheme should continue in its present form and to make the recommendations in this regard.
- (iv) To examine the need for various Special Pays, Compensatory and various other Allowances, with special reference to the following, and other perquisites in cash or kind now allowed and to make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any, are deemed

desirable with regard to their rates, terms and other conditions which should govern them in future.

- (a) Review the benefit of rent free accommodation allowed to various categories, necessity and justification to continue the benefit in the present scenario and if so which categories.
- (b) Review the benefit of additional HRA to the employees working in Scheduled Areas and Projects, taking into consideration urbanization, district bifurcation, improvement in transport facilities and availability of amenities; identification and classification of the Scheduled Areas and Projects for which such benefit is necessary.
- (c) Examine the need for suitable monetary compensation as incentive for those working in Scheduled and remote areas in lieu of or in addition to the existing incentives in any form and make their recommendations both as regards the quantum and identification of such areas.
- (d) To review the allowance of LTC in its present form and recommend the modifications required to the existing method and rules.
- (v) To examine and review the existing Pension structure for Pensioners, and make recommendations which may be desirable and feasible.
- (vi) Review of the existing human resource of all Departments in tune with the contemporary requirements including contract/outsourcing personnel.
- (vii) To give its recommendations on any other matter referred to it by the State Government during the tenure of its Office.
- (viii) Review and necessity to continue Gazetted status to various posts and suggest any alternative methods; if Gazetted status is to be continued suggest the modalities/guidelines to accord Gazetted status to the Non-Gazetted posts, keep in view of the relevant recommendations of the earlier PRCs in the matter.
- (ix) Review the need for continuing various loans and advances to the State Government employees in the light of the orders of GOI as per the recommendations of 7<sup>th</sup> CPC and also in the present scenario of easy availability of housing loans and consumer loans from the financial institutions.

**01.02** In para 1 (VII) in the G.O. cited above, it is mentioned that the Commission may give its recommendations on any other matter referred to it by the State Government during the tenure of its office.

**01.03** Further in the exigency of administration, Government, vide G.O.Rt.No.1058, General Administration (Spl.A) Department, dt:15.04.2019, entrusted the following additional Terms of Reference:

- 1) To study the existing Government Business Rules and recommend the modifications that may be required to bring about more clarity and expeditiousness in the process of decision making and disposal of business of the Government.
- 2) To study the existing organisation of departments and distribution of business among the departments under the Business Rules and recommend the modifications that may be required in the context of formation of the new State and the consequent political and administrative exigencies.
- 3) To examine and recommend the staffing pattern that is required to be adopted in the Collectorates and district offices of major departments keeping in view the geographical area, population and administrative requirements of the re-organized districts.
- 4) To examine and recommend the measures required to improve the responsiveness and accountability of the administrative machinery at various levels.
- 5) To study the existing General and Special Service Rules and recommend the changes required in the context of re-organisation of departments and the changes required to reduce the quantum of service litigations.
- 6) To study the existing arrangements in regard to training and capacity building of human resources in Government departments and recommend the measures to be adopted to further enhance the quality and skills of human resources in Government.

**01.04** **The Commission will give a report on the additional terms of reference separately.**

**01.05** The Pay Revision Commission commenced its work on 25.5.2018 and issued Press notes dt: 02-06-2018 and 07-06-2018 respectively, requesting various Departments to furnish information as per Proformae I, II, III, IV and V with a brief write-up of the Department and also to appoint a liaison officer and to furnish a copy of the latest service rules, special pays and special allowances, etc.,

**01.06** A separate Questionnaire covering various aspects of the 'Terms of Reference' was communicated to Service Associations/ Individuals/ Pensioners' Associations and employees of local bodies, including Zilla Grandhalaya Samsthas, Aided Institutions, Universities including Jawaharlal Nehru Technological University and Prof. Jayashankar Agricultural University etc., to put forth representations before the Commission by 20<sup>th</sup> June' 2018. Based on the request of several associations, the period for submission of representations was extended up to 5<sup>th</sup> July' 2018 and again it was extended up to 10-08-2018. Further the Pay Revision Commission followed a flexible approach with regard to receipt of representations and allowed considerable time and freedom to the individuals and associations to present their memoranda and to make representations in person.

**01.07** The Commission has received 501 written representations in total; accordingly, the Commission organized 345 meetings with Secretariat Departments/ HODs along with Service Associations, Unions & individuals and also conducted meetings with 156 Pensioner Associations and Pensioners respectively who had given representations in writing. The meetings commenced on 20.08.2018 and continued till the middle of March' 2019, were found to be extremely useful and a number of issues got clarified. Many of these meetings were attended by the concerned Secretaries and the Heads of Departments along with liaison officers of concerned departments and the Office Bearers of Employees' Unions/ Associations as well as Pensioners' Associations and individuals, who all made valuable contribution to the proceedings of the Commission.

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## CHAPTER-II

### PAY REVISION COMMISSIONS – AN OVERVIEW

**02.01** After formation of the Telangana State, the Government constituted the First Pay Commission under the chairmanship of Sri C.R. Biswal, IAS (Retired) with Dr.C.Umamaheswara Rao, IAS (Retired) and Dr. Mohammed Ali Rafath, IAS (Retired) as Members.

**02.02** In the erstwhile State of Andhra Pradesh, Government had constituted ten Pay Commissions, while Government of India constituted Seven Pay Commissions. While the Government of India constitutes the Pay Commissions once in 10 years the practice in the State since 1974 has been to have a Commission once in 5 years. Brief details of the Pay Commissions constituted by the then State Government are as follows:

#### Statement showing the particulars of Pay Revision Commissions from time to time along with Fitment and implementation details.

Sl. No.	Name of the Pay Revision Commissioner Sarva Sree	Date of Constitution	Fitment		Date of implementation of RPS
			Recommended by the PRC	Ordered by the Government	
1	K. Brahmananda Reddy, Finance Minister	1958	2 years to 5 years- 1 increment; more than 5yrs upto 10yrs-2 incrs; more than 10 yrs - 3 increments.		01-11-1958, with monetary benefit from date of option or 01-11-1958; G.O.Ms.No.1044, Finance, dt.24-06-1959.
2	Justice N.D. Krishna Rao (One Man Committee)	1965	Weightage of one increment for service of 5 years and above.		19-03-1969 (Ugadi festival); G.O.Ms.No.173, Finance (PC) Dept., dt.13-06-1969.
3	R. Prasad, ICS (Rtd.)	06.06.1974	5%	5%	01-01-1974, with monetary benefit from 01-05-1975; G.O.Ms.No.180, dt.15-07-1975
4	A. Krishna Swamy, IAS (Rtd.)	01.01.1978	Upto 3 years - one increment 3 to 7 years - two increments above 7 yrs - three increments		1-4-1978 with monetary benefit from 1-3-1979, G.O.(P)235, dt.17-09-1979
5	K.Subrahmanyam, IAS	10.05.1985	10%	10%	01-07-1986, G.O.(P)No.288, dt.17-11-1986
6	D. Sankaraguru Swamy, IAS (Rtd).	03.05.1991	10% subject to a minimum of Rs.100/-		01-07-1992 with monetary benefit from 01-04-1993 G.O.(P) No.162, dt. 20-05-1993
7	R.K.R. Gonela, IAS(Rtd)	01.02.1998	20%	25%	01-07-1998 with monetary benefit from 01-04-1999, G.O.(P)No.114, dt.11.08.1999



8	J. Rambabu, IAS (Rtd).	23.02.2004	10%	16%	01-07-2003 with monetary benefit from 01-04-2005, G.O.(P) No.213, dt.27-08-2005
9	C.S.Rao, IAS (Rtd).	07.07.2008	27%	39%	1-7-2008(Notional) 01-02-2010(GPF) 01-03-2010 (Cash benefit); G.O.Ms.No.52, dt.25-02-2010.
10	Pradeep Kumar Agarwal, IAS (Rtd).	15.03.2013	29%	43%	01-07-2013 (Notional) 02-06-2014 (monetary benefit) 01-03-2015 (cash benefit) G.O.Ms.No.25, dt.18-03-2015. Arrears were paid in <b>18</b> Instalments from June, 2017.

**Statement showing the particulars of submission of reports by various Pay Revision Commissions and implementation thereof**

Sl. No.	PRC	Date/ Year of Constitution	Date of Submission of report	Time taken	Date of Implementation	Financial Implications per annum
1	1958	NA	NA	NA	NA	NA
2	1965	NA	NA	NA	NA	NA
3	1974	06-06-1974	29-06-1975	Nearly 11 months	1-1-1974 with monetary benefit from 1-1-1975.	Rs.7.50 cr.
4	1978	01-01-1978	17-09-1979	Nearly 1 year 8 months	1-4-1978 with monetary benefit from 1-3-1979	Rs.31.15 cr.
5	1986	10-05-1985	13-07-1986	Nearly 1 year 2 months	1-7-1986	Rs.75 cr.
6	1993	03-05-1991	08-04-1993	Nearly 1 year 11 months (Universities Non-teaching staff included)	1-7-1992 with monetary benefit from 1-4-1993	Rs.210.50 cr.
7	1999	01-02-1998	21-07-1999 (Govt. Emp.) 25-08-1999 (Universities)	Nearly 1 year 5 months	1-7-1998 with Monetary benefit from 1-4-1999	Rs.1257.82 cr.
8	2005	23-02-2004	30-06-2005	Nearly one year 4 months	1-7-2003 with Monetary benefit w.e.f. 1-4-2005	Rs.1199.62 cr.
9	2008	07-07-2008	November, 2009	Nearly one year 4 months	1-7-2008 with monetary benefit from 1.2.2010	Rs.1629.78 cr.
10	2014	13.03.2013	29-05-2014	Nearly one year 2 months	1-7-2013 with monetary benefit from 02.06.2014	Rs. 3599 Cr.

**02.03** The constitution of a Pay Commission is necessitated due to increase in the cost of living and increase in life span of pensioners with attendant age related problems.

**02.04** In order to meet the situation arising out of increased cost of living, a mechanism had to be found by the Government to neutralize the effect of inflation on the wages of its employees; to cover the interregnum between the Pay Commissions.

**02.05** Sanction of Dearness Allowance at periodic intervals according to a pre-determined formula was the Government response to counter the effect of increase in prices on the wages of the employees. While neutralization of increase in the cost of living was extended in full to certain categories of employees others were compensated only partially till the year 1996. The 5<sup>th</sup> Central Pay Commission pointed out that in the absence of 100% neutralization of increase in the cost of living to all sections of government servants there will be an erosion in the wages of the people who are not fully compensated for such increases resulting in distortion in the pay structure disturbing the ratio of maximum to minimum which was established in the first year of implementation of a Pay Commission's award. They, therefore, recommended 100% neutralization of increase in the cost of living for all sections of government servants and pensioners. There, however, remained the issue of erosion in the real value of other allowances which are related to salary and the employees, therefore demanded an increase in other allowances also commensurate with the increase in cost of living. Since the Government of India was appointing a Commission once in 10 years they addressed this issue by providing for increases in other allowances when the DA, as a percentage of the pay, exceeded 50%. In our State, however, since the pay revisions are taking place almost every 5-6 years the necessity for considering merger of a part of D.A., as pay for purposes of allowances has not arisen so far.

**02.06** A characteristic feature of pay revisions has been the appointment of an Anomalies Committee immediately after the implementation of the report of the Pay Commission. The Anomalies Committees appointed prior to 9<sup>th</sup> PRC rectified many anomalies in the Pay structure suggested by the respective PRCs. However, the Anomalies Committees appointed under the chairmanship of Sri R.M. Gonela, I.A.S. (Retd.) after the 9<sup>th</sup> PRC could not make any recommendation on rectification within the period of its working. On the demand of employees, the Government, instead of extending the tenure of the Anomalies Committee, announced the constitution of 10<sup>th</sup> PRC. It was for the first time that the Tenth PRC was announced by the Government before the due date of revision of pay, i.e., 5 years from the date of earlier PRC. This decision of the Government was widely welcomed by the employees. However, the

grievances of employees with respect to the recommendations of 9<sup>th</sup> PRC remained unaddressed and their subsequent representations were subsumed in the 10<sup>th</sup> PRC report.

**02.07** The 1<sup>st</sup> PRC, Telangana has looked at various aspects affecting the emoluments of the employees and worked out an appropriate package consisting of a streamlined Master Scale, a span of scales that avoids stagnation, ensured that the quantum of increment is consistent with the increases in the quantum of pay and that there is a reasonable increase in other allowances etc. The Commission has also adequately recognized the special needs of women employees and employees who are physically challenged in recommending special leave and enhanced allowances. This time there was no request from the employees' side either to adopt central pay scales or to look at the private sector for working out the compensation package. All the Associations relied upon the International Labour Conference (ILC) norms to work out the 'minimum pay'. Variations in the minimum pay demanded by various associations are on account of i) taking the consumptions units in a family as 4 instead of 3 that is being presently followed; ii) difference in the market price of food and clothing; and iii) addition of new items of expenditure such as mobile phone, transport, fuel, gas, electricity etc., not covered by ILC norms.

**02.08** The Commission has also kept in view the rate of inflation since 2013-14. From the data available, it is seen that the rate of inflation in the last five years has come down to less than half of what existed in the previous five years period.

**02.09** The Commission has relied upon the ILC norms to work out the 'Minimum Pay', retained the family size of four and three consumption units and adopted the market price of food and other commodities as reported by the Directorate of Economics and Statistics. The Commission has also consulted the National Institute of Nutrition (NIN) with regard to the nutritional input that would be necessary keeping in view the food habits of both vegetarians and non-vegetarians. The Commission while calculating the 'Minimum Pay' adequately provided for the new items of expenditure on fuel, electricity, water charges, recreation, festivals, skill upgradation as taken into account by the 7<sup>th</sup> CPC, to make the pay structure more realistic and need based.

\* \* \* \* \*

## CHAPTER – III

### STATE ECONOMY-AN OVERVIEW

#### Introduction

**03.01** The terms of reference mandate the Pay Revision Commission to make recommendations on the revision of pay and allowances of employees of State Government, local bodies, aided institutions, non-teaching staff of universities and pensioners taking into account the overall financial position of the State Government. The Telangana State has come into existence on 2<sup>nd</sup> June, 2014. The expectations and aspirations of the people, in the background of creation of the State, have been very high and the new Government has taken up various programmes and projects in right earnest to meet the expectations. The State has taken up an irrigation project called Kaleswaram, and a major drinking water programme namely, Mission Bhagiratha a comprehensive programme for restoration and rejuvenation of minor irrigation tanks and lakes, which are essential infrastructure projects, besides several welfare programmes to meet the requirements of various cross sections of people. All these have resulted in a major responsibility on the Government in terms of generating more resources and channeling them towards these programmes and projects. Though the State started with a small surplus in its financial resources, the heavy commitment taken up by the Government to meet the aspirations of the people had in fact put the State in a financial stress. The State Government sanctioned a special incentive equal to one increment, namely Telangana increment, to all the employees. The Government was generous in sanctioning 43% fitment which is 14% over and above the fitment recommended by the earlier 10<sup>th</sup> Pay Revision Commission of the combined State. This was the highest ever fitment recommended in the State after independence. The State Government has done a commendable job in executing the above projects against the tight time schedule. It is still work in progress. It will take some time for the outcomes of these massive projects to materialize. The employees' associations have made representations seeking a similar or better fitment. They have given their representations indicating their expectations on various counts. These have been discussed in detail elsewhere in the report. Any Government would be happy to be generous towards its employees. However, resources are always a constraint in a developing economy, particularly, in a new State which is taking up ambitious infrastructure projects for the development of the state. Thus, a delicate balancing act is required to match the resource constraint with the expectations of the employees. The Pay Revision Commission is aware of this delicate situation and have to do proper formulation in making its recommendations. The earlier Pay Commissions have taken a larger view that a good pay package is necessary

to attract and retain the talented. Those were the days when the salaries of the Government employees were lagging behind the corporate sector. However, comparison is not feasible between the corporate sector and Government, since the latter operates several welfare and developmental programmes of the State. Government, over the years, have improved the salaries of the employees so much so that a large number of highly qualified youngsters are joining the Government even at lower levels. Thus, the overall employment conditions seem to be more favourable to the youth in Government than in the private sector at least at certain levels. The Commission also tried to understand the commitments of the State Government, its income and growth prospects in considering the revised pay structure.

**03.02** The Telangana has been a middle income State. While there has been considerable improvement in the levels of per capita income, the State ranks below a number of States in terms of human development indicators. In this chapter, an attempt has been made to present an outline of the State's performance in recent years and demands on its resources to arrive at an informed view of the reasonable pay structure for employees consistent with the resource position of the State Government.

### **Growth Performance**

**03.03** A historic background of the economic performance of the erstwhile Andhra Pradesh is shown below, followed by the performance of newly formed Telangana State in 2014 in various economic parameters.

**03.04** Until the nineties, the average growth of the Gross State Domestic Product (GSDP) of the combined State remained below the Gross Domestic Product (GDP) of the country. In a sharp contrast to the past trends, the State economy (undivided State) registered a growth of 8.16 percent in 2000-01 compared with the national growth of 4.15 percent in that year. This was facilitated by an impressive growth of 13.16 percent in the agriculture sector despite a negative growth of -2.28 in the previous year 1999-2000. Since 2003-04, there has been a turnaround in the State economy and the growth of the economy has consistently been higher than the national average with the exception of 2009-10. The comparative performance of the State vis a vis the national growth in 2009-10 being low was on account of a steep fall in the growth of agriculture and industry sectors in that year. Growth of the industry and service sectors largely contributed to the growth of the State economy since 2003-04. The State economy which entered a higher growth trajectory in 2003-04 has been witnessing a slowdown since 2008-09 following the global downturn and deceleration in the growth of the national economy.

**03.05** Though the growth of the State economy slipped from a peak of 12.02 percent in 2007-08 to 5.29 percent in 2012-13, it remained marginally higher than the national economy.

Table-1A presents the trends in the growth rates of GSDP of erstwhile Andhra Pradesh vis a vis the GDP.

**Table-1 A: Aggregate and Sectoral Growth Rates – erstwhile A.P. and India**

Year	Sectoral growth (%)						Combined AP GSDP growth (%)	India GDP growth (%)
	Agriculture		Industry		Services			
	Combined AP	India	Combined AP	India	Combined AP	India		
1960-71	1.07	6.74	5.15	11.25	3.59	5.66	2.11	7.08
1970-81	1.18	7.09	5.97	0.74	5.02	4.95	3.02	5.01
1980-91	3.79	12.89	7.20	5.24	8.26	4.62	5.21	7.17
1990-01	2.95	4.02	6.56	7.33	6.43	5.19	5.42	5.29
1999-00	-2.28	2.67	3.50	5.96	8.88	12.05	4.58	8.00
2000-01	13.16	-0.01	-2.30	6.03	7.73	5.07	8.16	4.15
2001-02	-1.53	6.01	6.35	2.61	7.69	6.61	4.22	5.39
2002-03	-7.76	-6.60	12.14	7.21	6.30	6.74	2.73	3.99
2003-04	15.14	9.05	6.29	7.32	7.92	7.89	9.35	7.97
2004-05	4.44	0.18	3.95	9.81	8.27	8.28	8.15	7.05
2005-06	6.12	5.14	10.05	9.72	11.04	10.91	9.57	9.48
2006-07	1.97	4.16	17.60	12.17	12.48	10.06	11.18	9.57
2007-08	17.38	5.80	10.87	9.67	10.30	10.27	12.02	9.32
2008-09	0.76	0.09	7.15	4.44	9.50	9.98	6.88	6.72
2009-10	0.21	0.81	3.04	9.16	7.10	10.50	4.53	8.59
2010-11	7.29	7.94	7.51	9.16	11.60	9.75	9.66	9.32
2011-12	0.78	3.65	7.71	3.49	10.53	8.20	7.82	6.21
2012-13	7.13	1.91	-2.00	2.08	7.43	7.11	5.29	4.99

**03.06** After formation of Telangana State in 2014 and two years prior to that, the performance of Telangana State / Region Vs. India is given in the following table:

**Table-1B: Aggregate and Sectoral Growth Rates of Telangana State**

Year	Sectoral growth (%)						Telangana GSDP growth (%)	India GDP growth (%)
	Primary		Secondary		Tertiary			
	Telangana	India	Telangana	India	Telangana	India		
2012-13	8.65	1.36	-11.70	3.56	8.45	8.33	2.97	5.46
2013-14	1.77	4.78	0.38	4.17	8.75	7.66	5.36	6.39
2014-15	-5.79	1.18	-4.88	6.72	12.89	9.81	6.76	7.41
2015-16 (TRE)	-3.96	2.10	21.36	9.52	11.32	9.44	11.58	8.00
2016-17 (SRE)	10.60	6.80	0.09	7.55	10.96	8.44	9.39	8.17
2017-18 (FRE)	8.91	4.99	7.98	6.04	9.60	8.08	10.15	7.17
2018-19 (PE)	8.14	2.65	5.80	7.46	11.45	7.53	10.50	6.81

**03.07** The Telangana GSDP registered a growth of 2.97% in 2012-13 against the National GDP of 5.46%. Its growth started picking up from 2014 onwards and reached 11.58% in 2015-16 crossing the annual GDP rate of 8.00% and the subsequent 3 years it maintained the GSDP at a rate higher than the country's GDP rate. The tertiary sector in Telangana has shown a consistently higher performance than the all India average from 2012-13 till 2018-19.

**03.08** The per capita income of the combined State, which remained below the national average till 1999-2000, witnessed a turnaround since 2000-01. The per capita income of the State remained higher than the national average in all the years since 2000-01 partly due to higher than national average growth of the State economy and largely due to the moderation in the growth of population. The decennial growth of population in the State was 14.6 percent between 1991 and 2001 and 9.11 percent between 2001 and 2011 as compared with the national average of 21.54 per cent and 17.67 percent, respectively. In the year 2012-13, the per capita income of the State at current prices was Rs.78,177 as compared with the national average of Rs.68,757. Trends in per capita income of the State and the country are presented in Table-2A.

**Table-2A: Trends in per capita Income- erstwhile Andhra Pradesh to India**

Year	Average annual per capita income at Current Prices (Rs.)		Average annual growth of per capita income (%)		Ratio of per capita income of Combined AP to India (%)
	Combined AP	India	Combined AP	India	
1960-71	4,422	4,965	0.26	1.23	89.10
1970-81	4,904	5,575	0.94	1.12	88.00
1980-91	6,160	6,788	3.04	3.24	90.70

1990-01	8,865	9,587	4.01	3.98	92.50
1999-00	15,507	15,881	4.26	4.56	97.60
2000-01	16,622	16,173	7.19	1.84	102.80
2001-02	18,573	17,782	11.74	9.95	104.40
2002-03	19,434	18,885	4.64	6.20	102.90
2003-04	21,931	20,871	12.85	10.52	105.10
2004-05	25,321	24,143	15.46	15.68	104.90
2005-06	28,539	27,131	12.71	12.38	105.20
2006-07	33,135	31,206	16.10	15.02	106.20
2007-08	39,727	35,825	19.89	14.80	110.90
2008-09	46,345	40,775	16.66	13.82	113.70
2009-10	51,114	46,249	10.29	13.42	110.50
2010-11	60,703	54,151	18.76	17.09	112.10
2011-12	68,970	61,564	13.62	13.69	112.00

**Table-2B: Trends in per capita Income of Telangana and India**

Year	Average annual per capita income at Current Prices (Rs.)		Average annual growth of per capita income (%)		Ratio of per capita income of Telangana to India (%)
	Telangana	India	Telangana	India	
2012-13	1,01,007	70,983	10.85	11.85	142.30
2013-14	1,12,162	79,118	11.04	11.46	141.77
2014-15	1,24,104	86,647	10.65	9.52	143.23
2015-16	1,40,840	94,797	13.49	9.41	148.57
2016-17	1,59,584	1,04,659	13.31	10.40	152.48
2017-18	1,80,697	1,14,958	13.23	9.84	157.19
2018-19	2,05,696	1,26,406	13.83	9.96	162.73

**03.09** The per capita income of the State of Telangana has started growing at a rate ranging from 10.85% to 13.83% in the years 2012-13 to 2018-19 and the ratio of per capita income in the Telangana with India also has steadily grown from 142.30% to 162.73%. The details are shown in Table-2B. After formation of the State special efforts were made by the Government. The step taken to ensure uninterrupted power supply has helped the growth trend. Government have shown its commitment to supply uninterrupted power even by buying power at an extra cost. This also had a good effect on the agricultural sector. The power consumption in agriculture is very high as there are a large number of pump-sets in the Telangana area and the farmers had suffered a lot for want of uninterrupted power supply in



the past. This major hurdle has been removed. Mission Kakatiya and Mission Bhagiratha, have created large scale employment opportunities to the working class population. Government have been liberal in granting a fitment of 43% in the last pay revision and the financial impact have been absorbed with the sustained growth levels in the last 5 years. However, the Government is finding it difficult to maintain the growth rate due to current economic slowdown in the country. The year 2020 is known for Covid-19 pandemic which very badly impacted the global economy and our country was no exception. There was a long period of lockdown starting with last week of March 2020 and ending with October 2020 in a phased manner. During this period there was near total breakdown of the economic activity, loss of jobs for the daily wage earners and there was a mass migration of the labour force who had to travel hundreds and thousands of kilometers on foot braving the scorching heat during the months of April and May to escape starvation. The revenue collections of Union Government and the State of Telangana reached the rock bottom level weakening the National and State economy.

## **Section-2: Fiscal Situation of the State**

**03.10** The finances of the combined State started deteriorating towards the middle of the nineties and this continued till 2002-03. Apart from the low buoyancies of State taxes and falling transfers from the Centre as a proportion of GDP, the introduction of full prohibition in the State in 1995-96, subsidized rice scheme and the losses of the State Electricity Board largely contributed to the poor health of State finances. The revenue and fiscal deficits of the State deteriorated to 1.87 percent and 4.67 percent of GSDP, respectively in 2002-03 compared with 0.47 percent and 2.90 percent in 1990-91, respectively. In the decade prior to 2003-2004 there was a deterioration in the fiscal situation of the State, however, there has been a steady improvement in the State finances since 2003-04. The major contributory factor for such an improvement is the turnaround in the growth of the State economy as well as the national economy. The enactment of Fiscal Responsibility and Budget Management Act in 2005 mandating elimination of revenue deficit and containing fiscal deficit at 3 percent of GDP and the introduction of VAT and later introduction of GST regime have also greatly contributed to an improvement in the fiscal situation. The trends in the fiscal situation of the State are summarized in Table-3A.

**Table-3A Fiscal Situation in erstwhile Andhra Pradesh - 2008-09 to 2013-14**

(Rs.in crore)

Sl. No.	Item	2008-09 Actuals	2009-10 Actuals	2010-11 Actuals	2011-12 Actuals	2012-13 Actuals	2013-14 Actuals	Change: 2013-14 over 2008-09
I	Total Revenue (a+d)	62,858	64,678	80,996	93,554	1,03,830	1,10,719	47,860
a)	Own Revenue	43,042	42,979	55,859	64,978	75,874	79,596	36,555
b)	Own Tax Revenue	33,358	35,176	45,140	53,283	59,875	64,124	30,765
c)	Own Non-Tax Revenue	9,683	7,803	10,720	11,694	15,999	15,473	5,789
d)	Transfers from the Centre	19,817	21,699	25,137	28,576	27,956	31,122	11,306
II	Revenue Expenditure	61,854	63,448	78,534	90,415	1,02,702	1,10,374	48,520
III	Revenue Surplus	1,004	1,230	2,462	3,138	1,128	344	-660
IV	Fiscal Deficit	-12,406	-14,010	-11,803	-15,402	-17,508	18,050	30,456
<b>As Percentage of GSDP at Current Prices</b>								
I	Total Revenue (a+d)	12.04	11.09	12.53	12.44	11.99	11.63	-0.41
a)	Own Revenue	8.25	7.37	8.64	8.64	8.76	8.36	0.11
b)	Own Tax Revenue	6.39	6.03	6.98	7.08	6.92	6.73	0.34
c)	Own Non-Tax Revenue	1.86	1.34	1.66	1.55	1.85	1.62	-0.23
d)	Transfers from the Centre	3.80	3.72	3.89	3.80	3.23	3.27	-0.53
II	Revenue Expenditure	11.85	10.88	12.15	12.02	11.86	11.59	-0.26
III	Revenue Surplus	0.19	0.21	0.38	0.42	0.13	0.04	-0.16
IV	Fiscal Deficit	-2.38	-2.40	-1.83	-2.05	-2.02	1.90	4.27

**03.11** The fiscal situation in the Telangana in the last 5 years is indicated in Table-3B below. The total revenue in the State has started increasing from the level Rs.51,042 crores in the year 2014-15 to Rs.1,19,099 crores in the year 2018-19 which is twice as high as in the year 2014-15. However, one can see that the total revenue expected in the year 2019-20 is less than the previous year's revenue. While there have been moderate increases in the State's own revenues, the growth witnessed in the initial years of the formation of the State is showing a tendency to taper off. Government also have cut down the budget for 2019-20. The total revenue as a percentage of GSDP in the year 2019-20 is expected to come down to 11.88 from 13.76 last year. The transfers from the Centre also likely to come down from 5.32% (last year) to 2.93% in the current year. Keeping the above income situation in view, Government have also brought down the revenue expenditure from 13.75% (last year) to 11.66% of GSDP in the current year. This while maintaining the fiscal deficit of 2.53% from the earlier 3.32% indicating a tight control of fiscal situation in the State.

**Table-3B Fiscal Situation in Telangana - 2014-15 to 2019-20**

(Rs.in crore)

Sl. No.	Item	2014-15 Actual	2015-16 Actual	2016-17 Actual	2017-18 Actual	2018-19 R.E.	2019-20 B.E.	Change: 2019-20 over 2014-15
I	Total Revenue (a+d)	51,042	76,134	82,818	88,824	1,19,099	1,13,100	62,058
a)	Own Revenue	35,735	54,389	58,190	64,345	73,097	85,204	49,468
b)	Own Tax Revenue	29,288	39,975	48,408	56,520	66,750	69,329	40,040
c)	Own Non-Tax Revenue	6,447	14,414	9,782	7,825	6,347	15,875	9,428
d)	Transfers from the Centre	15,307	21,745	24,628	24,479	46,002	27,896	12,590
II	Revenue Expenditure	50,673	75,896	81,432	85,365	1,19,027	1,11,056	60,383
III	Revenue Surplus	369	238	1,386	3,459	72	2,044	1,675
IV	Fiscal Deficit	9,410	18,498	35,281	26,700	28,723	24,082	14,671
<b>As Percentage of GSDP at Current Prices</b>								
I	Total Revenue (a+d)	9.78	13.06	12.81	11.81	13.76	11.88	2.10
a)	Own Revenue	6.85	9.33	9.00	8.55	8.44	8.95	2.10
b)	Own Tax Revenue	5.61	6.86	7.49	7.51	7.71	7.28	1.67
c)	Own Non-Tax Revenue	1.24	2.47	1.51	1.04	0.73	1.67	0.43
d)	Transfers from the Centre	2.93	3.73	3.81	3.25	5.31	2.93	0.00
II	Revenue Expenditure	9.71	13.02	12.60	11.35	13.75	11.66	1.95
III	Revenue Surplus	0.07	0.04	0.21	0.46	0.01	0.21	0.14
IV	Fiscal Deficit	1.80	3.17	5.46	3.55	3.32	2.53	0.73

### **Expenditure on Salaries, Wages and Pensions (combined State)**

**03.12** Expenditure on salaries and pensions witnessed a moderation from 76.13 percent of own revenues of the States in 2000-01 to 57.54 percent in 2013-14. As a percentage of revenue expenditure, the decline is modest from 43.88 percent to 39.87 percent in the same period. Even with the moderation, over 57 percent of the State's own revenue is spent on salaries and pensions. The moderation in the expenditure on salaries and pension as a proportion of State's own revenue and total revenue expenditure is mainly because of higher growth of State revenue and revenue expenditure relative to the growth in the expenditure on salaries and pensions. In fact, expenditure on salaries is one of the fastest growing items of expenditure. Between 2001-02 and 2013-14, while the salary expenditure increased by 21.45 percent (CAGR) from Rs.7,791 crores to Rs.36,331 crores, expenditure on pensions increased by 16.33 percent (CAGR) from Rs.2,321 crores to Rs.14,209 crores.

Salary & Pension Expenditure from the Year 2014-15 to 2017-18 of Telangana State is indicated below:

(Rs. In Crore)

Item	2014-15 Actuals (10 months)	2015-16		2016-17		2017-18		Average growth
		Actuals	Growth	Actuals	Growth	Pre- Actuals	Growth	
Salary Expenditure	12,168	20,454	26.1	21,896	7.0	22,984	5.0	12.7
Pension Expenditure	4,210	8,294	47.8	9,011	8.6	12,298	36.5	31.0
Total Salary & Pension	16,378	28,748	31.6	30,907	7.5	35,282	14.2	17.8
<b>Expenditure on Salaries &amp; Pensions as %</b>								
Own Revenue	45.8	52.9		53.1		55.0		
Revenue Expenditure	20.5	56.7		40.7		43.3		
GSDP	3.2	5.1		4.8		4.8		

**03.13** In the combined State of Andhra Pradesh, there are two distinct phases in the ratios of expenditure on salaries and pensions to own revenue and revenue expenditure. The moderation in the ratios which started around 2001-02 continued till 2008-09. Between 2001-02 and 2008-09, the ratios of expenditure on salaries and pension to own revenue and expenditure declined by over 20 and 15 percentage points, respectively. But there has been a reversal of this declining trend since 2009-10. In 2009-10, the ratio of expenditure on salaries and pensions to own revenue increased from 45.99 in the previous year to 55.25. The expenditure on salaries and pensions as a percentage of revenue expenditure increased from 31.49 in 2008-09 to 36.71 in 2009-10. The increase in the ratios is mainly on account of a slowdown in the revenues of the State Government.

**Table-4A Expenditure on Salaries and Pensions as Proportion of State's Revenue and Expenditure of erstwhile Andhra Pradesh**

(Rs.in crore)

Year	Expenditure on Salaries, Wages and Pensions as % of			Expenditure on Establishment as % of		
	Own Revenue	Total Revenue	Revenue Expenditure	Own Revenue	Total Revenue	Revenue Expenditure
<b>Erstwhile AP State</b>						
1990-91	74.80	47.90	46.53	4.44	2.84	2.76
1991-92	72.56	46.62	45.39	5.11	3.29	3.20
1992-93	72.38	45.76	44.98	4.58	2.89	2.84
1993-94	70.46	44.27	45.56	4.35	2.73	2.81
1994-95	76.71	50.27	46.42	4.83	3.17	2.92
1995-96	82.28	47.70	44.38	3.79	2.20	2.04

1996-97	80.91	47.03	36.58	4.51	2.62	2.04
1997-98	66.82	42.97	40.90	3.22	2.07	1.97
1998-99	69.49	47.80	40.22	3.24	2.23	1.88
1999-00	73.28	49.93	46.52	2.65	1.81	1.68
2000-01	76.13	51.97	43.88	3.42	2.34	1.97
2001-02	66.65	46.53	41.11	3.71	2.63	2.32
2002-03	66.41	46.62	41.15	3.31	2.33	2.05
2003-04	65.47	42.42	38.21	3.37	2.18	1.97
2004-05	60.44	42.07	38.63	3.29	2.29	2.10
2005-06	58.82	39.96	39.10	2.59	1.76	1.72
2006-07	53.61	36.85	39.35	2.40	1.65	1.76
2007-08	51.13	33.86	33.96	2.28	1.51	1.51
2008-09	45.99	31.49	32.01	4.93	3.38	3.43
2009-10	55.25	36.71	37.43	5.58	3.71	3.78
2010-11	59.17	40.80	42.08	3.84	2.65	2.73
2011-12	57.72	40.09	41.48	6.69	4.65	4.81
2012-13	54.93	40.14	40.58	6.60	4.82	4.88
2013-14	46.06	33.11	33.22	9.84	7.08	7.10

**Table-4B: Expenditure on Salaries and Pensions as Proportion of State's Revenue and Expenditure of Telangana State**

Year	Expenditure on Salaries, Wages and Pensions as % of			Expenditure on Establishment as % of		
	Own Revenue	Total Revenue	Revenue Expenditure	Own Revenue	Total Revenue	Revenue Expenditure
2014-15	46.04	32.24	32.47	11.96	8.38	8.44
2015-16	52.62	37.59	37.71	13.87	9.91	9.94
2016-17	53.53	37.61	38.25	12.89	9.06	9.21
2017-18	55.55	40.24	41.87	15.71	11.38	11.84
2018-19 R.E.	50.16	30.78	30.80	19.75	12.12	12.13
2019-20 B.E.	39.19	29.52	30.07	9.63	7.25	7.39

**Table -4C: Expenditure on Salaries and Pensions as Proportion of Revenue Expenditure of various States – 2016-17**

(Rs. In crore)

Sl. No.	State	Revenue Exp. 2016-17	Salaries & Pensions 2016-17	Exp. On Salaries & Pensions as % Rev. Exp.
	<b>Non- Spl. Category</b>			
1.	Punjab	55,296	27,275	49.3
2.	Kerala	91,096	43,739	48.0
3.	Maharashtra	2,13,229	88,929	41.7
4.	Telangana	81,432	30,930	38.0
5.	Andhra Pradesh	1,16,178	43,997	37.9
6.	Tamil Nadu	1,53,195	55,836	36.4
7.	Odisha	65,041	22,588	34.7
8.	Rajasthan	1,27,140	41,847	32.9
9.	Chhattisgarh	48,165	15,738	32.7
10.	Bihar	94,765	28,991	30.6
11.	Jharkhand	45,086	13,749	30.5
12.	Uttar Pradesh	2,36,592	64,099	27.1
13.	Madhya Pradesh	1,19,537	30,769	25.7
14.	Haryana	68,403	17,496	25.6
15.	West Bengal	1,33,918	29,216	21.8
16.	Karnataka	1,31,921	26,549	20.1
17.	Gujarat	1,03,895	20,025	19.3
18.	Goa	7,582		
	<b>Special Category</b>			
19.	Uttarakhand	21,234	12,452	58.6
20.	Tripura	9,427	5,153	54.7
21.	Himachal Pradesh	25,344	13,803	54.5
22.	Assam	49,363	26,029	52.7
23.	Mizoram	6,230	3,173	50.9
24.	Sikkim	3,788	1,925	50.8
25.	Manipur	8,185	4,157	50.8
26.	Arunachal Pradesh	9,395	4,489	47.8
27.	Meghalaya	8,337	2,955	35.4
28.	Jammu & Kashmir	39,812	4,217	10.6

### Salary Expenditure of Central Government Employees

**03.14** In the context of analysis of the trends in the expenditure of the State government on salaries and pensions, it may be relevant to compare these trends with those of the Central Government. The comparison is not straight forward because of a number of differences. Firstly, the salary expenditure of the Centre as reported in the budget documents is exclusive of the salaries of defense personnel. Secondly, expenditure on pensions reported in the budget documents of the Centre is inclusive of defense pensions but exclusive of Railways and Department of Posts which are treated as operating expenses of these departments. Even with these differences, a

broad comparison of the trends in the expenditure on salaries and pensions reveal vast differences between the State and the Centre. The broad trends in the expenditure of the Centre on salaries and pensions are presented in Table-5.

**Table-5: Expenditure of the Central Government on Salaries and Pensions**

(Rs.in crore)

Year	Salaries and allowances	Pensions	Expenditure on Salaries and Allowances as % of			Expenditure on Pensions as % of		
			Net tax revenue	Net revenue receipts	Total revenue expenditure	Net tax revenue	Net revenue receipts	Total revenue expenditure
1997-98	25,930	6,881	27.10	25.06	<b>14.38</b>	7.19	6.65	<b>3.82</b>
1998-99	28,904	10,057	27.62	23.38	<b>13.35</b>	9.61	8.13	<b>4.65</b>
1999-00	31,500	14,286	24.56	20.77	<b>12.65</b>	11.14	9.42	<b>5.73</b>
2000-01	27,588	14,379	20.19	17.81	<b>9.93</b>	10.52	9.28	<b>5.18</b>
2001-02	29,925	14,436	22.41	18.84	<b>9.93</b>	10.81	9.09	<b>4.79</b>
2002-03	31,420	14,496	19.82	16.74	<b>9.28</b>	9.14	7.72	<b>4.28</b>
2003-04	32,155	15,905	17.20	14.93	<b>8.88</b>	8.51	7.38	<b>4.39</b>
2004-05	35,154	18,300	15.64	13.94	<b>9.15</b>	8.14	7.26	<b>4.76</b>
2005-06	37,262	20,256	13.85	16.64	<b>8.48</b>	7.53	7.41	<b>4.61</b>
2006-07	39,854	22,104	11.35	11.54	<b>7.74</b>	6.29	6.40	<b>4.29</b>
2007-08	44,361	21,261	10.09	10.16	<b>7.46</b>	4.84	4.87	<b>3.58</b>
2008-09	67,464	32,941	15.22	12.49	<b>8.50</b>	7.43	6.10	<b>4.15</b>
2009-10	89,860	56,149	19.68	15.69	<b>9.86</b>	12.30	9.80	<b>6.16</b>
2010-11	88,651	57,405	15.56	11.24	<b>8.52</b>	10.07	7.28	<b>5.52</b>
2011-12	95,291	56,190	15.13	12.68	<b>8.32</b>	8.92	7.48	<b>4.90</b>
2012-13	1,11,878	63,183	15.11	12.75	<b>9.00</b>	8.54	7.20	<b>5.08</b>
2013-14	1,27,075	74,896	15.58	12.52	<b>8.15</b>	9.18	7.38	<b>4.80</b>
2014-15	1,39,952	93,611	15.49	12.71	<b>8.41</b>	10.36	8.50	<b>5.63</b>
2015-16	1,50,028	96,771	15.90	12.55	<b>8.38</b>	10.25	8.10	<b>5.40</b>
2016-17	1,82,513	1,31,401	16.57	13.28	<b>9.24</b>	11.93	9.56	<b>6.65</b>
2017-18	1,93,662	1,45,745	15.59	13.49	<b>9.04</b>	11.73	10.15	<b>6.80</b>
2018-19 (RE)	2,18,175	1,66,618	14.70	12.61	<b>8.88</b>	11.22	9.63	<b>6.78</b>
2019-20 (BE)	2,34,628	1,74,300	14.22	11.95	<b>8.42</b>	10.57	8.88	<b>6.26</b>

## Debt Servicing Burden

**03.15** The State raises debt every year to meet its plan expenditure. The loans raised by the State Government amounted to Rs.30,537 crore in 2013-14 (RE). One of the important indicators of debt sustainability is the ratio of debt redemption (repayment + interest payments) to total debt raised in a year. The ratio of debt redemption to fresh debt raised in a year indicates the

net debt available to the State. The higher the ratio, higher will be the borrowings of the State to meet the gap in its resources. The following table presents the trends in the debt redemption ratios for the combined State and Telangana respectively in Tables 6A, 6B & 6C.

**Table-6A: Trends in Debt Redemption Ratios of Combined Andhra Pradesh**

(Rs.in crore)						
Item	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
<b>Internal Debt of the State Government</b>						
Loans raised	14,956	18,185	16,478	16,731	22,128	23,950
Repayments and interest payments	10,954	12,514	14,708	15,403	17,251	14,760
Net Loan available	4,002	5,670	1,770	1,327	4,876	9,190
Debt redemption ratio	0.73	0.69	0.89	0.92	0.78	0.62
<b>Loans from Centre</b>						
Loans raised	397	1,569	2,244	2,719	1,183	1,342
Repayments and Interest payments	1,936	2,643	2,630	1,919	2,087	2,105
Net Loan available	-1,539	-1,075	-386	800	-904	-763
Debt redemption ratio	4.88	1.69	1.17	0.71	1.76	1.57

**Table-6B: Trends in Public Debt Outstanding of Telangana State**

(Rs. In crores)						
Year	Open Market Loans	Loans from Central Govt.	Loans from Autonomous bodies, etc.,	Special Securities (Small Savings) & Provident Fund, etc.	Total	Percentage of GSDP
Accounts 2016-17	89,707.84	8,405.99	12,6493.14	18,768.91	1,29,531.89	20.04
Accounts 2017-18	1,11,536.09	8,631.05	13,077.21	18,945.77	1,52,190.12	20.23
R.E. 2018-19	1,38,478.97	9,027.92	12,948.60	19,340.38	1,79,795.88	20.77
B.E. 2019-20	1,63,067.27	9,457.93	12,391.82	18,813.08	2,03,730.10	21.39

**Table-6C: Trends in Debt Redemption Ratios of Telangana State**

(Rs.in crore)						
Item	2014-15	2015-16	2016-17	2017-18	2018-19 R.E.	2019-20 B.E.
<b>Internal Debt of the State Government</b>						
Loans raised	9,494	16,464	*31,775	25,595	32,300	32,000
Repayments and interest payments	6,954	9,614	11,067	14,753	17,296	22,830



Net Loan available	2,540	6,851	20,708	10,842	15,004	9,170
Debt redemption ratio	0.73	0.58	0.35	0.58	0.54	0.71
<b>Loans from Centre</b>						
Loans raised	86	921	956	637	800	800
Repayments and Interest payments	0	677	1,022	632	895	910
Net Loan available	86	244	-66	5	-95	-110
Debt redemption ratio	0.00	0.73	1.07	0.99	1.12	1.14

Note: \* Includes UDAY Loan of Rs.8922.93 crore.

**03.16** During the year 2006-07, the debt redemption ratio in respect of internal debt was very high at 0.83 indicating that repayments and interest payments constituted 83 per cent of fresh loans. In the case of loans from the Centre, there is a reverse flow of resources in most of the recent years because termination of plan loans to states since 2005-06. There has been a moderation in the redemption ratios in recent years mainly because of policy interventions. These include debt swap scheme under which the States were allowed to swap their high cost debt by low cost additional market borrowings, debt consolidation and relief facility (DCRF) and interest reset on high cost borrowings from the National Small Savings Fund (NSSF) following the recommendations of the Twelfth Finance Commission. Though the current redemption ratio for internal debt is about 0.40, it is unlikely that the lower redemption ratio will continue as nearly 48 percent of the outstanding market loans are due for repayment in the next five to seven years.

**03.17** Apart from the debt-redemption ratios, the Central Finance Commissions have been recommending certain desirable ratios with a view to maintaining debt sustainability. The Eleventh Finance Commission (2000-05) considered that interest payments as a proportion of revenue receipts of States should not exceed 18 percent for maintaining a sustainable debt level. The Twelfth Finance Commission (2005-10) felt that a debt-GSDP ratio of 28 percent would be consistent with sustainable debt levels. The Commission also felt that ideally interest payments as a percentage of revenue receipts should stabilize around 17 percent. The Thirteenth Finance Commission (2010-15) considered that a debt-GSDP ratio of 25 percent for all States was feasible. There has been a moderation in the ratios of interest payments to revenue receipts and debt-GSDP ratio. These are currently within the limits considered sustainable by the Central Finance Commissions (Table-7A). As indicated earlier, the improvement was mainly on account of debt swap scheme, DCRF, reduction of interest rate on outstanding loans from NSSF, the effect of which has started tapering off. The bunching of repayments of

market borrowings in the next five years will exert pressure on the debt sustainability ratios.

**Table-7A: Debt Sustainability Ratios of Combined Andhra Pradesh**

(Rs.in crore)

Item	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14
Interest payments	8,057	8,914	9,675	10,561	11,662	12,911
Revenue Receipts	62,858	64,678	80,996	93,554	1,03,830	1,10,719
Interest payments as % of Revenue Receipts (%)	12.82	13.78	11.94	11.29	11.23	11.66
Outstanding Debt	93,568	1,09,343	1,21,743	1,35,646	1,69,084	1,89,741
Outstanding Debt as % of GSDP (%)	21.93	22.30	20.67	20.31	22.33	22.17

**Table-7B: Debt Sustainability Ratios of Telangana**

(Rs.in crore)

Item	2014-15	2015-16	2016-17	2017-18	2018-19 R.E.	2019-20 B.E.
Interest payments	5,227	7,558	8,609	10,836	11,696	14,575
Revenue Receipts	51,042	76,134	82,818	88,824	1,19,099	1,13,100
Interest payments as % of Revenue Receipts (%)	10.24	9.93	10.40	12.20	9.82	12.89
Outstanding Debt	83,698	99,213	1,29,532	1,52,190	1,79,796	2,03,730
Outstanding Debt as % of GSDP (%)	16.03	17.01	20.04	20.23	20.77	21.39

**03.18** From the statement Table 7B, it may be seen that the outstanding debt as a percentage of GSDP in the Telangana State has slowly grown from 16.03% in the year 2014-15 and likely to reach 21.39% in the year 2019-20 BE. The repayment schedule is likely to start from 2020-2021 on projects like Mission Kakatiya and Mission Bhagiradh and its associated works. The outstanding debt is likely to increase in the coming years putting a strain on the revenues. Therefore Government will have to review the overall situation and to provide budget to various sectors including the budget required for salaries and pensions which occupies a substantial portion of the revenue expenditure at State level. The situation is likely to put a serious constraint on the growth of the expenditure in the coming at least 5 years.

**03.19** As observed by the Reserve Bank of India (RBI) in its Study of State Budgets for the year 2013-14 the conventional debt sustainability analysis though useful may not provide a comprehensive assessment of debt

sustainability as it is based on a narrow coverage of debt and excludes contingent implicit and off-budget liabilities. Apart from issues of debt coverage this analysis is generally done in a static framework and therefore it does not account for fiscal and economic behaviour in response to shocks (sensitivity analysis) and fiscal vulnerabilities (stress-testing exercise).

**03.20** Apart from the Government guarantees there are likely to be contingent liabilities on account of projects under public-private partnerships (PPP). Faced with resource constraints and growing infrastructure needs the State Government is constrained to undertake investment projects through PPP route. Two types of liabilities will arise on account of PPP projects. These are both current and deferred liabilities as well as contingent liabilities arising on account of guarantees issued to Special Purpose Vehicles (SPV) or State undertakings to facilitate borrowings by them. The explicit and deferred liabilities in the case of PPP projects arise from annuity payments over a number of years. PPP projects may also result in contingent liabilities arising out of obligations to compensate private sector partners in the event of changes in specifications breach of obligation or termination of contract. The traditional debt sustainability ratios do not capture these liabilities.

### **Subsidies**

**03.21** The subsidy burden of the State Government is significant and is increasing year after year on account of the continued focus on inclusive growth extension of the coverage of the existing subsidy scheme and introduction of new schemes. Food subsidy, Power subsidy to Andhra Pradesh Transmission Corporation (APTRANSCO) and fee reimbursement and payment of scholarships are the major subsidy schemes being administered by the Government of Andhra Pradesh. The food subsidy is on account of distribution of Re.1 per kg. rice to 2.35 crore families in the State. Subsidy to APTRANSCO is on account of supply of free electricity to farmers. Under the fee reimbursement scheme introduced in 2008 students belonging to weaker sections pursuing professional courses are reimbursed tuition fees. The expenditure on these schemes had increased from Rs.6,939 crore in 2008-09 to Rs.12,296 crore in 2013-14. These schemes are continuing after the formation of Telangana.

**03.22** During the year 2013-14 the Government had introduced a new scheme called "Amma Hastam". Under the scheme essential commodities are being supplied in a package for Rs. 185 per month. The package includes one Kg. of toor dal one litre of palm oil one kg. of whole wheat atta one kg. of wheat half a kg. of sugar one kg. of salt quarter kg. of chilli powder half a kg. of tamarind and 100 grams of turmeric powder. The expenditure on this scheme is estimated at over Rs.400 crore in 2013-14. The State Government introduced another unique scheme called "BangaruTalli" aimed at

emancipating the status of the girl child eliminating the practice of female feticide and eradicating trafficking in girl children. To give statutory backing the State Government enacted the Andhra Pradesh BangaruTalli Girl Child Promotion and Empowerment Act in June 2013. The scheme envisages periodic payments to the girl child right from her birth to the completion of collegiate education. This is likely to impose additional burden on the exchequer.

**03.23** The implementation of the Right to Food Act is estimated to impose an additional financial burden of over Rs.1000 crore per annum on the State Government.

**Table-8B: Expenditure on Major Subsidies / Schemes by the State Government (Telangana)**

Scheme	2014-15	2015-16	2016-17	2017-18	(Rs. in crore)	
					2018-19 R.E.	2019-20 B.E.
Power subsidy	2,400	3,926	3,675	3,956	4,984	8,000
Rice subsidy	690	904	2,017	2,207	2,744	2,287
Scholarships	1,372	1,691	3,176	2,668	3,414	3,257
Kalyana Lakshmi & Shadi Mubarak	67	386	452	822	1,450	1,540
Scheme for Debt relief to farmers	4,159	4,038	4,018	4,017	0	6,000
Investment Support Scheme					12,000	12,000
Insurance to Farmers					500	1,137
Aasara	1,834	4,669	4,726	4,901	5,367	9,402
Interest Payments	5,227	7,558	8,609	10,836	11,696	14,575
<b>Total</b>	<b>15,750</b>	<b>23,172</b>	<b>26,673</b>	<b>29,406</b>	<b>42,156</b>	<b>58,198</b>
Revenue Expenditure	50,673	75,896	81,432	85,365	1,19,027	1,11,056
Expenditure on Major subsidies as % of Revenue Expenditure	31.08	30.53	32.76	34.45	35.42	52.40

**03.24** It can be seen from the Table-8B above, that the expenditure on major subsidies as a percentage of revenue expenditure has gone from 32.76% in the year 2016-17 to 52.40% in the current year (2019-20 BE). This coupled with the expenditure on salaries and establishment together accounts to 89.86% leaving hardly any scope for any other developmental programmes. Apart from the above schemes the Telangana Government has started Rythu Bandhu scheme in the year 2018-19 with an annual budget of Rs.10,000 crores which further reduces any scope for other developmental schemes in the State.

## Human Development Index

**03.25** The accepted norm of what constitutes economic development has undergone a paradigm shift. The concept of development is now considered to be more comprehensive and goes beyond the mere material dimension of increase in per capita income and is complemented by non-material dimensions like education health and access to basic amenities. Average per capita income has no meaning if people lack basic education health and minimum standard of living. Human Development Index (HDI) is a comprehensive index that measures the overall status of a State in terms of education knowledge and standard of living. Further as recognized by the United Nations Development Programme (UNDP) the HDI which is basically an average across the three dimensions of health education and income conceals disparities in human development across population within a State. Two States with different distributions of achievements can have the same average HDI.

**03.26** The inequality adjusted HDI (IHDI) computed by the UNDP takes into account not only the average achievements of a State on these three parameters but also how these achievements are distributed among its citizens by discounting each dimension's average according to its level of inequality. The IHDI for 19 major States computed by the UNDP for the year 2018 are presented in the table below (Table-9). **Telangana** ranks **11<sup>th</sup>** among 19 states and below the southern States of Kerala, Karnataka and Tamil Nadu. It is a matter of concern that the IHDI in the State is even lower than the States like West Bengal Assam Himachal Pradesh and Uttarakhand. This is indicative of the imperative to improve the HDI in the State by improving education and health facilities in the newly formed Telangana State.

**Table 9: Human Development Index (2017)**

Sl. No.	State	Human Development Index (HDI)	Rank
1	Kerala	0.784	1
2	Goa	0.764	2
3	Punjab	0.721	3
4	Himachal Pradesh	0.720	4
5	Sikkim	0.716	5
6	Tamil Nadu	0.708	6
7	Haryana	0.704	7
8	Mizoram	0.697	8
9	Maharashtra	0.695	9
10	Manipur	0.695	9
11	Jammu and Kashmir	0.684	11

12	Karnataka	0.682	12
13	Uttarakhand	0.677	13
14	Nagaland	0.676	14
15	Gujarat	0.667	15
<b>16</b>	<b>Telangana</b>	<b>0.664</b>	<b>16</b>
17	Arunachal Pradesh	0.658	17
18	Tripura	0.655	18
19	Meghalaya	0.650	19
20	Andhra Pradesh	0.643	20
21	West Bengal	0.637	22
22	Rajasthan	0.621	23
23	Assam	0.605	24
24	Chhattisgarh	0.600	25
25	Odisha	0.597	26
26	Madhya Pradesh	0.594	27
27	Jharkhand	0.589	28
28	Uttar Pradesh	0.583	29
29	Bihar	0.566	30
	India (average)	0.640	

**03.27** The analysis presented above brings out the fact that there has been a turnaround in the combined State finances and economy since 2003-04 facilitated by the enactment of the FRBM Act and introduction of VAT and favourable global economic situation. The momentum in growth and improvement in State finances suffered a setback following the global downtrend and domestic supply constraints and the resultant slowdown in revenue collections and transfers from the Centre from 2019-20 onwards.

## Conclusion

**03.28** The recent deceleration in growth of the economy is of serious concern. Putting the growth momentum back on track will remain the major task of the State Government. So far, the State finances have remained sustainable but there are incipient signs of stress. The commitments of the State Government are likely to increase significantly following the introduction of new welfare schemes, financial restructuring of DISCOMS and implementation of Right to Food Act. The financial requirements for new commitments on welfare schemes and infrastructure projects pose a major challenge to the State finances.

**03.29** In the context of the growing commitments of the State, the Commission has to tread the fine line between economic rationale and the aspirations of the employees and arrive at a judgment on how much of the State's resources can be spared for providing for an increase in the salaries

and pensions of employees. Despite the constraints the Commission is of the considered view that reasonable increases are necessary to attract talented people to government service, to retain them and nurture in them a sense of commitment to public service. We have tried to strike a balance between the welfare of the people and the need for a fair and reasonable increase in pay and allowances. Our recommendations have been formulated keeping in view the need for meeting the legitimate aspirations of the employees without compromising on the responsibilities of the State towards the welfare of its people and its commitment to sustainable development.

\* \* \* \* \*

## CHAPTER – IV

### APPROACH TO PAY REVISION

**04.01** The State of Telangana was formed on 02.06.2014 with a geographical area of 112077 sq. kms and a population of 3.52 crores, with the employee and pensioner population of 389000 and 250102 respectively.

**04.02** A month before its formation, the Xth Pay Revision Commission of the united Andhra Pradesh, headed by Sri. P.K. Agarwal, IAS had submitted its report to the Governor of Andhra Pradesh and Telangana, who advised to implement its recommendations in both the states, and they were implemented with certain modifications.

**04.03** The present Pay Commission was constituted in May 2018, being the first Pay Commission of the newly formed state of Telangana.

**04.04** Earlier, the Government of India constituted seven pay commissions starting with the Varadachariar Commission of 1946, also known as the War commission, followed by six more commissions at an interval of ten years. The latest one i.e., the 7<sup>th</sup> Pay Commission, was constituted under the chairmanship of Justice Ashok Kumar Mathur. It submitted its report in November 2015.

**04.05** Each Commission evolved its principles in the background of either favorable economic conditions arising out of situations like success of the five-year plans or adverse conditions like wars, drought, failure of agriculture, floods, cyclones, etc., adversely impacting the financial conditions of the economy.

**04.06** Similarly, the State Government of the then Andhra Pradesh also set up ten Pay Commissions starting with the First Pay Commission of 1958 under the chairmanship of Sri. K. Brahmananda Reddy, the then finance minister. The time gap between one commission and the other has been five years. The State Pay Commissions, in general, followed the principles evolved by the Central Pay Commissions besides evolving additional principles addressing the special circumstances of the state pay relativities.

#### **The rationale of pay revision.**

**04.07** The basic premise underlying the rules for revising the pay scales is that the prices keep going up and the rising prices diminish the economic value of money and thus, the salaries of the employees become inadequate to sustain their families with comfort and dignity.



## **BACKGROUND:**

**04.08** The background of the 1<sup>st</sup> CPC of 1946 was an immediately preceding World War II badly impacting the Indian economy leading to a shortage of essential goods, rising prices, and a cry for rehabilitation by the discharged soldiers and for the adequacy of compensation by the serving army men and civilians. This commission was set up for the armed forces and civilian staff.

- Varadachariar's Commission evolved the concepts of:
  1. **Minimum wage:** As a matter of policy, the lowest rate of remuneration should not be lower than the living wage.
  2. **Maximum Wage:** The highest salaries should also, as a matter of social policy, be kept down as far as possible consistent with the essential requirements of recruitment and efficiency. The highest salaries in the government should be sufficiently attractive for talented people to join the government, but should not be comparable with outside employment.
  3. **Intermediate Salaries:** The intermediate salaries fixed largely on consideration of satisfactory vertical relativities within a service or a hierarchy of services and horizontal relativities within one set of services and another.

**04.09** These principles were followed by the 2<sup>nd</sup> CPC of 1957-1958 with a slight modification that minimum salaries should be sufficient to attract persons with the requisite talent and qualifications and to retain them in the service with their efficiency and keenness unimpaired. It reiterated the same principle of the War Commission that the maximum salary should not be so high as would compare with the highest salaries in the private sector employment.

**Intermediate Salaries:** It improved upon the rule evolved by its predecessor commission saying the sound and equitable internal relativities should be the single most important principle to be followed in the determination of the intermediate salaries.

## **BACKGROUND OF THE 2<sup>nd</sup> CPC and the 1<sup>st</sup> STATE PRC OF 1958.**

**04.10** By the time the Commission was set up, a decade had gone past the independence of India and the country had started its march on the road to economic development through the mechanism of 5-year plans. The first

5-year plan (1951-1955) had been completed giving priority to agriculture, irrigation, and power projects. These two PRCs were constituted during the 2<sup>nd</sup> five-year plan (1956-1961). India had started its journey on the highway of industrialization. Fruits of the first five-year plan had started to yield. Completion of the irrigation projects brought in millions of acres under the plough boosting up agricultural production. The Indian economy was well set on the path of planned development. The principles evolved by the second CPC marks a shift from a minimum living wage to a wage that attracts efficient people to government services.

**04.11** It may be noticed that the concept of a living wage has permeated into the public policy of pay fixation that these principles have not only been followed by the 1<sup>st</sup> CPC through the 3<sup>rd</sup> CPC, but also by the 1<sup>st</sup>, 7<sup>th</sup>, and 10<sup>th</sup> PRCs of the State of AP.

**04.12** The 2<sup>nd</sup>, 3<sup>rd</sup>, and 4<sup>th</sup> CPCs have gone beyond the concept of a 'living wage' to an additional concept of pay being good enough to attract people of higher qualifications, training, skills, physical and intellectual traits, to public service.

**04.13** The following principles were evolved by the 3<sup>rd</sup> CPC of 1970:

1. It travelled farther from the concept of minimum wage being enough to afford minimum subsistence of the employees, the salaries being attractive enough to retain qualified and talented people and they should be satisfied.
2. It further evolved the following rules of pay determination duly taking into account:
  - a. Initial qualifications.
  - b. Target skill.
  - c. Physical and intellectual traits that the employees bring in.
  - d. Difficulty and complexity of the tasks to be performed.
  - e. Responsibility to be undertaken should be given due weightage.

**04.14** The aforementioned principles were followed by the 4<sup>th</sup> Central Pay Commission with the slight modification that:

1. The pay should be such as to attract people of requisite qualification and caliber to fill up that post.
2. It should be sufficient and satisfactory to motivate the employees for the efficient performance of their duties with a sense of rectitude.

## **INCLUSIVENESS, COMPREHENSIBILITY AND ADEQUACY:**

**04.15** The 5<sup>th</sup> CPC evolved the concept of:

1. Inclusiveness.
2. Comprehensibility.
3. Adequacy.

**INCLUSIVENESS:** "Broad pattern of pay scales applied for civil services should be applied everywhere." In other words, within the civil posts, the primacy of place enjoyed by executive posts in the civil services was sought to be extended to other non-executive and technical posts like legal, medical, engineering, etc. to make the public posts and government services more attractive.

**COMPREHENSIBILITY:** "Pay structure should give a total picture of emoluments of the post rather than fragmented into several allowances."

This idea remained on paper and it could not be implemented for the pay structure and the multitudes of allowances remain inseparable to date.

**ADEQUACY:** "Employees should not have a feeling that their emoluments are inadequate taking into consideration:

- a. Their educational qualification.
- b. Skills.
- c. Experience.
- d. Duties and responsibilities they discharge as compared to their peers outside the government service.

This principle was also followed by the PRC, 2005.

**04.16** In addition to the above, the 5<sup>th</sup> CPC made certain demands on the employees too. It emphasized that a robust 'accountability' mechanism should be put in place so that public governance should be linked to the answerability of the employees too.

**04.17** There was further improvement in the concepts of pay fixation.

**04.18** These principles were followed by the 6<sup>th</sup> CPC with the following riders:

- I. Provide incentive to retain the brightest officers in the government.
- II. Should also attract the best talent to join it in the future."

**04.19** The latest Central Pay Commission also followed the above mentioned principles with a further requirement that pay policy should induce other human resource reforms and that the pay should be set at a level to ensure long-term fiscal sustainability.

## **APPROACH TO PAY REVISION BY STATE PAY COMMISSIONS**

**04.20** The Pay Revision Commission, 1978 was headed by Sri. A. Krishna Swamy, IAS (R). The 4<sup>th</sup> Pay Revision Commission followed the principles that services and posts where duties and responsibilities are comparable should, ceteris paribus, carry substantially the same or comparable rates of remuneration.

**04.21** The Pay Revision Commission, 1986 was headed by Sri. K. Subramaniam, IAS, Retd. The 5<sup>th</sup> PRC recognized that in addition to qualifications, pay scales are for duties as discharged as such the aspects of the nature and breadth of duties, was also important.

**04.22** The Pay Revision Commission, 1993, was headed by Sri. Sankara Guruswamy, IAS, Retd., it observed the following three facts:

(a) Educational qualifications alone could not serve as an adequate and sole guiding principle or factor in the determination of the pay scales.

(b) That grouping of posts by the public service commission was merely an administrative convenience and did not constitute a value judgment regarding relativities of these posts.

(c) That the existing and traditional relativities both horizontal and vertical could be used as the basic framework, bringing about only essential changes needed to reflect significant changes in the functional content of the various jobs and correction of glaring distortions, which might have crept in and that these exercises would only be judgmental based on informed discussions with the associations, the HODs and the Secretaries to Government.

**04.23** The Pay Revision Commission, 1999, was headed by Sri. R.K.R. Gonela, IAS, Retd., followed the principle that

The lowest rate of remuneration should not be less than a living wage and that the highest salaries should be kept down as far as possible as

a matter of social policy consistent with the essential requirements of recruitment and efficiency.

The Pay Revision Commission, 1999, adopted the definition of a living wage as "living wage is one which would enable the employee to maintain himself and his family of (3) or (4) in reasonable comfort and to live in dignity as expected of his official social status."

**04.24** The Pay Revision Commission, 2005, was headed by Sri J. Rambabu. A sound pay structure should satisfy the important norms of:

1. Inclusiveness.
2. Comprehensibility.
3. Adequacy.
4. Fixing the scales based on qualifications prescribed for recruitment.
5. There should be parity for similar posts and having similar qualifications and scales.

These principles were evolved by the 5<sup>th</sup> CPC and adopted by the 8<sup>th</sup> Pay Revision Commission.

**04.25** The Pay Revision Commission, 2010, headed by Sri. C.S. Rao, IAS, (Retd.) observed that:

- "Over a while certain relativities had been established.
- the hierarchical structure had also been built up in the pay scales, but then every Pay Commission
- had to face the dilemma of maintaining, either the existing parities or alter some of the parities
- depending upon changing needs of the government and
- perception about the availability of the skilled man power and
- the ability of the government to attract these skilled people into government service.

**04.26** The Pay Revision Commission, 2014, headed by Sri. P.K. Agarwal, IAS (Retd.) incorporated the following **recommendations**:

1. The pay structure should be such as to inspire persons of required qualifications and caliber to fill it and be sufficient to motivate the employees for the efficient performance of their duties and self-fulfilment of their responsibilities.
2. Minimum pay should be fixed at a level as would enable the employee to maintain himself and his family in reasonable comfort and to live in dignity as expected of a person of his official/social status.

3. Maximum pay.

**04.27** The present Commission, after thorough examination of the representations of the Employees Unions, Pensioners' organisations and individuals and also after having gone through the views of the previous PRCs agrees with the basic principals followed by the previous PRCs with regard to the remunerations to the public servants vis-a-vis retaining/attracting talented persons to Government employment. Further the Commission recommends certain modifications in the areas of Leave Travel Concession, Employees Health Scheme, Contributory Pension Scheme (NPS) and Pension/Family Pension issues.

**04.28** The Commission also recommends to smoothen the disparities between horizontal relativities as found in certain ranks drawing equal pay and their relative Gazetted Status on one side and pay disparities on the other.

\* \* \*

## CHAPTER – V

### RECOMMENDED PAY SCALES

**05.01** The Pay Revision Commission 1993 introduced the concept of 'Master Scale' for the first time. This has the advantage of a single running scale for the entire gamut of the State employment, individual scales assigned to the posts / categories being merely segments thereof and the merit of predictability. For determining the Master Scale, factors taken into consideration are i) Minimum and Maximum pay; ii) Number of pay scales; iii) Span of pay scales at various levels; iv) Rates of increments; and v) Inter – scale relativity. This concept of 'Master Scale' is being continued with slight modifications from time to time by the successive Pay Revision Commissions. This time also the employees and their associations have overwhelmingly endorsed the continuation of 'Master Scale', with minor modifications.

**05.02** Following the earlier precedent, **this Commission recommends the continuation of 'Master Scale', and suggests in the following paragraphs a new scale of pay for adoption.** In the new scale we have ensured that there is a reasonable increase in the quantum of increment in absolute terms so that at no point the employee would face a situation of reduced quantum of increment as a result of fixation of pay in the revised pay scales and that the quantum of increment is not only reasonable but also attractive. We have also increased the span of the scales to accommodate people with long service so that they would not stagnate and will continue to get the benefit of increments. **In the event of stagnation which should not normally arise, we recommend grant of up to five stagnation increments.**

#### **Minimum Pay:**

**05.03** Majority of Employees' Associations have suggested for fixation of 'Minimum Pay' ranging from Rs.22,000/- per month to Rs.30,000/- per month. However, in doing so, some Associations have calculated the minimum pay by taking 4 members into account in a family unit, on the ground that the maximum age of recruitment into the government service had been enhanced to 36-43 years, and many people having spouse, parents and children were now entering the service.

**05.04** The representations of various associations regarding minimum pay, maximum pay etc., are placed below:

Sl. No.	Name of the Association	Minimum Pay (Rs.)	Maximum pay (Rs.)	Minimum Maximum ratio	Family consumption units	Increment ratio	Fitment
1	Telangana Secretariat Association	22,000	2,19,140	1:9.961	4 units	3%	45%
2	Telangana Gazetted Officers Central Association	24,000	2,19,000	1:9.12	4 units	3%	63%
3	Telangana Non-Gazetted Officers Union	24,000	2,19,000	1:9.12	4 units	3%	63%
4	Progressive Recognised Teachers Union, Telangana State	25,000	2,46,270	1:9.85	4 units	3%	65%
5	Telangana State United Teachers Federation	24,500	2,44,320	1:9.97	4 units	3%	59%
6	State Teachers Union, Telangana State	27,300	2,55,000	1:9.34	4 units	3%	80%
7	Telangana Class-IV Employees Central Association	24,000	2,19,000	1:9.12	4 units	3%	63%
8	Government Junior Lecturers Association, Telangana	26,500	2,65,150	1:10	4 units	3%	75%

**05.05** The **Telangana Secretariat Association** in its memorandum has stated that a sound salary system needs to possess (a) inclusiveness, (b)comprehensibility, and (c) adequacy both internal and external. The pay structure needs to be commensurate with the degree of skill, responsibility undertaken, mental and physical requirement, minimum educational qualifications and promotional avenues etc. Hence the request is to adopt better scientific reasons/ criteria in arriving at the minimum basic pay and also a good master scale that takes care of the needs of the employees in future also. The minimum requirement of financial assistance for a common family consisting of four members and suggested a minimum pay of Rs.22,000/- and a maximum of Rs.2,19,140/- and a fitment of 45%.

**05.06** The **Telangana Gazetted Officers Central Association** has stated that the monthly per capita expenditure incorporating the existing current prices of essential commodities revealed that the average per capita expenditure is Rs.5950/- which accounts to Rs.23,800/- monthly minimum expenditure of a household having 4 average household size. Further suggested the minimum pay of Rs.24,000/- and a maximum pay of Rs.2,19,000/- with a fitment of 63%.



**05.07** The **TNGOs Union** has stated that the monthly per capita expenditure incorporating the existing current prices of essential commodities revealed that the average per capita expenditure is Rs.5850/- which accounts to Rs.23,400/- monthly minimum expenditure of a household having 4 average household size. They have suggested for Master Pay scale concept, with a minimum pay of Rs.24,000/-p.m. and a maximum pay of Rs.2,19,000/-p.m. (ratio being 1 : 9.12) with 32 grades and 80 segments, with a fitment of 63% and increment ranging to 3%.

**05.08** The **P.R.T.U.T.S., Hyderabad** in their representation has stated that minimum requirement of pay for the lowest employee would be around Rs.25,000/- per month by taking into account the prevailing cost of essential commodities as on 1/1/2018. The Union suggested for adoption of a 4 member family as one unit and for a ratio of minimum and maximum pay to be 1:9.85 (25,000 : 2,46,270) with fitment @ 65%. The **T.S.U.T.F** in their representation have calculated minimum needs of a family to be Rs.24,500/- pm, inclusive of Electricity, Fuel, expenditure on Education and Health. However, it requested for Rs.24,500/- pm fixed as a minimum pay and Rs.2,44,320/- pm to be the maximum pay. The ratio between minimum and maximum pay is proposed to be 1:9.97 with fitment @ 59%. The **STUTS** in their representation have calculated minimum needs of a family to be Rs.27,300/- pm and maximum pay at Rs.2,55,000/- the ratio between minimum pay and maximum pay to be 1 : 9.34 and fitment @ 80%.

**05.09** The Employees Co-ordination Committee, in their representation, has requested for a minimum pay duly taking 5 members of family as unit, taking into 2600 calories intake, shelter, clothing and expenditure on education. The minimum pay is suggested as Rs.30,000/- and the maximum pay as Rs.2,40,000/- per month. The ratio between minimum and maximum pay is 1:8 and also suggested for continuation of master scale concept with 32 grades with a fitment of 75%.

**05.10** The **Telangana Class-IV Employees Central Association** has stated that the average household size as per Census 2011 is 4 and the average household expenditure is calculated taking into consideration the average quantity of consumption and arrived at the minimum pay of Rs.24,000/- and a maximum pay of Rs.2,19,000/- p.m. (ratio being 1 : 9.12) with 32 grades, with a fitment of 63% and increment rate of 3%.

**05.11** Majority of the employees associations have in their representations recommended for the adoption of ILC norms for calculating the Minimum Pay, with some modifications. The modifications proposed are i) to take 4 members in a family unit instead of 3 and ii) inclusion in the minimum pay calculation of new items of expenditure such as fuel, electricity, cooking,

gas, internet and cell phone, water etc., as additional expenditure on these items has become inevitable and part of the day to day life.

**05.12** This Commission has accordingly followed the ILC norms for determining the need based 'Minimum Pay'. We have not agreed to increase the size of the family unit from 3 to 4 for minimum pay calculation as increase in the age for recruitment into the Government service is only a concession and this will keep changing from time to time and only a very small proportion of new entrants belong to the extended entry age group. In so far as new items of expenditure are concerned, we find that there is a substantive ground to build into the Minimum Pay structure the additional expenditure now being incurred by employees on new items such as transport, education, household accessories, mobile phone and internet usage skill development etc. We have accordingly incorporated in the Minimum Pay structure, the expenditure on miscellaneous items, in addition to recreation and festivals.

**05.13** The table below shows the calculation of the need based minimum wage after incorporating the above change as obtained from Directorate of Economics and Statistics:

#### Need based Minimum Wage

Items @	Per Day PCU (in gms)	Per Month 3 CU (in Kg)	Price per KG as per rates on 01.07.2018 (In Rupees)	Total cost per month (as on 01.07.2018) (In Rupees)
Rice	475	42.75	48.72	2082.78
Dal -Toor/ Urad/ Moong	80	7.2	77.32	556.704
Raw Vegetables	100	9.00	45.8	412.2
Green Leaf Veg	125	11.25	85.45	961.3125
Other Veg Onion, Potato, Tomato	75	6.75	21.04	142.02
Fruits	120	10.8	80.83	872.964
Milk (18 Ltrs)	200 ml	18	55.19	993.42
Sugar/Jaggery	56	5.00	44.73	225.4392
Edible Oil	40	3.6	94.85	341.46
Fish		2.5	242.5	606.25
Meat		5.00	477.78	2388.9
Egg		90	4.56	410.4
Detergents etc., Bath & washing soap, washing powder etc.,			774.44	774.44
Clothing#	5.5mtrs per month	5.5	282.64	1695.84
Total				12464.1297
Misc.* @20%				2492.82594

Total				14956.95564
Addl. Expr. ** 10%				1495.695564
<b>Minimum Wage</b>				<b>16452.6512 or 16500</b>

PCU = Per Day Consumption Unit

3 CU = Three Consumption Unit

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

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

#Clothing as prescribed is 70 yards per year. This works out to about 5.5 mts per month and the cost includes the ancillary charges like stitching etc.

**05.14 The 7<sup>th</sup> CPC has made an estimation of minimum pay as on 01.01.2016 as given below :**

Calculation of Minimum Pay as on 01.01.2016 by the Commission							
		Per day PCU	Unit	Per month 3 PCU	Unit	Price / Unit (Rs.)	Expenses (Rs.)
1	Rice	475	gm	42.75	Kg	25.93	1108.30
2	Dal -Toor/ Urad/ Moong	80	gm	7.20	Kg	97.84	704.44
3	Raw Vegetables	100	gm	9.00	Kg	58.48	526.28
4	Green Leaf Veg	125	gm	11.25	Kg	38.12	428.85
5	Other Veg	75	gm	6.75	Kg	32.80	221.42
6	Fruits	120	gm	10.80	Kg	64.16	692.93
7	Milk (18 Ltrs)	200	ml	18.00	Litre	37.74	679.26
8	Sugar/Jaggery	56	gm	5.04	Kg	37.40	188.48
9	Edible Oil	40	gm	3.60	Kg	114.02	410.46
10	Fish			2.50	Kg	268.38	670.95
11	Meat			5.00	Kg	400.90	2004.51
12	Egg			90.00	No.	4.27	383.98
13	Detergents etc.,			Rs. / Month		291.31	291.31
14	Clothing			5.50	Meter	164.88	906.83
15	Total(1-14)						9217.99
16	Fuel, Electricity, Water Charges						2304.50
17	Total-(15) divided by 0.8						11522.49
18	Marriage, Recreation, Festivals, etc.,						2033.38
19	Total-(17) divided by 0.85						13555.87
20	Provide for Skill by adding 25% to (19)						3388.97
21	Sum (19+20)						16944.84
22	Housing @						524.07
23	Total-Divide No.21 by 0.97						17468.91

24	Step up of 3% on No.23 as DA is projected at 125% on 01.01.2016	524.07
25	Final Minimum Pay as on 01.01.2016 (23+24)	17992.98
26	Rounded off	18000

**05.15** At para 05.13, the calculation of the need based minimum wage obtained from State Directorate of Economics and Statistics shows a minimum wage of Rs.16,500/- as on 01.07.2018.

05.16 At para 05.14, the 7<sup>th</sup> CPC has made an estimation of minimum pay of Rs.18,000/- as on 01.01.2016. Merging Central Dearness Allowance from 01.01.2016 to 01.07.2018 which is 9%, the basic minimum salary as on 01.07.2018 would work out to Rs.19,620/-.

05.17 The estimation of Director of Economics and Statistics has not taken into consideration certain expenditures on fuel, electricity, water charges, marriage, recreation, festivals, skill development, which the 7<sup>th</sup> CPC has taken into account in its calculation.

**05.18** The Employees Associations have represented for inclusion of the new items of expenditure such as fuel, electricity, cooking gas, internet and cell phone etc.

**05.19** The Commission considers it fair to include these additional items of expenditure as done by 7<sup>th</sup> CPC in its estimate of minimum pay. However the services under Union Government are not comparable to the working under State Government as the former involves transfer to far off places having different language, climate and culture.

Minimum pay

**05.20** Keeping in mind the aspirational requirement of the employees over and above their basic needs on one hand, and the difficult financial condition of the State, further aggravated by the economic slowdown associated with Covid-19 on the other hand, the Commission is of the view that a minimum pay of Rs.19,000/- per month is fair and reasonable and recommends Rs.19,000/- per month as minimum pay.

**05.21** The previous PRC had recommended 29% fitment, but finally the Government sanction 43% as fitment. The additional 14% fitment sanctioned by the Government has become a part of the basic pay of the employees, since July, 2013. The table below shows the pay scale recommended by PRC 2015 @ 29% fitment, sanctioned by Government @ 43% fitment and Revised Pay scale recommended now.

Sl.No.	Recommended by PRC 2015		Sanctioned by Government	Revised Pay	
	Pay in RPS 2010 + @29% fitment + DA 63.344%	Increment in RPS 2015	Pay in RPS 2010 + @43% fitment + DA @63.344%	Existing pay + 7.5% fitment + DA @ 30.392%	increment
	A	B	C	D	E
1	13000	390	13825	19000	640
2	13390	390	14238	19640	640
3	13780	390	14650	20280	640
4	14170	430	15063	20920	660
5	14600	430	15517	21580	660
6	15030	430	15971	22240	660
7	15460	470	16425	22900	690
8	15930	470	16920	23590	690
9	16400	470	17415	24280	690
10	16870	510	17911	24970	720
11	17380	510	18447	25690	720
12	17890	510	18984	26410	720
13	18400	550	19520	27130	750
14	18950	550	20098	27880	750
15	19500	550	20676	28630	750
16	20050	590	21253	29380	830
17	20640	590	21872	30210	830
18	21230	590	22492	31040	830
19	21820	640	23111	31870	940
20	22460	640	23791	32810	940
21	23100	640	24472	33750	940
22	23740	700	25153	34690	1030
23	24440	700	25896	35720	1030
24	25140	700	26639	36750	1030
25	25840	760	27382	37780	1110
26	26600	760	28187	38890	1110
27	27360	760	28991	40000	1110
28	28120	820	29796	41110	1190
29	28940	820	30663	42300	1190
30	29760	820	31529	43490	1190
31	30580	880	32396	44680	1280
32	31460	880	33325	45960	1280
33	32340	880	34253	47240	1280
Sl.No.	A	B	C	D	E
34	33220	950	35182	48520	1400
35	34170	950	36193	49920	1400

<b>36</b>	35120	950	37204	<b>51320</b>	<b>1400</b>
<b>37</b>	36070	1030	38215	<b>52720</b>	<b>1500</b>
<b>38</b>	37100	1030	39309	<b>54220</b>	<b>1500</b>
<b>39</b>	38130	1030	40402	<b>55720</b>	<b>1500</b>
<b>40</b>	39160	1110	41496	<b>57220</b>	<b>1630</b>
<b>41</b>	40270	1110	42672	<b>58850</b>	<b>1630</b>
<b>42</b>	41380	1110	43848	<b>60480</b>	<b>1630</b>
<b>43</b>	42490	1190	45024	<b>62110</b>	<b>1730</b>
<b>44</b>	43680	1190	46283	<b>63840</b>	<b>1730</b>
<b>45</b>	44870	1190	47542	<b>65570</b>	<b>1730</b>
<b>46</b>	46060	1270	48800	<b>67300</b>	<b>1850</b>
<b>47</b>	47330	1270	50142	<b>69150</b>	<b>1850</b>
<b>48</b>	48600	1270	51483	<b>71000</b>	<b>1850</b>
<b>49</b>	49870	1360	52824	<b>72850</b>	<b>1990</b>
<b>50</b>	51230	1360	54268	<b>74840</b>	<b>1990</b>
<b>51</b>	52590	1360	55713	<b>76830</b>	<b>1990</b>
<b>52</b>	53950	1460	57157	<b>78820</b>	<b>2140</b>
<b>53</b>	55410	1460	58705	<b>80960</b>	<b>2140</b>
<b>54</b>	56870	1460	60252	<b>83100</b>	<b>2140</b>
<b>55</b>	58330	1560	61800	<b>85240</b>	<b>2270</b>
<b>56</b>	59890	1560	63451	<b>87510</b>	<b>2270</b>
<b>57</b>	61450	1560	65102	<b>89780</b>	<b>2270</b>
<b>58</b>	63010	1660	66752	<b>92050</b>	<b>2420</b>
<b>59</b>	64670	1660	68506	<b>94470</b>	<b>2420</b>
<b>60</b>	66330	1660	70260	<b>96890</b>	<b>2420</b>
<b>61</b>	67990	1760	72014	<b>99310</b>	<b>2560</b>
<b>62</b>	69750	1760	73871	<b>101870</b>	<b>2560</b>
<b>63</b>	71510	1760	75728	<b>104430</b>	<b>2560</b>
<b>64</b>	73270	1880	77585	<b>106990</b>	<b>2760</b>
<b>65</b>	75150	1880	79587	<b>109750</b>	<b>2760</b>
<b>66</b>	77030	1880	81588	<b>112510</b>	<b>2760</b>
<b>67</b>	78910	2020	83590	<b>115270</b>	<b>2960</b>
<b>68</b>	80930	2020	85736	<b>118230</b>	<b>2960</b>
<b>69</b>	82950	2020	87882	<b>121190</b>	<b>2960</b>
<b>70</b>	84970	2160	90028	<b>124150</b>	<b>3160</b>
<b>71</b>	87130	2160	92318	<b>127310</b>	<b>3160</b>
<b>72</b>	89290	2160	94609	<b>130470</b>	<b>3160</b>
<b>73</b>	91450	2330	96899	<b>133630</b>	<b>3420</b>
<b>Sl.No.</b>	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>74</b>	93780	2330	99375	<b>137050</b>	<b>3420</b>
<b>75</b>	96110	2330	101851	<b>140470</b>	<b>3420</b>

76	98440	2330	104328	143890	3420
77	100770	2520	106804	147310	3690
78	103290	2520	109486	151000	3690
79	105810	2520	112169	154690	3690
80	108330	2520	114851	158380	3690
81	110850		117534	162070	

## Maximum Pay

**05.22** The Employees' Associations have suggested a ratio ranging from 1:7.3 to 1:10 between the minimum and maximum pay. For working out the 'Maximum Pay', the Commission has kept in mind the following three principles:

- a) Annual increment to range from 3.36% of the pay in initial stage to 2.33% finally.
- b) Existing quantum of increment to be nearly doubled in line with increase of pay; and
- c) Periodicity of increase in increment to be 3 years;

**05.23** The Commission accordingly worked out a 'Maximum Pay' of Rs.1,62,070/-, which represents a Minimum to Maximum ratio of 1:8.53.

## Master Scale and its Segments:

**05.24** The minimum and the maximum having been fixed the issue now for consideration is the number of scales which are to be carved out of the Master Scale and the span of each one of the scales. **Keeping in view the predominant view of employees, the Commission recommends the 'Master Scale' to comprise of 32 grades and 80 segments.** Since the tradition in the State has been to revise the pay every five years, the DA sanctioned as on 1/7/2018 is subsumed in the Revised Pay Scale. The new Master Scale recommended by this Commission for adoption from 1/7/2018 is as follows:

**Rs.19000-640-20920-660-22900-690-24970-720-27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630-3420-147310-3690-162070 (80)**

**05.25** A comparative statement giving the existing Master Scale and the corresponding segments in the revised Master Scale and the span of each of these scales is given in the following table.

Grade	EXISTING SCALE - 2014 (RUPEES)	Grade	REVISED SCALE (PRC 2020) (RUPEES)
Master Scale	13000-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-110850 (80)	Master Scale	19000-640-20920-660-22900-690-24970-720-27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630-3420-147310-3690-162070 (80)
I	13000-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-40270 (40)	I	19000-640-20920-660-22900-690-24970-720-27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-58850 (40)
II	13390-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-41380 (40)	II	19640-640-20920-660-22900-690-24970-720-27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-60480(40)
III	13780-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490 (40)	III	20280-640-20920-660-22900-690-24970-720-27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110 (40)
IV	14600-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-44870 (40)	IV	21580-660-22900-690-24970-720-27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-65570(40)
V	15030-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060 (40)	V	22240-660-22900-690-24970-720-27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300 (40)
Grade	EXISTING SCALE - 2014 (RUPEES)	Grade	REVISED SCALE (PRC 2020) (RUPEES)



VI	15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880 -33220-950-36070-1030-39160-1110-42490-1190-46060-1270-47330 (40)	VI	22900-690-24970-720-27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-69150 (40)
VII	16400-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-(40)	VII	24280-690-24970-720-27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850 (40)
VIII	17890-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950 (40)	VIII	26410-720-27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820 (40)
IX	18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-55410 (40)	IX	27130-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-80960 (40)
X	19500-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330 (40)	X	28630-750-29380-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240 (40)
XI	21230-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-(40)	XI	31040-830-31870-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050 (40)
XII	22460-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-66330 (40)	XII	32810-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-96890 (40)
XIII	23100-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990 (40)	XIII	33750-940-34690-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310 (40)
XIV	24440-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660 -67990-1760-71510 (40)	XIV	35720-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-104430 (40)
Grade	EXISTING SCALE - 2014 (RUPEES)	Grade	REVISED SCALE (PRC 2020) (RUPEES)

XV	25140-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270 (40)	XV	36750-1030-37780-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990 (40)
XVI	26600-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-77030 (40)	XVI	38890-1110-41110-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-112510 (40)
XVII	28940-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910 (38)	XVII	42300-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270 (38)
XVIII	29760-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-80930 (38)	XVIII	43490-1190-44680-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-118230 (38)
XIX	31460-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970 (38)	XIX	45960-1280-48520-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150 (38)
XX	35120-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-87130 (35)	XX	51320-1400-52720-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-127310 (35)
XXI	37100-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450 (35)	XXI	54220-1500-57220-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630 (35)
XXII	40270-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-93780 (33)	XXII	58850-1630-62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630-3420-137050 (33)
XXIII	42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-96110 (32)	XXIII	62110-1730-67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630-3420-140470 (32)
Grade	EXISTING SCALE - 2014 (RUPEES)	Grade	REVISED SCALE (PRC 2020) (RUPEES)

XXIV	46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-98440 (30)	XXIV	67300-1850-72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630-3420-143890 (30)
XXV	49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770 (28)	XXV	72850-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630-3420-147310 (28)
XXVI	52590-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-103290 (27)	XXVI	76830-1990-78820-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630-3420-147310-3690-151000 (27)
XXVII	56870-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-105810 (25)	XXVII	83100-2140-85240-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630-3420-147310-3690-154690 (25)
XXVIII	61450-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-105810 (22)	XXVIII	89780-2270-92050-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630-3420-147310-3690-154690 (22)
XXIX	66330-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-108330 (20)	XXIX	96890-2420-99310-2560-106990-2760-115270-2960-124150-3160-133630-3420-147310-3690-158380 (20)
XXX	73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-108330 (16)	XXX	106990-2760-115270-2960-124150-3160-133630-3420-147310-3690-158380 (16)
XXXI	80930-2020-84970-2160-91450-2330-100770-2520-110850 (13)	XXXI	118230-2960-124150-3160-133630-3420-147310-3690-162070(13)
XXXII	87130-2160-91450-2330-100770-2520-110850 (10)	XXXII	127310-3160-133630-3420-147310-3690-162070(10)

**05.26** In the proposed scale the highest is to be assigned to Law Secretary besides Secretaries of Legislature, Additional Secretaries to Government and some Heads of Departments. If the Law Secretary is from Judicial Department, as is the current practice, he will continue to remain in the Scale recommended by the National Judicial Commission and adopted by the States.

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## CHAPTER – VI

### PRINCIPLES OF FITMENT

**06.01** One of the terms of reference fixed for the PRC is to examine, as to what extent the existing Dearness Allowance may be merged in the pay as to evolve consequent new set of pay scales merging Dearness Allowance therein and suggest the mode of pay in the revised pay scales. Regarding the merger of Dearness Allowance with the basic pay, the issue has been discussed in the earlier chapter. The revised scales are worked out based on merger of Dearness Allowance with Basic pay and fixation of minimum pay based on certain accepted principles which are discussed earlier. The new master scale is evolved by arriving at the minimum of the scale and the maximum of the scale and working out reasonable increments at various stages in between. An important aspect of Revised Pay Scales is the 'Fitment' formula for determining the pay of existing employees in the Revised Pay Scales, to provide for reasonable monetary benefit to the employees.

**06.02** The 1978 Pay Revision Commission recommended for weightage of one increment for every 3 years of service, based on the service rendered by the employees. In subsequent revisions of 1986, 1993, 1999, 2005, 2010 the Commission preferred fixation of a uniform percentage as the criteria for fitment in the Revised Pay Scales as it will spread the advantage evenly for all employees. While recommending the new pay scales, the successive PRCs also took into consideration the financial position of the State Government.

**06.03** Major Associations have now represented for percentage of fitment on Basic pay ranging from 45% - 80%.

**06.04** The Telangana Gazetted Officers Central Association in their representation has stated that during the period from 1.7.2013 to 1.7.2018, the accumulated inflation has reached to 63% where as the Dearness Allowance sanctioned to State Government employee was just 30.392% and as such there was a loss of more than 33%. If index is calculated with current revised base year as per the norms of ILO i.e., 2011 (for every 10 years change of base year), added to this the Consumption basket of employees catering the real requirement is acquired and thereby if index calculated then there is addition of another 30% in Dearness Allowance which will nullify the existing inflation. Hence there is every need to sanction 63% fitment to compensate the real inflation.

**06.05** The Telangana Non-Gazetted Officers Association in their representation has stated that during the period from 1.7.2013 to 1.7.2018, the accumulated inflation has reached to 63% where as the Dearness

Allowance sanctioned to State Government employee was just 30.392% and as such there was a loss of more than 33%. If index is calculated with current revised base year as per the norms of ILO i.e., 2011 (for every 10 years change of base year), added to this the Consumption basket of employees catering the real requirement is acquired and thereby if index calculated then there is addition of another 30% in Dearness Allowance which will nullify the existing inflation. Hence there is every need of sanction of 63% fitment to compensate the real inflation.

**06.06** The Progressive Recognized Teachers Union, T.S. (PRTU) in their memorandum has requested for a fitment of 65% on Basic pay, they have calculated as per the following formula:

$$\frac{\text{Proposed Minimum Pay}}{\text{Old Minimum Pay (RPS 2015)}} = \frac{25000}{13000} = 1.92$$

Fitment formula factor is 1.92 times of pay or 65%.

**06.07** The Government Junior Lecturers Association in their representation has requested 75% of fitment on basic pay.

**06.08** The Commission recommends a minimum pay of Rs.19000/- as already discussed in previous chapter (i.e. Chapter-V). Previous Commission had recommended a minimum pay of Rs.13000/- which in effect got revised to Rs.13825/- due to enhancement of fitment by Government from 29% recommended by the PRC to 43%, Minimum pay of Rs.13825 + DA 30.392% + fitment of 7.5% comes to Rs.19000/- which is now recommended by this PRC as the minimum pay. Hence the Commission now recommends a fitment of 7.5%. The Commission further recommends that the fitment in the revised scale may be made in the following manner:

- (1) 7.5% of the basic pay as fitment may be added to the total of Basic pay.
- (2) D.A. admissible as on 01/07/2018 i.e., 30.392% shall be added to the Basic pay + fitment arrived at (1) above.
- (3) The pay of the employees should be fixed in the relevant revised scale at the stage next above the amount arrived at as at (2) above;
- (4) If an employee's pay when fixed as above falls short of the minimum in the revised pay scale, it shall be fixed at the minimum of the scale;
- (5) If the amount so fixed exceeds the maximum, the excess shall be treated as personal pay and it should be absorbed

**in future pay increases or in the stagnation increments sanctioned.**

**06.09        The Commission recommends that the revised pay scales should come into force with effect from 1.7.2018.**

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## CHAPTER VII

### MAJOR ALLOWANCES

**07.01** At present State Government employees are being paid different types of allowances. Some allowances are categorized as major allowances, claimed by most of the Government employees and are based on the quantum of pay. These are in the nature of compensatory allowance given as compensation for price rise, higher cost of living due to higher rents and increased expenses due to stay in cities and major towns. These allowances are Dearness Allowance, House Rent Allowance, Additional House Rent Allowance, in lieu of the rent free quarters and City Compensatory Allowance. There are nearly 46 types of other allowances which are paid to different categories of employees and at varying rates. In this chapter, we are dealing with major allowances, while other allowances will be dealt with in another chapter.

#### **Dearness Allowances:**

**07.02** Dearness Allowance is an allowance to neutralize the rise in the cost of living index. The origin of Dearness Allowance can be traced back to the period of Second World War when it was introduced as a measure to protect Government Employees with fixed incomes from erosion of real wages owing to rising prices. It was conceived as a temporary measure and it was assumed that this allowance could be withdrawn once prices stabilized. However, Dearness Allowance as an addition to the compensation package of Government employees has continued uninterruptedly ever since it was introduced and it can be said that this allowance has now come to stay. The State Government sanctions D.A. periodically, two times in a year taking into account the D.A. rates sanctioned by the Government of India.

**07.03** The Pay Revision Commission 1986, recommended to the State Government to follow the Central pattern of sanction of Dearness Allowance including quantum and level of neutralization. The successive Pay Revision Commissioners have also been recommending continuation of this practice and the State Government has accordingly been sanctioning Dearness Allowance on the pattern of Government of India. In Central Government, Dearness Allowance is sanctioned twice a year; on First January and First July every year. The percentage of rise in the twelve monthly moving average of the Cost of Living Index to which Revised Scales are related is being sanctioned as Dearness Allowance. 100% neutralization is being allowed to all the employees and pensioners in pursuance of the recommendations of the Pay Revision Commission, 1999.

**07.04 Statement showing rates of Dearness Allowance allowed to State Government employees from 01/01/2014 onwards:**

Sl. No.	Date of effect	Rate of DA sanctioned by the Government of India	Rate of DA sanctioned by the State Government	Cumulative rate	G.O. Ms. No. and date
1	01-01-2014	10%	5.240%	5.240%	G.O.Ms.No.26, dt:18.03.2015
2	01-07-2014	7%	3.668%	8.908%	G.O.Ms.No.26, dt:18.03.2015
3	01-01-2015	6%	3.144%	12.052%	G.O.Ms.No.129, dt:09.09.2015
4	01-07-2015	6%	3.144%	15.196%	G.O.Ms.No.25, dt:08.03.2016
5	01-01-2016	6%	3.144%	18.340%	G.O.Ms.No.103, dt:01.09.2016
6	01-07-2016	7%	3.668%	22.008%	G.O.Ms.No.58, dt:20.04.2017
7	01-01-2017	4%	2.096%	24.104%	G.O.Ms.No.135, dt:22.09.2017
8	01-07-2017	3%	1.572%	25.676%	G.O.Ms.No.55, dt:17.05.2018
9	01-01-2018	3%	1.572%	27.248%	G.O.Ms.No.143, dt:05.09.2018
10	01-07-2018	6%	3.144%	30.392%	G.O.Ms.No.36, dt:01.06.2019

**07.05** Several employees' associations have requested for sanction of D.A. on par with that of Central Government employees and some of them, have requested for equal rate of D.A. on par with Central Government employees. The Government of India evolved their scales by merging Dearness Allowance as on 1.1.2016, with Basic Pay. We have, as is the practice in the State, recommended merging of Dearness Allowance in Basic Pay as on 1.7.2018. Since the Basic Pay is worked out by merging Dearness Allowance at a higher level than that of the Government of India, the rate of Dearness Allowance sanctioned to the employees of the Government of India cannot be adopted directly in respect of the employees of the State Government. For this purpose, the State Pay Revision Commissions have been recommending a conversion formula, to ensure that the quantum of Dearness Allowance sanctioned is equivalent of what is sanctioned by the Central Government.



**07.06** The basic pay of different categories of employees of Govt. of India is fixed as on 1.1.2016, when the average of preceding 12 months Consumer Price Index for Industrial Workers is 261.42. For Telangana State Government employees, the basic pay is fixed on 1.7.2018 by merging the Dearness Allowance from 1.1.2016 to 1.7.2018. The average Consumer Price Index of preceding 12 months as on 1.7.2018 is 287.17.

**07.07** The Dearness Allowance (D.A.) of one rupee given to a Central Government employee on basic pay at a Consumer Price Index of 261.42 (as on 1.1.2016) is equivalent to one rupee multiplied by conversion factor (CF), for State Government employee on the basic pay at a Consumer Price Index of 287.17 (as on 01.07.2018).

Where 'CF' is the conversion factor,

$$1 \times 261.42 \text{ (C.P.I. level on 1.1.16)} = CF \times 287.17 \text{ (C.P.I. level on 1.7.18)}$$

Therefore, **CF = 1x (261.42 ÷ 287.17) = 0.91**

**07.08** Accordingly, this Commission recommends that Dearness Allowance be regulated at 0.91% (261.42/287.17) for the State Government Employees and pensioners for every 1% of Dearness Allowance sanctioned to the employees and their pensioners, of Government of India with effect from 01.01.2019.

### **HOUSE RENT ALLOWANCE**

**07.09** The House Rent Allowance is paid to Government employees to meet to a certain extent, the additional burden on employees by way of higher rents. The allowance was first provided to employees in 1969 in a small way. A scheme for payment of House Rent Allowance based on the twin criteria of population of cities / towns and the pay level of the employee was established. In 1975 apart from the large cities and towns a small amount was also given to those living in sub taluk, taluk and municipal towns. By the time the PRC 1978 was constituted, Hyderabad and four other major cities were classified into one group and the House Rent Allowance was fixed at the rate of 15% of the basic pay subject to a maximum of Rs.400/- per month. By 1986, the HRA was being paid at 20% in all cities with a population of above 2 lakhs i.e., Hyderabad and 9 other towns. In respect of other specified towns with a population 50,000 above and below 2 lakhs, HRA was fixed at 7.5% and in all other places it was at 4% of basic pay. Subsequently, the quantum of House Rent Allowance payable to Government employees in certain places was revised from 1<sup>st</sup> July 1986. In 14 District headquarters, the HRA was revised to 12.5% of basic pay and for other places it was fixed at 10% of basic pay.

**07.10** The 1993 PRC had evolved DA merged pay scales by merging 83% of the D.A. and recommended payment of HRA at 16% in 12 major towns including the twin cities, 10% in respect of 13 district headquarters and for the remaining places 8% of basic pay. All this was subject to a ceiling of Rs.1,000/- p.m. Government subsequently revised the percentage rates of 20%, 12.5% and 10% respectively and also the ceiling limit w.e.f. 1.1.1994. The PRC 1999 recommended 20% of basic pay for those employees who are residing in cities / towns where the population is 2 lakhs and above and for those employees who are residing in District Headquarters and other municipal towns other than the above cities, the HRA was fixed at 12.5%, where the population is more than 50000 but below 2 lakhs and in respect of other places the payment of HRA was fixed at 10% of basic pay (where the population is less 50000). All of them were subject to a maximum of Rs.2,000 per month.

**07.11** The PRC 2005 continued the pattern adopted by the PRC 1999 but had recommended enhancing the ceiling to Rs.3,000/- which was raised later to Rs.4,000/- per month by the One Man Commission headed by N.Rangachary, I.R.S., (Retd.). Subsequently, based on the declaration of the Hyderabad city as Greater Hyderabad Municipal Corporation and in consequence of the population having crossed more than 50 lakhs, the Government of India classified Hyderabad as A1 City. Accordingly, Hyderabad was declared as A1 City by the State Government and the employees working in Greater Hyderabad Municipal Corporation were made eligible for drawal of HRA at 30% of basic pay, subject to maximum of Rs.6,000/- vide G.O.(P) No.10, Finance (PC-I) Department, dt.17.1.2008. These rates of HRA are also extended to the habitations located within 8 km of the periphery of GHMC. The 9<sup>th</sup> P.R.C recommended four grades and the rates of HRA admissible to the employees thereon were fixed @ of 30 % of the Basic Pay for Hyderabad and Secunderabad classified as A1 cities, @ of 20% for cities with population exceeding 2 lakhs, @ 12.5% for cities with population exceeding 50,000 but below 2 lakhs, and @ of 10% for remaining places. Subsequently, based on the agreement reached by the Government with JAC of Employees, Teachers, Workers and Pensioners, the rates of H.R.A. have been enhanced to 14.5% at places where HRA is admissible at 12.5% at present and to 12% in respect of places where HRA is admissible at 10% at present vide G.O.Ms.No.59, Finance (P.C.-I) Department, dated 11/04/2011.

**07.12** Several associations of the employees, Teachers and Workers requested this P.R.C. for payment of HRA at 30% of basic pay without any ceiling in all municipalities, villages included in Greater Hyderabad Municipal Corporation City / HMDA. They also requested for HRA at 20% of basic pay without any ceiling for all District Headquarters and places within periphery of

15 KMs. For other places HRA at 12.5% basic pay without any ceiling was requested. Different associations requested for payment of HRA at different percentage rates, ranging from 15% to 30% of basic pay.

**07.13** Accordingly, this Commission has gathered details of population of towns and cities of Telangana State as per final census 2011 from the Commissioner & Director of Municipal Administration, Hyderabad.

**07.14** In the last PRC the cities and towns have been grouped separately on the basis of their population and different slab rates with a ceiling has been prescribed from different groups of towns for House Rent Allowance. For example for GHMC jurisdiction the HRA is 30% of basic pay with a ceiling of Rs.20,000/-.

**07.15** The 7<sup>th</sup> CPC which is effective from 01.01.2016, while recommending new enhanced pay structure has reduced the slab rates of HRA for different categories of cities. For example, for GHMC which is a A1 City the HRA rate has been reduced from 30% to 24%. Similarly, for other categories of cities also the HRA slab rates have been reduced.

**07.16** The Commission now recommends a master scale based on a minimum basic pay of Rs.19,000/- per month. Whereas the pay scales of 7<sup>th</sup> CPC is based on a minimum basic pay of Rs.18,000/-. This gives a small edge to the Telangana State Government employees over employees of Central Government working in the State in determination of House Rent Allowance. Moreover, the new basic pay will be arrived by merging DA and fitment with the old basic, so each employee will get HRA more than what they are getting at present. For example in GHMC area, [24% of (100+30.392+7.5) > 30% of 100] and similarly for other places. In these circumstances the Commission recommends a HRA structure similar to the recommendation of 7<sup>th</sup> CPC. The 7<sup>th</sup> CPC has changed its slab rates of HRA from 30%, 20% & 10% to 24%, 16% and 8% of the basic pay respectively. They have reduced the slab rates uniformly by 20%. The Commission recommends reduction of slab rates as given in the table by reducing the slab rates in a graded manner starting from 20% for GHMC to about 10% in smaller towns.

#### **CLASSIFICATION OF CITIES AND TOWNS FOR HRA**

<b>Greater Hyderabad Municipal Corporation</b>	24% of Basic Pay (where the population is more than 50 Lakhs)
<b>Karimnagar, Khammam, Mahaboobnagar, Nizamabad, Ramagundam, Warangal</b>	17% of Basic Pay (where the population is more than 2 Lakhs)

<p>(a) Towns where population is more than 50,000 and less than 2 Lakhs  <b>1. Adilabad 2.Kagaznagar 3.Nirmal 4.Bellampalle 5.Mandamarri 6. Mancherial 7.Bodhan 8.Kamareddy 9.Armur 10.Sircilla 11.Jagityal 12.Koratla 13.Metpalli 14.Siddipet 15.Zaheerabad 16.Sangareddy 17.Vikarabad 18.Tandur 19.Wanaparthi 20.Gadwal 21.Nalgonda 22.Miryalaguda 23.Suryapet 24.Bhongir 25. Kodad 26.Jangaon 27.Kothagudem, 28. Palwancha 29.Jalpally (R.R. Dist.) 30.Badepally (Mahaboobnagar Dist.) 31.Naspur (Mancherial Dist.) 32.Shadnagar. (**As per final census of 2011)</b></p> <p>(b) All other District Headquarters with less than 50,000 population  <b>1. Mulugu 2. Bhupalapally 3. Mahaboobabad 4.Narayanpet 5.Medak 6.Asifabad 7.Peddapalli 8.Nagarkurnool 9.Shamirpet (Medchal Malkajiri Dist.) 10. Shamshabad (R.R. Dist.)</b></p>	<p>13% of basic pay</p>
<p>All other places</p>	<p>11% of basic pay where the population is less than 50000</p>

**07.17** The above rates are recommended by the PRC without any ceiling limit. The HRA rates be increased to 27%, 18.5%, 14%, 11.5% when the Dearness Allowance exceeds 50% of the basic pay.

**07.18** The Commission also recommends that the existing rules with regard to payment of HRA at the rates applicable to the places located within the periphery of 8 KMs for the towns / cities concerned be continued.

#### **ADDITIONAL HRA IN LIEU OF RENT FREE ACCOMMODATION**

**07.19** The Government has been declaring certain posts in several departments as eligible for rent free accommodation. This is because their presence is essential for the discharge of duties not only during normal office hours but also beyond those hours. At times the supervisory authorities are required to stay in the hospitals, projects, institutions etc., throughout the day and night. But Government may not be in a position to provide accommodation on the premises or in the vicinity of the institution. Therefore, the Government officials are required to stay in a private accommodation near their place of duty. Government had declared various categories of employees who are entitled for rent free accommodation from time to time. If rent free accommodation is not provided, Government have been allowing Additional HRA to meet the additional cost.

**07.20** PRC 2014 has recommended Additional HRA of 8% of basic pay subject to a maximum of Rs.2000/- p.m.

**07.21** Accordingly, Government have issued orders on Additional HRA in lieu of Rent Free Accommodation vide G.O.Ms. No.46, dt:21.04.2015, G.O.Ms.No.85, dt:27.05.2015, G.O.Ms.No.92, dt:20.06.2015, G.O.Ms.No.127, dt:08.09.2015 and G.O.Ms.No.62, dt:24.05.2016 of Finance (HRM.IV) Department.

**07.22** The following categories are entitled for rent free accommodation:

**1. Anti Corruption Bureau**

- i. Director
- ii. Joint Director
- iii. Director of Prosecutions
- iv. Additional Director of Prosecutions
- v. Deputy Superintendent of Police
- vi. Inspectors of Police
- vii. Head Constables
- viii. Police Constables
- ix. Radio-Mechanic
- x. S.B. Manager
- xi. S.B. Clerks

**2. Education Department**

One member of the teaching staff who is appointed as warden for supervising the inmates of the hostels attached to the educational institutions (i.e., Colleges and Schools)

**3. Engineering Department**

- i. Anicut / Canal/ Channel/ regulator/ lock/ weir/ tank/ sluice/ wharf/ delta/ Calingula/ launch, Lascars who belong to the water regulation establishment and mile coolies employed on conservancy works.
- ii. Watchmen incharge of Inspection bungalows, stores and vacant building.
- iii. Reservoir/anicut/regulator/Channel/lock/Wharf/Weir/tank/dam superintendents who belong to the water regulation establishment.
- iv. Conservancy/anicut maistries and fitters who belong to the water regulation establishment.

**4. General Administration Department**

Superior and subordinate staff of the Governor.

**5. Medical Department**

- i. Nursing superintendents, Head Nurses, staff nurses, Maternity Assistants, Female nursing orderliness in all hospitals in the state.
- ii. Female attendants in Mental hospitals in the State

**6. Police Department and Intelligence Department**

- i. Deputy Superintendents of Police, Special, Crime and 'X' Branches, C.I.D.
- ii. Commissioner, Deputy Commissioner and Assistant Commissioners of Police, Hyderabad City.
- iii. Head Constables and Constables of the permanent establishment of the C.I.D.
- iv. Deputy Superintendents of Police in Intelligence Department.
- v. Inspectors of Police including Reserve Inspectors and equivalent ranks in other Branches of Police Department.
- vi. Sub- Inspectors of Police/ RSIs and equivalent ranks in Police Transport Organisation and Police Communications and equivalent ranks in other branches of Police Department.
- vii. Assistant Sub Inspectors/ARSIs/equivalent ranks in other Branches of Police Department.
- viii. Head Constables and equivalent ranks in other Branches of Police Department.
- ix. Police Constables and equivalent ranks in other Branches of Police Department.
- x. ID Ministerial Staff in Intelligence Dept.: Administrative Officer, Asst. Admn. Officer, Manager, Assistant Manager and ID Assistant; Shorthand Reporters, Photographer and Asst. Photographer.

**7. Prisons Department**

- i. Superintendents of Central Jails.
- ii. Jailors.
- iii. Deputy Jailors and Reserve Deputy Jailors.
- iv. Gate Keepers, Chief Head Wardens and Reserve Head Warders in Jails.
- v. Warder establishment.

**8. Disaster Response & Fire Services Department**

- i. District fire Officer
- ii. Assistant District fire Officer
- iii. Station Fire Officer
- iv. Leading Fireman
- v. Driver Operator

- vi. Fireman

### **9. Forest Department**

- i. Assistant Beat Officer (ABO)
- ii. Forest Beat Officer (FBO)
- iii. Forest Section Officer (FSO)
- iv. Deputy Forest Range Officer (DFRO)

### **10. Telangana State Engineering Research Labs (TSERL)**

Officers and staff of TSERL

### **11. List of Projects located in the Telangana State:**

- i. Nagarjunasagar Project
- ii. Srisailem Hydro-electric Project
- iii. Sriramsagar Project (SRSP)
- iv. Srisailem Left Bank canal
- v. Singuru Project
- vi. Jurala Project
- vii. Kaleshwaram Lift Irrigation Scheme
- viii. Palamoor Rangareddy Lift Irrigation Scheme (Kollapur)
- ix. Dindi Lift Irrigation Scheme (Nalgonda).
- x. Rajiv Bheema Lift Irrigation Scheme (Mahaboobnagar)
- xi. Mahatma Gandhi Kalwakurthy Lift Irrigation Scheme (Mahaboobnagar)
- xii. Bhakta Ramadasu Lift Irrigation Scheme (Khammam)
- xiii. Seetharaama Lift Irrigation Scheme (Dummugudem)
- xiv. Kanthanapally Project. (Eturunagaram)
- xv. Godavari Lift Irrigation Project. (Devadula)
- xvi. Sriramsagar Project Stage-II
- xvii. Tumilla Lift Irrigation Scheme(Gadwal)
- xviii. Indiramma Flood Flow Canal (IFFC) (Karimnagar)
- xix. Sripada (Yellampallay)
- xx. Dr. B.R. Ambedkar Pranahitha Project
- xxi. Penuganga Project
- xxii. Nettempadu Lift Irrigation Scheme
- xxiii. Koilsagar Lift Irrigation Scheme
- xxiv. Tuppakulagudem barrage (PVNRKSS)

**07.23** This Commission recommends that in the context of increase in the house rents in various cities and towns and in order to meet the additional burden, the existing rate of Additional HRA of 8% of basic pay subject to a maximum of Rs.2,000/- be continued at 8% of the basic pay subject to a maximum of Rs.2,500/- per month.

### **CITY COMPENSATORY ALLOWANCE:**

**07.24** City Compensatory Allowance (CCA) is sanctioned to the employees to meet a portion of additional cost of living in addition to the Dearness Allowance and HRA for those employees who are residing in cities. The rationale behind CCA is that there is an additional cost of living which is not amenable for calculation like HRA and DA. It was first sanctioned to the employees in Hyderabad and Secunderabad in the year 1966 and then onwards the State Government have been following the pattern adopted by the Government of India while sanctioning CCA to the State Government employees. The PRC 1986 recommended adoption of the 4<sup>th</sup> Central Pay Commission rates of CCA. The PRC 1993 recommended the same increase in the rates, keeping in view the increase in the cost of living. Subsequently, the allowance was further extended to the employees working in Warangal town w.e.f. 1.9.1994. The PRC 1999 recommended sanctioning the rates of CCA as sanctioned by the Government of India based on the recommendations of the 5<sup>th</sup> Central Pay Revision.

**07.25** The PRC 2005 before whom several associations demanded linking the CCA to population and also to fix it as a percentage of salary without any upper limit has observed that the PRCs and Central Pay Commissions did not favour the linking of CCA with population and also did not agree for its sanction as percentage of salary without any limit. The PRC 2005 recommended various rates of CCA for the employees working in twin cities, Warangal and other Municipal Corporations. The One Man Committee 2008 has recommended revised rates of CCA for those employees who are working in the Greater Hyderabad Municipal Corporation. C.C.A. is admissible to employees who are working in twin cities (i.e.) Greater Hyderabad Municipal Corporation and other Municipal Corporations at different rates.

**07.26** The Sixth Pay Commission recommended for abolition of CCA on the ground that their recommendations relating to HRA and Transport Allowance had addressed the problem faced by employees in cities and large towns. The Pay Revision Commission, 2010 in its Report discussed and did not recommend the Transport Allowance. As regards, payment of CCA as a percentage of basic pay this proposal was not followed by Government of India or by the State Government.

**07.27** On account of a steep rise in the price of petrol/ diesel etc. and its consequent effect, several Associations of Employees, Teachers and others have again requested this Commission for sanction of Transport Allowance in lieu of CCA, which is existing in Central Government.

**07.28** In order to offset the increase in expenditure on new items, including fuel that is used for transport, the Commission has made additional provision in the Minimum Pay calculation. This should sufficiently take care of



general increase in expenditure on transport costs incurred by the employees in general. **The Commission is of the view that there is no need for a separate Transport Allowance.**

**07.29** We have carefully examined and are of the view that in the totality of pay structure as evolved in the State, it would be appropriate to continue with the sanction of City Compensatory Allowance and not substitute it with a new Allowance. We already have a well-functioning system of providing subsidy on RTC transport in Municipal Corporation area available to all non-gazetted officers. **Further, this Commission elsewhere recommended to issue concessional passes in Hyderabad Metro Rail Corporation Ltd. to all employees.** CCA is an additionality to this subsidy. While no doubt other employees not covered by RTC subsidy scheme are affected in having to bear additional costs in transporting to office, we have tried to compensate this increased cost by providing for it in the formula while fixing the minimum pay. **This Commission accordingly recommends that the existing rate of CCA be raised in all pay ranges and recommends that CCA should be continued with enhanced rates.**

**07.30** The following table gives the enhanced rates of CCA recommended for various pay ranges in the revised pay scales.

*(in Rupees)*

Revised Pay Range (2018)	Greater Hyderabad Municipal Corporation	Other Municipal Corporations (1.Karimnagar, 2.Khammam, 3.Nizamabad, 4.Ramagundam and 5.Warangal)
Pay Up to Rs.24,280/-	600	300
Pay above Rs.24,280/ and up to Rs.42,300/-	850	450
Pay above Rs.42,300/ and up to Rs.54,220/-	950	550
Pay above Rs.54,220/-	1250	700

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## CHAPTER – VIII

### SPECIAL PAYS

**08.01** FR 9(25) defines “Special Pay” as an addition in the nature of the pay, to the emoluments of a post or of a Government servant, granted in consideration of -

- a) *the specially arduous nature of the duties; or*
- b) *a specific addition to the work or responsibility;*

**08.02** As per ruling (8) of the Rulings under FR 9(25), the following principles are to be followed in the matter of granting special pay.

- a) *Special pay should be granted only when the conditions of Rule 9(25) strictly apply. It should not be given merely for the purpose of improving the prospects of a service or for the purpose of serving as a substitute for or an addition to, a selection grade pay.*
- b) *The posts in the ordinary time-scale of service will naturally vary in intensity and responsibility, but this is no ground ordinarily for granting special pays to the holders of the heavier charges. If owing to circumstances a junior officer has to hold one of the more responsible regular charges he is thereby given an opportunity of proving his fitness for higher posts.*
- c) *The placing of an officer on special duty does not necessarily mean that his work becomes specially arduous or so increased in quantity and responsibility to justify special pay. An officer’s posting is in the hands of Government and he has no right to refuse a post, which Government in the cause of the public service, allots him. This applies also to officers transferred by agreement between two Governments from one Government to another. A protest against a posting should be formally admitted only on the ground of loss of pay or prospects and even on these grounds Government is the final arbiter.*
- d) *A comparison between the circumstances of one officer and another or of one service and another should not be accepted necessarily as an argument for the grant or for the enhancement of special pay.*

**08.03** The key words in the definition of Special Pay are “arduous nature of duties” or “additionality” to the responsibilities or work. From the definition it is clear that all the posts in a particular category do not have duties which are arduous in nature. This is a mechanism to compensate persons who are required to perform duties in addition to the normal duties performed by their peer group and are required to face arduous nature of work in a particular post.

**08.04** The primary purpose of sanctioning Special Pays is to create an inbuilt flexibility in deployment of Government personnel in various positions of different degrees of load of work, without creating different grades or additional posts for achieving the same result. The Special Pays, therefore, provide the Government a mechanism through which the employees working in certain posts of arduous nature are motivated through monetary compensation.

**08.05** Several requests have been received from various categories of personnel for sanctioning fresh Special Pays and also to increase the existing rates of special pay. Most of the functions in the Government in almost all the Departments are projected as arduous in nature or having special circumstances that warrant sanction of Special Pay. Special pay once sanctioned has the tendency to remain permanent. As the pay scales are designed keeping in view the parities between various categories and several comparable categories have been evolved over a period of time, the employees are seeking more in the nature of special pay as the scope for getting separate scales or upgradation of scales is getting diminished.

**08.06** **We have recommended increase in rates where ever necessary. We have included certain new categories. The Commission did not find any merit in respect of the claims of many categories of employees for special pay. Where no mention has been made they should be deemed to have been rejected.**

**08.07** Our recommendations regarding special pays are contained under the following broad headings.

1. Special Pay for Peshi Staff in Peshies of CM, Ministers, Chief Secretary and Secretaries.
2. Special Pay in Vigilance and Enforcement Department.
3. Special Pay in Intelligence Department.

4. Special Pay in Anti Corruption Bureau.
5. Special pay in Farms run by Agriculture, Animal Husbandry, Fisheries, Horticulture & Sericulture Departments.
6. Special Pays to the Typists and Stenographers.
7. Special Pays to Teachers in Schools for the Handicapped.
8. Special Pays to Drivers/ Attenders driving vehicles.
9. Special Pay for Section Officers and others.
11. Special Pays for other categories in different departments.
12. Special Pay for Training Institutes.

**1. Special Pays to the staff working in the Peshies of Chief Minister, Ministers, Chief Secretary and Secretaries to Govt. etc.:**

**08.08** The existing Special Pays admissible to the staff working in the Peshies of Chief Minister, Ministers, Chief Secretary & Other Secretaries are recommended to be increased relatively more keeping in view of the arduous nature of work performed, as shown against each.

Sl. No.	Category	Existing Amount (Rs.)	Recommended Amount (Rs.)	Remarks
1.	Private Secretary in C.M's Office, Ministers & C.S's Office	750/-p.m.	1000/-p.m.	
2.	Personal Assistant in C.M's office, Ministers Office & C.S's Office	700/-p.m.	900/-p.m.	
3.	Private Secretary to Spl.C.S./ Principal Secretary/Secretary/ Special Secretary	400/-p.m.	550/-p.m.	
4.	Junior Steno/Senior Steno/SC Steno working in the peshies of CM/ Ministers/ C.S/ Spl. C.S./ Principal. Secretary/ Secretary/ Special Secretary to Government. <b>(for one post only in each Peshies)</b>	400/-p.m.	550/-p.m.	
5.	Record Asst./Jamedar working in peshies of CM/ Ministers/ C.S/ Spl.C.S./ Principal Secretary / Secretary / Special Secretary/ Additional Secretary to Govt.	400/-p.m.	550/-p.m.	
6.	Office Sub-ordinate working in the Peshies of CM/Ministers/ C.S/ Spl.C.S./Principal Secretary/	350/-p.m.	500/-p.m.	

	Secretary/Special Secretary/ Additional Secretary to Govt.			
7.	Office Sub-ordinate working in the Peshies of Honourable Lok Ayukta&Upa Lok Ayukta and Registrar	350/- p.m.	500/-p.m.	
8.	Private Secretaries to the Chairman and Members of Telangana State Public Service Commission	750/- p.m.	1000/- p.m.	On par with Private Secretary to Chief Secretary
10.	Private Secretary to the State Election Commissioner	750/- p.m.	1000/- p.m.	
11.	Personal Secretaries to Chief Information Officer and Information Officers <b>(for one post only in each Peshi)</b>	750/- p.m.	1000/- p.m.	
12.	Personal Assistants to Chief information Officer and Information Officers <b>(for one post only in each Peshi)</b>	700/- p.m.	900/- p.m.	On par with P.A. to Ministers
13.	Private Secretary to the Presiding & Political Officers of Legislative Assembly & Legislative Council	750/- p.m.	1000/- p.m.	On par with Private Secretary to Minister
14.	Personal Assistant to the Presiding & Political Officers of Legislative Assembly & Legislative Council	700/- p.m.	900/- p.m.	On par with Personal Assistant to Minister
15.	Jamedar working in the Peshis of Presiding & Political Officers of Legislative Assembly & Legislative Council	400/- p.m.	550/- p.m.	On par with Jamedar in the peshies of Minister

Note: The following are the Presiding and Political Officers of Legislative Assembly & Legislative Council.

- (i) Speaker of the Legislative Assembly.
- (ii) Leader of the Opposition in the Legislative Assembly.
- (iii) Deputy Speaker of the Legislative Assembly.
- (iv) Government Chief Whip & Whips in the Legislative Assembly.
- (v) Chairman of the Legislative Council.
- (vi) Leader of the Opposition in the Legislative Council.
- (vii) Deputy Chairman of the Legislative Council.

(viii) Government Chief Whip & Whips in the Legislative Council.

## 2. Special Pay to the staff of Vigilance & Enforcement Department

**08.09** The existing Special Pays admissible to the various categories of posts belonging to Vigilance & Enforcement Department are recommended to be increased as showing the Annexure.

### Annexure

#### Statement showing the rates of Special Pay recommended for the various categories of posts belonging to Vigilance & Enforcement Department

Sl. No	Category	Existing Rate (Rs.)	Recommended Rate (Rs.)	Remarks
	<b>A. Head Office:</b>			
1.	Addl. Director (Engg) Chief Engineer -	675/- p.m.	850/- p.m.	
2.	Addl. Director (Rev) (Addl. Commissioner C.T)	675/- p.m.	850/- p.m.	
3.	Deputy Secretary to Govt. (N.C.)	625/- p.m.	* 800/-pm	* In case they are not drawing any Special pay.
4.	Deputy Commissioner (C.T)	625/- p.m.	800/- p.m.	
5.	Special Grade Deputy Collector	625/- p.m.	800/- p.m.	
6.	Deputy Director (T.P)	600/- p.m.	750/- p.m.	
7.	Deputy Director (Engg) (Executive Engineer)	600/- p.m.	750/- p.m.	
8.	Asst. Secretary to Govt.	600/- p.m.	* - -	* In case they are not drawing any Special pay.
9.	Divisional Forest Officer Asst. Conservator of Forests	550/- p.m.	700/- p.m.	
10.	Deputy Supdt., of Police	550/- p.m.	700/- p.m.	
11.	Deputy Exe. Engineer	550/- p.m.	700/- p.m.	
12.	Assistant Commissioner of State Tax (formerly Commercial Tax Officer)	550/- p.m.	700/- p.m.	
13.	Asst. Director(Mines & Geology)	450/- p.m.	600/- p.m.	
14.	Inspector of Police	450/- p.m.	600/- p.m.	
15.	Asst. Audit Officer (State Audit)	450/- p.m.	600/- p.m.	
16.	Mandal Development Officer	450/- p.m.	600/- p.m.	
17.	Asst. Registrar (Co.op)	450/- p.m.	600/- p.m.	
18.	Dy. Mandal Revenue Officer	300/- p.m.	450/- p.m.	

19.	Head Constable	225/- p.m.	350/- p.m.	
20.	Police Constable	150/- p.m.	250/- p.m.	
	<b>B. RV&amp;EO Units</b>			
1.	Regl. Vig. & Enf. Officer	625/- p.m.	800/- p.m.	
2.	Deputy Supdt. of Police	550/- p.m.	700/- p.m.	
3.	Deputy Exe. Engineer	550/- p.m.	700/- p.m.	
4.	Asst. Director (Agl): Agrl. Officer	450/- p.m.	600/- p.m.	
5.	Inspector of Police	450/- p.m.	600/- p.m.	
6.	Joint Commissioner of State Tax (formerly Dy. Commercial Tax Officer)	450/- p.m.	600/- p.m.	
7.	Tahsildar (Civil Supplies)	450/- p.m.	600/- p.m.	
8.	Asst. Geologist	450/- p.m.	600/- p.m.	
9.	Asst. Exe. Engineer	450/- p.m.	600/- p.m.	
10.	Mandal Development Officer	450/- p.m.	600/- p.m.	
11.	Forest Range Officer	450/- p.m.	600/- p.m.	
12.	Asst. Registrar (Co-op).	350/- p.m.	500/- p.m.	
13.	Sub Inspector of Police	350/- p.m.	500/- p.m.	
14.	Head Constable	225/- p.m.	350/- p.m.	
15.	Police Constable	150/- p.m.	250/- p.m.	

### 3. Special Pay to the staff of Intelligence Department

**08.10** The Intelligence Department consists of the following four wings

- (1) General Intelligence,
- (2) Security Wing,
- (3) Special Intelligence Branch, and
- (4) Counter Intelligence Cell

**08.11** The staff working in General Intelligence and Security wing are eligible for special pay at the rates specified in G.O.Ms.No.264, Fin (TA) Department, dated:15-10-2005 based on the recommendations of PRC 2005. The staff belonging to Special Intelligence Branch are eligible for Special Allowance, Ration Allowance and Special Uniform grant on par with the staff belonging to "Grey hounds" wing. The recommendations relating to the continuance of the special allowance to the staff of the Special Intelligence Branch and Counter Intelligence Cell Staff are made separately in this report. The recommendations relating to the continuance of the Ration Allowance and



special uniform grant to the Special Intelligence Branch staff are also included in the recommendations relating to “Ration Allowance” and “Uniform Allowance / Uniform Maintenance Allowance” made in this report separately.

**08.12 Statement showing the Special Pay now admissible and amount recommended for the various categories belonging to Intelligence Department:**

Sl. No	Category	Existing Amount (as per PRC 2014) Rs.	Recommended Amount Rs.	Remarks
<b>A. General Intelligence</b>				
	i. Superintendent of Police (NC)	750/- p.m.	** nil	** They get special pay @25% of Basic pay as intelligence allowance vide G.O.Ms.No. 14, Home (Budget) Dept., dt:04.02.16
	ii. Addl. S.P.	700/- p.m.	900/- p.m.	
	iii. Administrative Officer	475/- p.m.	650/- p.m.	
	iv. Dy. S.P./A.C.P.	600/- p.m.	** nil	** They get special pay @25% of Basic pay as intelligence allowance vide G.O.Ms.No. 14, Home (Budget) Dept., dt:04.02.16
	v. Inspector of Police	475/- p.m.		
	vi. Reserve Inspector	450/- p.m.		
	vii. Sub-Inspector of Police	400/- p.m.		
	viii. Reserve Sub-Inspector	400/- p.m.		
	ix. Asst. Sub-Inspector	350/- p.m.		
	x. Asst. Reserve Sub-Inspector	350/- p.m.		
	xi. Head Constable	225/- p.m.		
	xii. Police Constable	150/- p.m.		
	xiii. Asst. Admn. Officer (Int.)	450/-p.m.		
	xiv. Manager	450/- p.m.	600/- p.m.	
	xv. Asst. Manager	350/- p.m.	500/- p.m.	
	xvi. I.B. Assistant	300/- p.m.	450/- p.m.	
	xvii. Asst. Photographer	200/- p.m.	300/- p.m.	
<b>B. Security Wing</b>				
	i. Addl.S.P.	700/- p.m.	** nil	** They get special pay @25% of Basic pay as
	ii. Dy.S.P.	600/- p.m.		
	iii. Inspector of Police	475/- p.m.		

	iv.	Sub-Inspector of Police	400/- p.m.		intelligence allowance vide G.O.Ms.No. 14, Home (Budget) Dept., dt:04.02.16
	v.	Head Constable	225/- p.m.		
	vi.	Police Constable	150/- p.m.		

**08.13** The Commission recommends that whoever are getting special pay @ 25% of Basic Pay as Intelligence allowance vide G.O.Ms.No.14 Home (Budget) Department, dated.04.02.2016 are not entitled to this special allowance.

#### **4. Special Pay / Incentive to the Staff of Anti-Corruption Bureau**

**08.14** The Commission recommends to continue the existing rate of 30% of basic pay as Incentive to such of the employees drafted to Anti-Corruption Bureau from other departments on deputation basis for a specific tenure, as long as they work in Anti-Corruption Bureau. In respect of the employees recruited exclusively to work for the Anti-Corruption Bureau, the Commission recommends continuation of the payment of Incentive allowance of 10% of basic pay.

#### **5. Special pay to the staff working in Farms**

**08.15** The Staff working in the Farms belonging to Agriculture, Animal Husbandry, Fisheries, Horticulture and Sericulture Departments are now eligible for the special pay at 4% of basic pay per month subject to the maximum of Rs.1400/- p.m., subject to the condition that the Farms are located outside 8 kms from the Municipal limits and where the staff also stay outside 8 kms from Municipal limits. **Therefore, the Commission recommends continuing the above Special Pay of 4% of basic pay subject to the maximum of Rs.2000/- p.m., subject to fulfilling the extant conditions.**

#### **6. Special Pays to the Typists and Stenographers:**

**08.16** Special pays are sanctioned by the Government to the employees working as Typists, Junior/Senior/Special category Stenographers, Personal Assistants, Private Secretaries to Chief Secretary / Special Chief Secretary/ Principal Secretary, Secretary to Government, Reporters of Legislature, Sr.Reporters and Reporters of Shorthand Bureau of Police Intelligence Department and Court Masters of High Court of Telangana /Lok-Ayukta&Upa-Lokayukta etc.

**08.17** The rates of Special Pay to these categories are recommended to be increased relatively more keeping in view the arduous nature of work performed, as shown below:

Sl. No.	Department & Category	Existing Amount (Rs.)	Recommended Amount (Rs.)	Remarks
1.	<b>Typist (including Typists-cum-Assistants)</b>			
	i) Lower Grade in English	220/- p.m.	300/- p.m.	
	ii) Lower Grade in Telugu/Urdu	240/- p.m.	320/- p.m.	
	iii) Higher Grade in English	300/- p.m.	400/- p.m.	
	iv) Higher Grade in Telugu/Urdu	320/- p.m.	420/- p.m.	
	v) Lower Grade in both English and Telugu/Urdu	360/- p.m.	480/- p.m.	

	vi) Lower Grade in Telugu/Urdu plus Higher Grade in English <b>or</b> Lower Grade in English plus Higher Grade in Telugu/Urdu.	400/-p.m.	520/- p.m.	
	vii) Higher Grade in English plus Higher Grade in Telugu/ Urdu.	420/- p.m.	540/- p.m.	
2.	<b>Stenographer:</b>			
	i) Lower Grade in English Shorthand	260/-p.m.	320/- p.m.	Stenographers who have both shorthand and Typewriting qualifications may be allowed <b>only one special pay for both</b> the qualifications in accordance with the rates prescribed.
	ii) Lower Grade in Telugu/Urdu Shorthand	280/- p.m.	350/- p.m.	
	iii) Higher Grade in English Shorthand	340/- p.m.	450/- p.m.	
	iv) Higher Grade in Telugu/Urdu Shorthand	360/- p.m.	480/- p.m.	
	v) Lower Grade in both Telugu/ Urdu and English shorthand	400/- p.m.	520/- p.m.	
	vi) Lower Grade in Telugu/Urdu Shorthand and Higher Grade in English Shorthand <b>or</b> Lower Grade in English Shorthand and Higher Grade in Telugu / Urdu Shorthand	400/- p.m.	520/- p.m.	

	vii) Higher Grade in Shorthand in both Telugu/ Urdu and English	450/- p.m.	600/- p.m.	
	viii) High speed of 150 words per minute in English Shorthand	900/- p.m.	1200/- p.m.	Persons drawing this special pay shall not be eligible for special pay of stenographer separately
	ix) High speed of 180 words per minute in English Shorthand	1000/- p.m.	1300/- p.m.	
	x) High Speed of 80 words per minute in Telugu Shorthand/Urdu Shorthand	1000/- p.m.	1300/- p.m.	

### 8. Special Pays to the Teachers working in Visually Handicapped and Hearing Handicapped Children.

**08.18** The Commission recommends the following increased rates of Special Pay to the teachers working in both the Government Schools and Aided Schools for Hearing Handicapped & Visually Handicapped Children:

Sl. No.	Department & Category	Existing Amount (Rs.)	Recommended Amount (Rs.)	Remarks
1	Principal	500/- p.m.	650/- p.m.	
2	Post Graduate Teacher	400/- p.m.	520/- p.m.	
3	Trained Graduate Teachers/L.T.Assts./ School Assts.&Language Pandit, Grade-I	400/- p.m.	520/- p.m.	
4	Secondary Grade Basic Training Teachers & Language Pandit, Grade-II	350/- p.m.	480/- p.m.	
5	Higher Elementary Grade Teachers	250/- p.m.	325/- p.m.	
6	<b>Special Teachers:</b> a) Mobility Orientation Training Teacher (MOTT) b) Craft Teacher c) Music Teacher d) Physical Education Teacher (PET)	250/- p.m.	325/- p.m.	

**08.19** The Commission also makes it clear that the Special Pay drawn by the staff in aided schools need not be protected as they will all draw the special pay now recommended from the date of issue of orders.

**9. Special Pays to the Drivers etc.**

**a) Drivers**

**08.20** The existing rate of special pay of Rs.500/-p.m admissible to the Drivers of all Government Vehicles is recommended to be enhanced to Rs.650/-p.m. This special pay is also payable to all the Drivers belonging to work charged Establishment working in all Engineering Departments of Irrigation / Projects / Roads & Buildings / Panchayat Raj / Public Health Municipal Engineering, and also to the Drivers of Tractors and other moving vehicles and to the regular operators of Road Rollers and also to the following categories of posts belonging to work charged establishment.

Sl. No.	Department & Category	Existing Amount (Rs.)	Recommended Amount (Rs.)	Remarks
1	Assistant Drivers of Launches / Boats/ Steamers	500/- p.m.	650/- p.m.	
2	Road roller operators.			
3	Launch Drivers.			

**b) Attenders driving Vehicles**

**08.21** The existing special pay of the Rs.325/-p.m. sanctioned in G.O.Ms.No.56, Fin.(HRM.IV) Department, dt.02.05.2015, to the **Office subordinates (Attennders) who are required to perform the duties of Drivers, is recommended to be increased to Rs.450 /- p.m.** If the period is less than a month, the amount of Special pay shall be proportionate. The certificate prescribed in G.O.Ms.No.278, Fin.(TA) Department, dt.15-10-2005 may be continued to be prescribed.

**10. Special Pay to the Section Officers, Assistant Section Officers and others.**

**08.22** In PRC 2014, the Section Officers and Assistant Section Officers of Secretariat were recommended enhancement of Special Pays of an amount of Rs.300/- p.m. and Rs.475/- p.m., respectively and accordingly, orders were issued vide G.O.Ms.No.56, Finance (HRM.IV) Department, dated:02.05.2015.

Keeping in view the revision of pay scales of Sections Officers and Assistant Sections Officers, the Commission is of the view **that the Special Pays of Section Officer can be fixed @ Rs.675/- p.m., and for Assistant Section Officer @ Rs.400/- p.m.**

**08.23 Accordingly the Special Pay of Rs.675 p.m. is recommended in respect of the following categories.**

1. Section officer working in Secretariat, Legislature Secretariat, Raj Bhavan Secretariat, Telangana State Election Commission and T.S. Public Service Commission.
2. Telangana High Court.
  - i) P.Ss to the Hon'ble Judges,
  - ii) Court Masters,
  - iii) Section Officers,
  - iv) Court Officers,
  - v) Scrutiny Officers,
  - vi) Accounts Officers, and
  - vii) P.Ss to Registrar.
3. Institution of Lok Ayukta & Upa Lokayukta
  - i) Section Officers,
  - ii) Accounts Officer, and
  - iii) Personal Assistants.

**08.24 In addition, the Special Pay of Rs.400/- p.m. is recommended for all Assistant Section Officers working in Secretariat, Legislature Secretariat, Raj Bhavan Secretariat, Telangana High Court, T.S. Public Service Commission, Telangana State Election Commission, Institution of Lok-ayukta and Upa Lok-ayukta.**

**11. Special Pays to the various categories of posts in several Departments**

**08.25** There are a large number of Departments where some of the Officers/Staff are eligible for special pay. While we have dealt with a few individual categories/Departments separately, in this section we have incorporated the special pay of different categories of employees spread over a large number of Departments as indicated in the statement given below:

**Special Pays to the various categories of posts in several Departments**

Sl. No.	Department & Category	Existing amount Rs.	Recommended amount Rs.	Remarks
<b>1</b>	<b>Advocate General Office</b>			
	P.S. to Advocate General	300/- p.m.	400/- p.m.	
<b>2</b>	<b>Agriculture Department</b>			
	i. P.A. to Commissioner	225/- p.m.	300/- p.m.	(For Officer posted from Revenue Dept. on tenure basis. The Departmental officers are not eligible for this).
	ii. Compositor	150/- p.m.	200/- p.m.	
	iii. Agri. Extension Officer (Sub-Assistants working in Soil Conservation Scheme)	200/- p.m.	260/- p.m.	
<b>3.</b>	<b>Animal Husbandry Department</b>			
	Sweeper-cum-Post Mortem Attendant/ Post Mortem Attendant	225/- p.m.	300/- p.m.	
<b>4.</b>	<b>Common Categories</b>			
	i. Telephone Operator	200/- p.m.	300/- p.m.	
	ii. Cycle Orderly	150/- p.m.	200/- p.m.	
	iii. Motor Cycle Messenger	150/-p.m.	200/- p.m.	
	iv. Office Sub-ordinates who attend to Roneo work where there are no posts of Roneo Operator	125/- p.m. (Not more than one Office Sub-ordinate in office shall be allowed this Special Pay).	250/- p.m. (Not more than one Office Sub-ordinate in office shall be allowed this Special Pay).	
	v. Shroff and Cashier and other Ministerial personnel in the pay scale of Rs.10900-31550 (2008 Pay scale)	(a)150/-p.m. (if the average monthly cash disbursed is above Rs.10,000 but less than Rs. 2,00,000/-)	<b>Since, there is no cash disbursement, this allowance be discontinued.</b>	

		and below who handle cash and who have furnished cash security or Fidelity Bond.	(b)Rs.225/- p.m. (If the average monthly cash disbursed is above Rs.2.00 Lakhs but less than Rs.10.00 Lakhs)	<b>Since, there is no cash disbursement, this allowance be discontinued.</b>	
			(c)Rs.250/- p.m. (if the average monthly cash disbursed is Rs.10 lakhs and above)	<b>Since, there is no cash disbursement, this allowance be discontinued.</b>	
<b>5. School Education</b>					
	i.	Headmasters of Primary Schools	125/-p.m.	200/-p.m.	
	ii.	Headmasters of Upper Primary Schools	150/-p.m.	200/-p.m.	
	iii.	Language Pandits Gr.II/S.G.B.T. Teachers (for handling High School Classes)	150/- p.m.	200/-p.m.	
	iv.	Headmasters in Single Teacher Schools	100/-p.m.	150/-p.m.	
<b>6. Endowments Department</b>					
		Goldsmith	200/-p.m.	300/- p.m.	
<b>7. Forest Department</b>					
	i.	Asst. Conservator of Forest and Dy. Conservator of Forest	450/- p.m. (for those working in D.F.O. flying Squad division).	500/-p.m. (for those working in D.F.O. flying Squad division).	
	ii.	Head Animal Keeper	225/-p.m.	300/-p.m.	
	iii.	Animal Keeper	150/-p.m.	200/-p.m.	
	iv.	Mahavat	225/-p.m.	300/-p.m.	
	v.	Keeper (Lion)	225/-p.m.	300/-p.m.	
	vi.	Booking Clerk at Nehru Zoological Park, Hyd.	125/-p.m.	250/-p.m.	
<b>8. Government Pleaders' Office</b>					
		Administrator	600/- p.m.	750/-p.m.	
<b>9. Institution of Lok Ayukta &amp; Upa Lok Ayukta</b>					
	i.	Registrar	750/- p.m.	1000/-p.m.	



	ii.	Deputy Director (Investigations)	600/- p.m.	750/-p.m.	
	iii.	Personal Asst. to Lok-Ayukta	475/- p.m	650/-p.m.	
	iv.	Personal Asst. to Upa Lok Ayukta	475/- p.m.	650/-p.m.	
	v.	P.A.to Registrar	475/- p.m.	650/-p.m.	
	vi.	Section Officer	475/- p.m.	650/-p.m.	
	vii.	Accounts Officer	475/- p.m.	650/-p.m.	
	viii.	Investigating Officer	475/- p.m.	650/-p.m.	
	ix.	Spl. Category Steno/ U.D.Steno	300/- p.m.	400/-p.m.	
	x.	Typist	125/- p.m.	200/-p.m.	
	xi.	Senior Driver	500/- p.m.	600/-p.m.	
	xii.	Motor Cycle Messenger	200/- p.m.	300/-p.m.	
	xiii.	Roneo Operator	125/-p.m.	200/-p.m.	
	xiv.	Jamedar	250/-p.m.	325/-p.m.	
	xv.	Head Constable	200/- p.m.	300/-p.m.	
	xvi.	Police Constable	125/- p.m.	200/-p.m.	
<b>10. Legislature Secretariat</b>					
	i.	Secretary	1150/-p.m.	1500/-p.m.	
	ii	Special Secretary	1150/-p.m.	1500/-p.m.	On Par with Secretary
	iii	Estate Officer	450/-p.m.	600/-p.m.	
	iv	Dubash/Sr. Dubhash	200/- p.m.	300/-p.m.	
	v	Watchman	150/-p.m.	225/-p.m.	On par with Chowkidar of Secretariat
<b>11. Ayush (formerly Indian Medicine &amp; Homeopathy) Department</b>					
	i.	Principals of Ayur, Unani & Homeo Medical Colleges	475/-p.m.	650/-p.m.	
	ii.	Superintendent of Teaching Hospitals (Ayur, Unani &Homeo)	475/-p.m.	650/-p.m.	
	iii.	Lecturer P.G. (Ayur, Unani)	475/-p.m.	650/-p.m.	
	iv.	Medical Officers posted as Lecturers in Ayurveda, Unani and Homeo Medical colleges with Post Graduate	350/-p.m.	500/-p.m.	

		Degree Qualification.			
	<b>v.</b>	<b>Under Graduation</b>			
		(a) Asst. Professor with P.G.	475/-p.m.	650/-p.m.	
		(b) Professor with P.G.	475/-p.m.	650/-p.m.	
	<b>vi.</b>	<b>Post Graduation</b>			
		(a) Technical Asst. with P.G	350/-p.m.	500/-p.m.	
		(b) Reader with P.G.	475/-p.m.	650/-p.m.	
		(c) Professor with P.G.	475/-p.m.	650/-p.m.	
	<b>vii.</b>	Compounders (Ayurveda, Unani & Homeo)	125/-p.m.	200/-p.m.	
	<b>viii.</b>	Sweeper-cum-Post Mortem Attendant/ Post Mortem Attendant	225/-p.m.	300/-p.m.	
	<b>ix.</b>	Compounder (Ayurveda, Unani posted in Pharmacy Manufacturing units)	200/-p.m.	325/-p.m.	
<b>12.</b>	<b>Insurance Medical Services</b>				
		Special Grade Civil Surgeon	a) 350/-p.m.(Supdt. ESI Hospital, Sanath Nagar)	500/-p.m. (Supdt. ESI Hospital, Sanath Nagar)	
			b) 250/- p.m. (Superintendents of other Hospitals of less than 100 Beds)	325/-p.m. (Superintendents of other Hospitals of less than 100 Beds)	
<b>13.</b>	<b>Medical Education Department</b>				
	i.	Superintendents of Teaching Hospitals/	- -	- -	Since the Doctors working in the teaching institutions are allowed UGC
	ii.		- -	- -	

		Principal of Dental College of Hyderabad			Scales of pay the Special Pays are recommended to be discontinued.
	iii.	Superintendent, Niloufer Hospital	- -	- -	
	iv.	Superintendent, Mental Hospital	- -	- -	
	v.	Civil Assistant Surgeons holding the post of Anesthetist in Teaching Hospitals	- -	- -	
	vi.	Principals of Medial Colleges	- -	- -	
	vii.	Professors in Medical Colleges who attends in a Teaching Hospital as Civil Surgeon	- -	- -	
	viii.	Civil Asst. Surgeon/ Dy. Civil Surgeon/ Dy. Surgeon employed as Asst. Professor / Lecturer / Tutor in Medical Colleges.	- -	- -	
	ix	Professors working in Non-Clinical Department	- -	- -	
	x.	Lady Medical Officer / Health Officer	475/-p.m.	650/-p.m.	
	xi	Sweeper-cum-Postmortem attendant / Post Mortem Attendant	225/-p.m.	300/-p.m.	
<b>14. National Cadet Corps (Accounts Branch)</b>					
	i.	Superintendent	200/- p.m.	275/-p.m.	
	ii.	Senior Assistant	150/- p.m.	200/-p.m.	
	iii.	Junior Assistant	125/- p.m.	175/-p.m.	
	iv.	Junior Accounts Officer (formerly Superintendent)	200/-p.m.	275/-p.m.	
	v.	Senior Accountant (formerly Senior Assistant)	150/- p.m.	200/-p.m.	
	vi.	Junior Accountant (formerly Jr. Asst.)	125/- p.m.	175/-p.m.	

<b>15</b>	<b>Police Department (other than the specific wings)</b>				
<b>A.</b>	i.	Director (FSL)	700/-p.m.	900/-p.m.	
	ii.	Store Keeper	450/-p.m.	600/-p.m.	
	iii.	Asst. Admn. Officer	450/-p.m.	600/-p.m.	
	iv.	Manager	450/-p.m.	600/-p.m.	
	v.	Chief Drill Instructor/ Chief Law Instructor	450/-p.m.	600/-p.m.	
	vi.	Asst. Chief Drill Instructor (RSI)/ Asst. Law Instructor	350/-p.m.	500/-p.m.	
	vii.	Sub-Inspector (Draughtsman)	125/-p.m.	175/-p.m.	
	viii.	Band Master (ARSI)	225/-p.m.	300/-p.m.	
	ix.	Asst. Drill Instructor	275/-p.m.	350/-p.m.	
	x.	Head Constable (Fitter Electrician)	125/-p.m.	175/-p.m.	
	xi.	Head Constable (Carpenter)	125/-p.m.	175/-p.m.	
	xii.	Head Constable (Painter)	125/-p.m.	175/-p.m.	
	xiii.	Head Constable (Blacksmith)	125/-p.m.	175/-p.m.	
	xiv.	Head Constable (Driver) (who drive four wheeler etc.,) *	350/-p.m.	500/-p.m.	
	xv.	Police Constable (Driver) (who drive four wheeler etc.,) *	350/-p.m.	500/-p.m.	
	xvi.	Head Constable (Driver) (Who drive Motor Cycles etc.,) *	125/-p.m.	175/-p.m.	
	xvii.	Police Constable (Driver)(who drive Motor Cycles etc.) *	125/-p.m.	175/-p.m.	
	xviii.	Photographer (Rs.10900-31550)	200/-p.m.	275/-p.m.	

\* Payment of this special pay will be restricted to the cadre strength of Head Constable / Police Constable Drivers in all the wings of the Police Department sanctioned by the Government. Any Other Allowance/ Spl. Pay for driving vehicles stands discontinued.

<b>B.</b>	<b>City Police</b>				
	i.	Addl. S.P.	450/-p.m.	600/-p.m.	
	ii.	Commandant, T.S.S.P.	450/-p.m.	600/-p.m.	
<b>C.</b>	<b>Police Transport Organization:</b>				
	i.	Inspector of Police	300/-p.m.	400/-p.m.	
	ii.	Sub-Inspector	225/-p.m.	300/-p.m.	
	iii.	Head Constable	100/-p.m.	200/-p.m.	
	iv.	Police Constable	100/-p.m.	200/-p.m.	
	v.	Police Constable **	500/-p.m.	600/-p.m.	
	vi.	Head Constable **	500/-p.m.	600/-p.m.	
	<b>** who are actually discharging the duties of Driver of Police Department</b>				
<b>D.</b>	<b>Police Communications</b>				
	i.	Inspector of Police	350/-p.m.	500/-p.m.	
	ii.	Sub-Inspector	350/-p.m.	500/-p.m.	
	iii.	Asst. Sub-Inspector	250/-p.m.	325/-p.m.	
	iv.	Head Constable	225/-p.m.	300/-p.m.	
	v.	Police Constable	150/-p.m.	200/-p.m.	
<b>E.</b>	<b>Finger Print Bureau</b>				
	i.	Inspector of Police	250/-p.m.	325/-p.m.	
	ii.	Sub-Inspector	225/-p.m.	300/-p.m.	
	iii.	Asst. Sub-Inspector	125/-p.m.	175/-p.m.	
<b>F.</b>	<b>DSB, DCB, RDSB, RDCB, City S.B., City C.B.</b>				
	i.	Inspector of Police	400/-p.m.	500/-p.m.	
	ii.	Sub-Inspector	250/-p.m.	325/-p.m.	
	iii.	Asst. Sub-Inspector	200/-p.m.	300/-p.m.	
	iv.	Head Constable	200/-p.m.	300/-p.m.	
	v.	Police Constable	125/-p.m.	175/-p.m.	
<b>16</b>	<b>Printing, Stationery &amp; Stores Purchase Dept.</b>				

	i.	Manager (works) (formerly Asst. Director (Tech.))	350/-p.m.	500/-p.m.	
	ii.	Typographer (formerly Tracer- cum-Artist)	225/-p.m.	300/-p.m.	
	iii.	Compositor	150/-p.m.	200/-p.m.	
<b>17</b>	<b>Protocol Department (Formerly Government House Department)</b>				
	i.	Additional Director of Protocol (formerly Addl. Comptroller)	500/-p.m.	15% of basic pay per month	The association has requested for sanction of 30% of basic pay as special allowance. <b>Considering arduous nature of work and odd hours work, the Commission recommends special pay of 15% of basic pay per month.</b>
	ii.	Deputy Director of Protocol (formerly Deputy Comptroller)	350/-p.m.		
	iii.	Asst. Director of Protocol (formerly Asst. Comptroller)	300/-p.m.		
	iv.	Protocol Officers	500/-p.m.		
	v.	Butlers	150/-p.m.		
<b>18</b>	<b>T.S. Engineering Research Labs</b>				
	i.	Director	1000/- p.m.	1300/-p.m.	
	ii.	Joint Director	850/- p.m.	1100/-p.m.	
	iii.	Dy. Director	650/- p.m.	850/-p.m.	
	iv.	Research Officer	650/- p.m.	850/-p.m.	
	v.	Asst. Research Officer/ Standard Officers	500/- p.m.	650/-p.m.	
	vi.	Research Assistant/ Observer/ Mechanical Supervisor	400/- p.m.	520/-p.m.	
	vii.	Work Supervisor (Computor)	400/- p.m.	520/-p.m.	
	viii.	Supervisor (Computor)	400/- p.m.	520/-p.m.	
	ix.	Computor	400/- p.m.	520/-p.m.	
	x.	Assistant Computor	200/- p.m.	275/-p.m.	
	xi.	Draughtsman Grade-I	250/- p.m.	325/-p.m.	
	xii.	Draughtsman Grade-II	250/- p.m.	325/-p.m.	

<b>19</b>	<b>Engineering Departments (Irrigation &amp; Command Area Development Dept. etc. Designs, Research &amp; Investigation Wings)</b>				
	i.	Superintending Engineer	900/-p.m.	1200/- p.m.	
	ii.	Reception Engineer (Srisaillam Project Left Bank)	675/-p.m.	900/- p.m.	as personal to the existing incumbent
	iii.	Executive Engineer	750/-p.m.	975/-p.m.	
	iv.	Dy. Executive Engineer	500/-p.m.	650/-p.m.	
	v.	Asst. Executive Engineer/Asst. Engineer	500/-p.m.	650/-p.m.	
	vi.	Overseer/ Draughtsman	300/-p.m.	400/-p.m.	
	vii.	Store Keeper Gr.I	300/-p.m.	400/-p.m.	Only to those who are in-charge of Engineering material of Engineering Stores
	viii.	Store Keeper Gr.II	250/-p.m.	325/-p.m.	
	ix.	Store Keeper Gr.III	225/-p.m.	300/-p.m.	
<b>20</b>	<b>Raj Bhavan</b>				
	i.	P.S. to Governor	750/- p.m.	1000/-p.m.	
	ii.	P.A. to Governor	700/- p.m.	900/-p.m.	
	iii.	P.S to Spl.CS/ Prl.Secy/Secretary to Governor	400/- p.m.	550/-p.m.	
	iv.	Jamedar	250/-p.m.	325/-p.m.	
	v.	Daffedar	250/- p.m.	325/-p.m.	on par with Jamedar
	vi.	Office Sub-ordinate	225/-p.m.	300/-p.m.	
	vii.	Garage Supervisor	150/-p.m.	200/-p.m.	on par with Head Driver of Secretariat G.A. Dept.
<b>21</b>	<b>Resident Commissioner, Government of Telangana, New Delhi</b>				
		(i) Assistant Commissioner	500/-p.m.	650/-p.m.	
		(ii) L.A.O.	500/-p.m.	650/-p.m.	
		(iii) Protocol Officer	500/-p.m.	650/-p.m.	
		(iv) Assistant Liaison Officer	350/-p.m.	500/- p.m.	
		(v) Assistant Reception Officer	350/-p.m.	500/- p.m.	
		(vi) Lift Operator	150/-p.m.	200/- p.m.	

		* on par with Lift Operator in Secretariat (vii) Office Sub-ordinate working in the Peshies of Commissioner & Additional Commissioner of Telangana Bhavan, New Delhi.	350/- p.m.	500/- p.m.	
<b>22</b>	<b>Chief Commissioner Land Administration</b>				
	i.	Tahsildar (formerly MRO)	450/- p.m.(Only for Tahsildars discharging the duties of Executive Magistrates)	600/-p.m.	
	ii.	Private Secretary/ S.C. Steno attached to Chief Commissioner, Land Administration/ Secretary to Chief Commissioner, Land Administration/ Special Commissioner & Principal Secretary to Government in the office of the Chief Commissioner of Land Administration.	400/- p.m.	550/- p.m.	
	iii.	Roneo Operator	150/-p.m.	200/- p.m.	
<b>23</b>	<b>Commercial Taxes Department</b>				
	i.	Joint Commissioner (Enforcement)	675/-p.m.	900/- p.m.	
	ii.	Joint Commissioner (Legal)	675/-p.m.	900/- p.m.	
	iii.	State Representative before Sales Tax Appellate Tribunal	675/-p.m.	900/- p.m.	
	iv.	Dy. Commissioner (Legal)	675/-p.m.	900/- p.m.	



	v.	Asst. Commissioner (Services/ Legal)	225/-p.m.	300/- p.m.	
<b>24</b>	<b>Registration &amp; Stamps Department</b>				
	i.	Sub-Registrar Gr.I (Working as Superintendent in I.G. Office and D.I.G's Office)	200/-p.m.	300/- p.m.	
	ii.	Sub-Registrar Gr.II (Working as Superintendent in I.G's Office)	150/-p.m.	200/- p.m.	
<b>25</b>	<b>Secretariat</b>				
	i.	Dy. Secretary/ Joint Secretary/ Addl. Secretary(AIS)	800/-p.m. (one post only)	1200/-p.m. (one post only)	
	ii.	Asst. Secretary to Govt. (AIS) GAD	700/-p.m.	1000/-p.m.	
	iii.	All Assistant Secretaries in Secretariat including Law and Finance, Raj Bhavan, Legislature Secretariat, Telangana State Election Commission, TSPSC and Assistant Draftsman of Law Dept.,	600/- p.m.	850/-p.m.	
	iv.	Dy. Director (RES) (E.F.E.S. &T. Dept.)	475/-p.m.	650/-p.m.	
	v.	Roneo Operator	150/-p.m.	200/-p.m.	
	vi.	Chowkidars	200/-p.m.	300/-p.m.	
	ix.	Supervisory Driver (Finance Dept.,)	150/-p.m.	200/-p.m.	
	x.	Head Driver, G.A. Department	150/-p.m.	200/-p.m.	
	xi.	Asst. Section Officer (SC Section)	300/-p.m.	Nil	The Government have issued orders sanctioning 30% of basic pay as special pay vide G.O.Ms.No. 233, General Administration
	xii.	Section Officer (SC)	500/-p.m.	Nil	
	xiii.	Section Officer (SC) G.A.D. incharge of Cipher	225/-p.m.	Nil	

	xiv	Two Asst. Section Officers who assist the Section Officer, GAD (SC) in-charge Of Cipher	200/-p.m.	Nil	(OP.1) Department, dt:11.07.2016, dispensing with the existing special pay.
	xvii.	Typist (working in S.C. Sections of Genl. Admn. Dept. & Home Dept.)	125/-p.m.	Nil	
	xv.	Lift Operator	150/-p.m.	200/-p.m.	
	xvi	Record Assistant (Working in Genl. Admn. (Spl.A/Spl.B) Dept.	125/-p.m. (To be continued to the existing incumbent)	175/-p.m.	
<b>26</b>	<b>Text Book Press</b>				
	Compositor		150/-p.m.	200/- p.m.	
<b>27</b>	<b>Translation &amp; Other Departments</b>				
	i.	Senior Translators/ Translators (Law Dept.)	225/-p.m. (For those who are Sr. Translators/ Translators (Law) in the scale of Rs. Rs.28940-78910and above)	300/- p.m. (For those who are Sr. Translators/ Translators (Law) in the scale of Rs. Rs.28940-78910 and above)	
	ii.	Junior Translators, Assistant Translator	200/- p.m. (For those who are Jr. Translator/ Asst. Translator in the scale below Rs.28940-78910)	275/- p.m. (For those who are Sr. Translators/ Translators (Law) in the scale of Rs.28940-78910 and above)	
<b>28</b>	<b>Municipal Corporation of Hyderabad</b>				
	i.	Compositor	150/- p.m.	200/- p.m.	

## 12. Training Incentive / Special Pay to the Staff working in Training Institutes.

**08.23.** In the State of Telangana, Dr. MCR HRD Institute, **Telangana Police Academy**, Telangana Judicial (Law) Academy & WALAMTARI are Apex Training Institutions and they are classified as category-I Institutions in G.O.Ms.No.188, G.A. (AR&T-III) department, dt.29-03-1988, while the Training Institutions belonging to other Departments are classified as category-II Institutions in the above Government Order.

**08.24.** With a view to having uniformity between the four Apex Training Institutes referred to above, which are categorised as category-I institutions,

the PRC 2010 recommended that Training Incentive @ 20% of basic pay be paid to the faculty members drafted on deputation from other departments. In respect of the other Training Institutions of the various departments which are categorized as category-II Institutions in G.O.Ms.No.188, G.A. (AR&T-III) Dept., dt.29-03-1988, and also the Training Institutes of other departments not covered by the above G.O. the PRC 2010 recommended that training incentive be paid @ 15% of basic pay to those faculty members drawn on deputation from other departments/ organizations. If the Training Institutions are a part of the department and the persons are Inter-transferrable from Training Wing to the regular departmental work, the members posted to work in such Training Wings of the Departments as faculty members may be allowed an incentive of 15% of their basic pay for the period they work in the Training Institute/ Wing. In so far as non-faculty members are concerned, the PRC 2010 recommended recruitment of persons required on a regular basis or get the work done through outsourcing. For the existing non-teaching incumbents who are on deputation to the training institutes, they may be paid 5% of the basic pay as Incentive allowance. PRC 2010 also recommended that, in addition to the training incentive recommended above, no deputation allowance is payable to the faculty members and others drafted on deputation.

**08.25. The Commission is of the view that the existing instructions with regard to providing of training incentives to the faculty members/staff working in the training institutes are adequate and no further changes are required.**

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## CHAPTER-IX

### AUTOMATIC ADVANCEMENT SCHEME

**09.01** The Automatic Advancement Scheme was introduced in May 1981 in partial response to the demands of the various Associations for ensuring adequate promotional opportunities in their career. It is well known that the promotional opportunities vary from Department to Department and are largely dependent upon the thrust of the Governmental programmes at different points of time. Since the focus may vary from time to time, it is possible that rapid promotional opportunities available in one Department at a particular point of time may not be sustained as a result of a shift in the emphasis on the programmes implemented by the Government. Since, it was not possible for Government to ensure adequate promotional opportunities for all employees, the scheme of Automatic Advancement was introduced to provide to the employees monetary compensation in the absence of promotional opportunities. The scheme has been reviewed by successive Pay Revision Commissions and some modifications made. However, over a period of time the main components of the scheme have, by and large, remained the same.

**09.02** Government introduced the Automatic Advancement Scheme with Special Grade and SPP / SAPP posts for those employees who had completed 10 years and 15 years of service in a particular cadre respectively vide G.O.Ms.No.117, F&P(FW, PRC-I) Department, dated: 25/5/1981. The scheme was initially made applicable to all employees in the pay scale of upto Grade -XVII in the Revised Scales of Pay, 1978 and later extended to Grade -XVIII.

**09.03** In order to remove the anomaly of a Junior who was Promoted later but drawing more pay than his Senior Promoted earlier, without getting the benefit of AAS orders were issued vide G.O.Ms.No.297, F&P(F.W.PRC-I) Department, dated. 25/10/1983, subject to fulfillment of the following conditions:-

- (i) both the senior and junior should have been drawing pay in an identical scale;
- (ii) the senior as well as the Junior should be promoted to the same category of post carrying the same scale of pay;
- (iii) the pay of the Junior in the lower category should have been less than or equal to that of senior in the lower category prior to promotion of the senior to the higher post;

- (iv) once the pay of the senior is re-fixed under F.R. 27 on par with that of the junior in the identical post carrying an identical scale of pay, the next increment of the senior will be admissible only after completion of the required period of service to earn an increment with effect from the date of re-fixation of pay;
- (v) the anomaly should arise directly as a result of the application of the orders issued in Government Order read above. If not, for example, if even in the lower post, the junior was drawing more pay in the lower post than the senior for any reason, such as grant of advance increments for merit or as a reward or under some such circumstances, there is no case to raise the pay of the senior in the higher post to be equal to that of his junior under these orders and, therefore, these orders will not be applicable in such cases; and
- (vi) in all cases affected by this order, the pay shall be fixed notionally from the date the junior got a pay higher than that of the senior in the higher post with monetary benefit from the date of these orders.

#### **Scheme in Pay Revision Commission, 1986:**

**09.04** The Pay Revision Commissioner, 1986, among others, recommended another level of automatic advancement after completion of 22 years of service. Accordingly, orders were issued in G.O(P) No.2, F&P(FW, PRC-I) Department, dated: 4/1/1988, introducing second level promotion post i.e., Special Promotion post-II/ Special Adhoc Promotion post-II after completion of 22 years in addition to Special Grade and Special Promotion post-I/ Special Adhoc Promotion post-I scales (i.e. 10 years and 15 years). The above scheme was extended upto XVIII grades.

#### **Scheme in Pay Revision Commission, 1993:**

**09.05** The 1993 Commission noted that the scheme had some distinct problems.

- (1). There were a number of instances where the junior started drawing higher pay than the senior if he happened to get regular promotion after availing himself of the benefit of the special promotion post. Since a senior normally is expected to get the promotion earlier, such instances were numerous.
- (2). As regards SPP-II, it was noticed that the benefit enjoyed by people in different departments varied substantially. Very few people got the benefit under the scheme as it was unlikely that a person would remain in the same post without regular promotion for a continuous period of 22 years. Further, since the scales in the promotion posts varied from

department to department, the quantum of benefit derived varied, based upon the department in which an employee is placed. There were instances where an employee who was in receipt of benefit under SPP-II had to work under a person who got a regular promotion which carried a pay scale equivalent to SPP-I.

**09.06** To mitigate these problems, the 1993 Pay Revision Commission recommended the following modifications to the scheme:

- (i) The extension of Automatic Advancement Scheme to Special Promotion Post-II Level may be dropped.
- (ii) On completion of 24 years of service without promotion though fully eligible for promotion to Special Promotion Post I, benefit of one increment may be allowed. The benefit of one increment on completion of 24 years of service will not be available to those already in Special Promotion Post II/Special Adhoc Promotion Post -II Scale.
- (iii) Those in Special Promotion Post -II/ Special Adhoc Promotion Post- II Scale will continue to be in those scales.
- (iv) Provisions of G.O.Ms.No. 297, Finance, dated: 25.10.1983 may be extended to similar cases which have arisen on account of implementation of Special Promotion Post-II / Special Adhoc Promotion Post-II levels.
- (v) The benefit of FR-22-B may be made available only to those who got promotion without getting benefit of Automatic Advancement Scheme.

**09.07** Accordingly orders were issued in G.O.Ms. No.290, F&P (FW, PCII) Department, dated:22/7/1993, revising the Automatic Advancement Scheme in 1993 pay scales and the above orders came into force from 01.08.1993. The scheme was then extended upto XXI grades.

**09.08** Subsequently, the anomaly of junior drawing more pay than senior promoted earlier was brought to the notice of the Government. It was then decided to allow the seniors in higher promotion post, to draw higher scale of pay being drawn by their junior from the date on which the latter was appointed to SPP scale-II, with fixation of pay under F.R.22(a)(i), and to step up the pay of the senior on par with that of the junior from the date from which the latter was appointed to SPP scale-II. Accordingly orders were issued in G.O.(P).No.75, Finance(P.C.II) Department, dated: 22/02/1994, subject to fulfillment of following conditions :

- (i) That such of the seniors who were on promotion to the next higher post in the regular line on the date on which the juniors were appointed to the SPP Scale-II shall be entitled to the SPP Scale-II from the date on which the juniors appointed to SPP scale-II. They shall also be entitled to have their pay fixed from the date in the SPP scale-II in terms of F.R.22(a)(i) read with FR 31(2).
- (ii) That even after fixing the pay as per para (i) above in the SPP Scale-II, if the pay of the junior happens to be more than the pay of the senior, the pay of the senior shall be stepped up to the pay of the junior from which the pay of the junior was more from the date.

**09.09** The orders in the above para are subject to the following conditions:

- (a). The senior should have put in 22 years of incremental service (both lower as well as officiating put together) by the date from which the junior was appointed to SPP-II scale.
- (b). That the junior and senior should belong to the same category in the lower post; and that both should have drawn pay in a same time scale, before the senior was promoted. These orders are not applicable to the seniors who are appointed by direct recruitment to higher post.
- (c). That the pay of the junior in the lower category should have been equal, or less than that of his senior prior to the promotion of senior to that of 1<sup>st</sup> level promotion post.
- (d). The anomaly should have arisen directly as a result of the application of orders issued in G.O.(P).No.2, Finance and Planning(F.W.PRC.I) Department, dated: 04/01/1988.

**09.10** After stepping up of the pay as ordered above, the next increment of the senior shall be admissible only after completion of the required period of service from the date of fixation of pay, provided that if the junior gets the benefit of re-fixation of pay under FR 31(2) earlier, then the date of increment in the pay of the senior shall again be stepped up to that of the junior.

**09.11** These orders were made applicable to the cases which arose in between 1-7-1986 and 31-7-1993 since the modified Automatic Advancement Scheme ordered in the G.O.(P).No.290, Finance and Planning (F.W.P.C.II) department, dated: 22/07/1993 came into force w.e.f. 1-8-1993.

**09.12** Orders for implementing the above recommendations on the modified Automatic Advancement Scheme, were issued vide G.O.(P).No.362, Fin.&Plg. (FW PC-II) Dept., dated:28.10.1994 w.e.f. 01.07.1992.

**09.13** It was brought to notice of the Govt. that there were instances where a junior is drawing more pay than senior by virtue of his pay being fixed under Automatic Advancement Scheme in the PRC 1993 on or after 1-7-1992. Accordingly orders were issued in G.O.(P) No.223, F&P (FW,PC-II) department, dated: 10/9/1996 for rectification of anomaly in the pay scales of senior who was drawing less pay as a result of junior getting Automatic Advancement Scheme grades after introduction of modified Automatic Advancement Scheme be stepped up on par with his junior subject to fulfillment of following conditions:

- (i). The senior should be appointed to the Automatic Advancement grades prior to 1-7-1992 and the junior should have been appointed to the modified Automatic Advancement grades on or after 1-7-1992.
- (ii). The senior should have been drawing equal or more pay than the junior on the date of appointment to the Automatic Advancement grades prior to 1-7-1992.
- (iii). Both the Junior and Senior should belong to the same category.
- (iv). The anomaly should be a direct result of junior getting the benefit in the modified Automatic Advancement Scheme.

**09.14** After stepping up of pay, the senior will earn next increment only after completion of the required period of service of increment. The above orders came into force from 1-7-1992 with monetary benefit from 1-4-1993.

#### **Scheme in Pay Revision Commission, 1999:**

**09.15** The PRC 1999 recommended to continue the scheme without any modification and accordingly orders were issued vide G.O.(P) No.150, Fin. &Plg. (FW PC-II) Dept., dated:01.09.1998. However, it was clarified that the employees on completion of 45 years of age be exempted from passing the Departmental Test as prescribed in the service rules to get normal promotion, for appointment to Special promotion posts also subject to the conditions as laid down in the orders exempting the employees from passing the Departmental Tests to get promotion as issued by the General Administration Department vide G.O.Ms.No.225, Genl. Admn. (Ser-C) Dept., dt., 18.05.1999.



## **The Scheme in Pay Revision Commission, 2005:**

**09.16** The 2005 Pay Revision Commission reviewed the scheme and recommended for continuation of the special grade after 8 years and the special promotion post scale / special adhoc promotion post scale after 16 years. In place of an increment at the end of 24 years, the Commission recommended a second level promotion post called the special promotion post scale-II / special adhoc promotion post scale-II for those who have completed 24 years of service without any promotion. It was also recommended that those who get promoted to the regular post be given pay fixation benefit under FR 22-B even if they had availed of the benefit of SG/SPP-I.

**09.17** Government issued orders implementing the above recommendations on the modified AAS in G.O.Ms.No.241, Fin (PC-II) Dept., dated:28.09.2005. The modifications to the Automatic Advancement Scheme made by the 2005 P.R.C., led to a spate of representations which were considered by the Government and also by the Anomalies Committee.

**09.18** The anomaly was created primarily due to the reintroduction of pay fixation on promotion under F.R. 22-B w.e.f.1.7.2003 as recommended by the P.R.C., 2005, which enabled the juniors to get a better pay fixation on promotion under F.R. 22-B in this scheme when compared to their seniors who got only the benefit of pay fixation on promotion under F.R. 22 (a) (i) read with FR 31(2). The request to bring the pay of seniors on par with their juniors who were drawing a higher pay scale was rejected by the Government through their Circular Memo No. 2620-A/65/FR II/07 dt.20.2.2007.

## **Scheme in Pay Revision Commission, 2009:**

**09.19** The Ninth Pay Revision Commissioner reviewed the scheme in detail in the light of the representations of employees associations and recommended the following:

- (a) *The existing system of awarding Automatic Advancement Scheme scales on completion of 8/ 16 and 24 years shall be continued.*
- (b) *These orders shall apply to all those who are drawing pay in Grade-I to Grade-XXV i.e., upto and inclusive of the Revised Pay Scales of Rs.25600-50560 as indicated in Schedule –I of the Government order of G.O.Ms.No.52, Finance (PC-I) Department, dated 25/02/2010.*
- (c) *The benefit of pay fixation under F.R.22-B shall continue to be allowed on promotion even if the employee had derived the benefit under*

*Special Grade Scale/Special Promotion Post Scale-1. If this results in the senior drawing less pay than that of junior, the pay of the senior should be stepped up with effect from the date of promotion of the junior, to a figure equal to the pay as fixed for the junior in the higher post to which he/she is promoted on or after 01/07/2008 subject to the following conditions:*

- (i). Both the senior and junior should have been drawing pay in an identical scale.*
- (ii). Both the senior and junior should be in service as on 01/07/2008 and junior should have been promoted on or after 01/07/2008. In other words the anomaly should have arisen on or after 01/07/2008.*
- (iii). The senior as well as the junior should be promoted to the same category of post carrying the same scale of pay under the same mode of recruitment and from the same unit of appointment in the lower category.*
- (iv). The pay of the junior in the lower category should have been less than or equal to that of the senior in the lower category prior to promotion of the senior to the higher post.*
- (v). The anomaly should be directly as a result in the case of junior, who is promoted to a higher post after getting the benefit of Automatic Advancement Scheme and got more pay than his senior in the same category, who got promotion to the higher post without the benefit of Automatic Advancement Scheme.*
- (vi). The pay of the senior should have been fixed under F.R.22(a)(i) read with F.R.31(2) on promotion from Automatic Advancement Scales in the feeder category, whereas the pay of the junior should have been fixed under F.R.22-B on promotion from Automatic Advancement scales in the feeder category.*
- (vii). The stepping up of pay is not admissible in cases where the junior is drawing higher pay for any other reason such as sanction of Advance Increment for possession of higher qualification or Family Planning Incentive Increment or reckoning D.A thereon for fixation of pay in earlier pay revisions, advance increments for merit, or on account of longer service in the lower post for working in various units of appointments etc.,*

*(viii). In all cases affected by this order, the pay of the senior shall be fixed notionally from the date the junior got higher pay than that of the senior in the higher post, with monetary benefit from 01/02/2010, if such anomaly arose in between 01-07-2008 to 31-01-2010. In cases where such anomaly arose after 01-02-2010, the benefit shall be allowed from the date the pay of the junior was more than that of senior.*

*(d) Where the Service Rules are relaxed to enable regular promotions, they should be automatically extended to get the benefits under Automatic Advancement Scheme.*

*(e) If the service rules are changed imposing additional qualifications for promotion after the entry of the individual into service, thereby depriving him of the benefit of promotion and consequently to the benefits of Special Promotion Post Scale-I/ Special Promotion Post Scale-II, he/she shall be given the benefit of the next scale contemplated under the Special Adhoc Promotion Post Scale-I &II.*

**09.20** Orders were issued implementing the above recommendations vide G.O.Ms.No.93, Finance (PC.II) Department, dated:03-04-2010.

#### **Scheme in Pay Revision Commission, 2014:**

**09.21** The Joint Action committee of Government employees, Teachers and Pensioners requested the State Government for four automatic advancement grades with an interval of six years and the State Government accepted the request. In pursuance of the agreement reached orders were issued in G.O.Ms.No.96, Finance (P.C.II) Department, dated:20.05.2011 modifying the periodicity of the above scheme to 6,12,18 and 24 years These orders were implemented with effect from 01.02.2010.

**09.22** Almost all the associations desired before this Commission that the Automatic Advancement Scheme should continue. They however, suggested some modifications to the scheme to make it more attractive.

**09.23** The following are some of the important suggestions made and our recommendations thereon:

- a) Reduce the waiting period under the Automatic Advancement Scheme.
- a) Increase the number of up-gradations. The requests regarding periodicity of up-gradation varied from every 4 years to 6 years. Most

of the Associations requested the periodicity to be fixed as 5,10,15,20 and 25 years.

**09.24** Since the revision of the periodicity and up-gradation under the scheme has taken place recently, this Commission sees no substantive ground to change it further. The existing scheme fulfils its basic objective of providing financial benefit of increments/promotion scale to the employees who do not get promotion, within the period of prescribed periodicity.

**09.25** Some of the associations have requested that the financial up-gradation may be made whether the employee is qualified for promotion or not on the ground that there is no change in the work turned out by the employee.

**09.26** The Automatic Advancement scheme is intended for those who could not get promotion for want of vacancy but it is not to confer unintended or undue benefit. Allowing automatic advancement grades without possessing qualifications discourages the initiative to acquire the requisite qualifications for promotion. The Commission sees no merit in this. Hence, the request cannot be accepted.

**09.27** Another request is that pay fixation benefit in each one of these cases may be given under F.R. 22-B, instead of FR 22 (a) (i).

**09.28** The Commission is of the view that the scheme is not intended to pass on undue advantage. Pay fixation under F.R.22(B) should be available only on regular promotion. The fixation of pay on appointment to the Automatic Advancement grades under FR22(a)(i) is adequate.

**09.29** Another request is that the benefit under Automatic Advancement Scheme may be extended upto Grade-XXVI, in order to avoid frustration and stagnation among the senior category of employees in higher grades.

**09.30** The Commission does not find stagnation at the higher levels. Hence there is no reason for extension of existing scheme beyond the existing permitted level.

**09.31** Another request is that in case, the application of the scheme results in the senior drawing less pay than the junior at any time, the senior's pay may be brought on par with that of his junior.

**09.32** Such type of cases are already covered under the conditions laid down in G.O.Ms.No.297, Finance & Planning (F.W.PRC.I) Dept., dt.25.10.1983.

**09.33** Another request is that the provisions of Rule 6 (g)(i) of the Revised Scales of Pay Rules may be extended to Automatic Advancement Scheme.

**09.34** In 1993 pay scales, it was clarified vide G.O.Ms.No.351, Fin &Plg (FW-PC I) Dept., dt.15.10.1994 that where the pay of a Government Employee in the Special Grade Scale was equal or less than the pay fixed in the Ordinary Grade Scale his pay in the higher post shall be fixed at the stage next above the pay fixed in the ordinary Grade Scale on the analogy of Rule 6 (g)(i) of the A.P. Revised Scales of Pay Rules, 1993. The pay on the date of next increment in the Ordinary Grade in the Revised Pay scales, 1993 shall be regulated under F.R. 31 (2). In subsequent revisions of 1999, 2005 and 2010 revisions the same provision has not been adopted.

**09.35** Subsequently, while examining the proposals regarding extension of Rule 6 (g) (i) of G.O.Ms.No.52, Finance (PC-I) Dept., dated.02.05.2010 to the pay fixations of Teachers/Employees holding the scale under AAS in the revised pay scales 2010, the Government vide Memo. No. 29300.D/175/PC-I/A2/2010, dated.03.12.2010 have instructed the Director of Treasuries and Accounts to reject such pay fixation bills presented under Rule 6 (g)(i) of G.O.Ms.No. 52 Finance (PC-I) Dept., dated.25.02.2010 between Ordinary Grade and Special Grade, Special Grade and SPP- I /SAPP-I and SPP-I and SPP-II/SAPP-II.

**09.36** The Commission is of the view that there is no need to extend the provisions of rule 6(g)(i) to Automatic Advancement Scheme, as per the instructions issued vide Government Memo No.29300-D/175/PC.I/A2/2010, dt.3.12.2010.

**09.37** Another request is for rectification of the anomaly in the pay fixation under FR 22-B in between 1993 and 2005 revisions.

**09.38** The Commission is of the view that Government have already issued orders vide Memo No.2620-A/65/FR.II/2007, dt.20.2.2007 to deal with such cases and these orders are considered to be adequate.

**09.39** Another request is to allow Special Grade Scale to the teachers who got regular promotion after getting SPP-II scale. As per G.O.Ms.No.93, Finance (PC-II) Dept., dated: 03.04.2010, the employees after availing the benefit of SPP-II are not eligible for AAS and for their further promotion.

**09.40** The Commission is of the view that the orders issued by the Government vide G.O.Ms.No.93, Finance (PC-II) Dept., dated: 03.04.2010 are adequate.

**09.41** Another request is that the service rendered in different posts carrying same scale of pay may be counted for grant of benefits under Automatic Advancement Scheme i.e., the categories of Typist/ Junior Assistant.

**09.42** The stagnation for appointment to the automatic advancement grades is with reference to the service rendered in a particular category. However, in certain cases, the employees may be appointed to the posts carrying same scale of pay. It may be due to compulsions or stipulations in the service rules, for the employee opting for such posting. We come across such instances in case of Typists/Junior Assistants, Stenographers opting for the posts of Junior Assistants or Senior Assistants or Superintendents. It may be due to limited promotional channels in the category of Stenographers. In Secretariat, the Private Secretaries have to work for two years as Section Officers. Earlier, when there was no promotion channel for the Private Secretaries to Secretaries to Govt., and had to take conversion as Section Officers, the service rendered in both the categories used to reckon for purpose of Automatic advancement grades. There is thus a justification to reckon the total service rendered in the categories carrying the same scale of pay.

**09.43** Another request is to grant the exemption to Visually Handicapped employees from the requirement of passing departmental tests for sanction of Special Promotion post Scales:

**09.44** The Government vide G.O.Ms.No.748, General Administration (Services–C) Department, dated: 29-12-2008 issued orders to allow the Visually Handicapped employees who are otherwise qualified for promotion to be promoted subject to acquiring the qualification of such tests within a period of five years from the date of promotion and during this time, the books and codes shall be prepared and made available in Braille Script. The preparation of books and codes in Braille Script for passing of tests shall be reviewed after a period of five years. However, no books/codes are available in the Braille script. In view of the above background, request is for considering their case as per para 3 (d) of G.O.Ms.No.93, Finance (PC-II) Dept., dated:03.04.2010, so as to enable them to get Special Promotion Post Scale I–A (12 years) under Automatic Advancement Scheme.

**09.45** **The Commission recommends that the concerned administrative department dealing with Disabled Welfare may take up such cases for extending the period of 5 years with Finance Department after duly consulting GA (Services-C) Department. However for appointment to Automatic Advancement Grades carrying the pay scale**

**of promotion posts, the commission recommends that the incumbents should be qualified to hold the promotion posts.**

**09.46** Another request is for clarification whether the employees facing charges are eligible for appointment to Special Grade Post or not.

**09.47** In this Connection, the Government in Circular Memo.No.216-A/2/A2/PC-II-2007-I, dt. 23.03.2007 has clarified as follows:

Point	Clarification
If an employee is otherwise eligible for promotion to the higher post on regular line from the Ordinary Grade Scale Post but his name is not approved in DPC, due to disciplinary case pending against him and his juniors are promoted in the same DPC, whether the individual is eligible for sanction of Special Grade Scale or not?	The individual is not eligible for Special Grade Post Scale as he has not stagnated in service but could not be considered for promotion due to his mis-conduct and thereby not promoted along with his juniors.

**09.48** In the light of the above clarification, the Director of Treasuries and Accounts Department was of the presumption that, those who are facing charges and their juniors were not yet promoted to the next higher category due to stagnation, those individuals may be eligible for appointment to Special Grade Posts as and when they completed (8) years incremental service in a particular category.

**09.49** Another request is that the automatic advancement grades are not regular promotions and the disciplinary proceedings may not come in the way. The Commission does not subscribe to this contention and is of the view that those facing disciplinary cases be considered to the Automatic Advancement grades only after such cases are cleared.

**09.50** Another request is for exemption of passing of Departmental tests for those who crossed the 50 years of age where the service rules are relaxed to enable regular promotion:

**09.51** As per G.O.Ms.No.150, Finance (PC-II) Department, dated: 01-09-1998, wherein stated that the employee on completion of 45 years of age be exempted from passing the Departmental Test as prescribed in the service Rules to get normal promotion, for appointment to Special Promotion Posts also subject to conditions as laid down in the orders exempting the employees from passing the Departmental Tests to get promotion as issued by the

General Administration Department vide G.O.Ms.No.225, General Administration (Ser.-C) Department, dated: 18-05-1999. As per the above orders exemption is allowed for only one promotion post (i.e., 1<sup>st</sup> level promotion) and the exemption is not applicable to him or her, if he or she is to be considered for further promotion to next higher category, where tests are prescribed and the exemption is applicable in case of departmental tests or special tests only, where they are prescribed as a pre-requisite for promotion and this exemption shall not be applicable where like technical or academic qualifications are prescribed for promotion to the next higher category of posts. Provided also that the exemption shall not be applicable for declaration of probation, where passing of departmental tests or special tests is a pre-condition for declaration of probation.

**09.52** The Pay Revision Commission 2010 recommended that where rules are relaxed to enable regular promotion, they should be automatically extended to the Automatic Advancement Scheme for purpose of extending the benefit of Special Promotion Post Scale 1-A and Special Promotion Post –II.

**09.53** In this connection Government have issued clarification orders vide Memo .No. 034408/248/PC-II/2011, Finance (PC-II) Department, dated: 04-02-2012 regarding to Teachers, wherein stated that with regard to second exemption on completion of 50 years of age to the teachers vide Memo. No.21073/193/PC-II/2009, Finance (PC-II) Department, dated: 21-02-2009, the sub rule (4) of Rule 10 of A.P. School Education Service rules issued in G.O.Ms.No.95, Education Department, dated: 27-05-2005 states that the candidates who were appointed as teachers by direct recruitment on attaining the age of 50 years shall be exempted from passing the departmental test referred to in sub-rule (1) for the purpose of promotion and not for Automatic Advancement Scheme. Hence, the exemption of departmental tests is applicable to Secondary Grade Teachers, School Assistants, etc., who are selected by direct recruitment and get initial appointment after 50 years of age. This provision is applicable to the employees whose initial appointment is made after 50 years of age. Therefore, the question of exempting the teachers who are recruited before attaining the age of 50 years for the purpose of appointing them to the special promotion post Scale –II under Automatic Advancement Scheme does not arise. Hence, the claim preferred in SPP-II scale without acquiring prescribed qualification for the promotion post to the 1<sup>st</sup> level promotion post to the original post in respect of the teachers on the ground that they have got 2<sup>nd</sup> exemption on attaining the age of 50 years is not in accordance with the rules laid down for SPP-II Scale under Automatic Advancement Scheme.

**09.54** Another request is to step up the pay of Senior Teachers, duly relaxing rules to the holders of different subjects.



**09.55** As per G.O.Ms.No.475, Education (Ser.-V) Department, dated.2-11-1998, orders were issued for rectifying the anomaly of junior drawing more pay than senior by virtue of A.A.Scheme duly extending the benefits laid down vide G.O.Ms.No.297, Finance & Planning Department, dated:25-10-1983 and G.O.(P)No.75, Finance and Planning Department, dated:22-2-1994 to the regular teachers working under Government Sector/Zilla Parishad / Local Body Sector and teachers admitted to grant-in-aid under the private Aided Sector in the State, subject to the following conditions.

- (a). All conditions stipulated in G.O.Ms.No.297, Finance & Planning (FW.PRC-I) Department, dated 25-10-1983 and G.O.(P)No.75, Finance & Planning (FW.PC-II) Department, dated: 22-02-1994 be followed:
- (b). The seniority will be on the basis of the subject but not the overall seniority.
- (c). The comparison will be strictly limited to the unit of appointment. For example, a Zilla Praja Parishad Teacher cannot compare with the teacher of a Municipality / Aided /Government School, another Zilla Praja Parishad.

**09.56** In this connection, the Director of Treasuries and Accounts Department has instructed all District Treasury Officers vide Rc.No.M1/12102/2010, dt.29.9.2010 to admit the stepping up bills of the teachers relating to RPS 2010 fixed by D.D.O while verifying the seniority list subject wise and service Books of both senior and junior.

**09.57** In view of the above, stepping up of pay on par with junior in respect of teachers seniority will be on the basis of subject but not overall seniority to claim the stepping up of pay on par with junior. Hence, Commission is of the view that no change is required in the relevant rules.

**09.58** It may, perhaps, be desirable for Education Department to take a view in this regard.

**09.59** Another request is for fixation of pay under F.R.22(a)(i) read with F.R. 31(2) on completion of 6 years of service in higher post on promotion after availing Special Promotion Post Scale-II in the lower post.

**09.60** It is clarified vide letter No.14531/140/PC-II/2008-2, Finance Department, dated.18-02-2009, in no case an attempt shall be made to fix the pay with reference to special Promotion Post Scale – II (i.e., 24 years) when an employee while holding such scale got promoted to the first level promotion

post and has since completed 8 years of service in that posts and starts claiming Special Grade Scale. In other words an employee who was already assigned all the 3 scales in the feeder category i.e., 8/16/24 years respectively is not eligible for Automatic Advancement Scheme in the promoted category. Hence, the request for allowing the Special Grade Scale in the 1<sup>st</sup> level Promotion post who have got promoted after availing Special Promotion Post Scale –II in the lower post cannot be considered. The employees after availing the benefit of SPP II are not eligible for AAS on their promotions.

**09.61** The Commission noticed that based on the recommendations of 9<sup>th</sup> P.R.C., orders were issued on AAS consisting of 8 years, 16 years and 24 years. Subsequently, the periodicity of the above scheme was revised to 6, 12, 18 and 24 years based on the agreement reached between the J.A.C of employees and the Government. Accordingly orders were issued in G.O.Ms.No.96, Finance (P.C.II) Department, dated: 20/05/2011 with effect from 01/02/2010.

**09.62** Hence, the Commission feels that it may not be desirable to change the periodicity of AAS in between one PRC to another PRC, which creates confusion/ discrepancies in the scheme and also defeat the true intention/ spirit of the scheme.

**09.63** In view of the above, the Commission is of the view that the scheme requires no further changes and it may be continued to be implemented as indicated below:

- (1). The existing Special Grade, SPP IA/ SAPP IA/ SPP IB/ SAPP IB/ SPP-II/ SAPP-II may be continued with the Special Grade after 6 years of service, SPP-IA/SAPP-IA after 12 years of service, SPP-IB/ SAPP-IB after 18 years of service and SPP-II/SAPP-II after 24 years of service.**
- (2). If service rules are amended prescribing additional qualifications for promotion, the Commission recommends that the existing incumbents may be exempted from possession of such higher qualifications for appointment to Special Promotion posts under Automatic Advancement Grades.**
- (3). The benefit of pay fixation under F.R.22-B be continued on promotion even if the employee had derived the benefit under SG or SPP I-A and SPP I-B and if this results in the senior drawing less pay than the junior, the pay of the senior be stepped up to that of the junior subject to the conditions enumerated in G.O.Ms.No.297, Finance (PRC-I) Dept., dated: 25-10-1983.**

- (4). Where service rules are relaxed to enable regular promotion, they should be automatically extended to the Automatic Advancement Scheme for purposes of extending the benefit of SPP-IA / SPP-II.**
- (5). In certain categories like Attender, Dafedar, Jamedar and Record Assistants or Roneo Operators, it was decided that the services rendered by them in these categories together shall be reckoned for purpose of Automatic Advancement Scheme. We recommend continuation of this special dispensation.**
- (6). The benefit of Automatic Advancement Scheme may be continued upto and inclusive of Grade-XXV in the revised scales i.e., Rs.72850-147310.**

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## CHAPTER - X

### Leave Benefits

**10.01** State Government employees are governed by the Telangana State Leave Rules and various executive instructions issued from time to time relating to earning of leave, grant of leave etc. Employees are also permitted to surrender a portion of Earned Leave while in service subject to certain conditions and to get the leave salary in lieu thereof. Provision is also there for the payment of the value of earned leave at credit and Leave on Half pay at credit, at the time of retirement or on the date of death (in the case of death of the employee while in service). Keeping in view the existing provisions and the requests made by the Associations, the following recommendations are made.

#### **1. Maternity leave to married women employees:**

a. The Government of India enhanced the leave period from 120 days to 180 days based on the recommendations of 6<sup>th</sup> CPC and the guidelines of Ministry of HM&FW recommending nursing of children upto the age of 6 months. The PRC 2010 consequently recommended grant of Maternity leave to married women employees of the State upto 180 days on par with the employees of Government of India subject to the condition that the same would be available for 2 surviving children only. Accordingly, orders were issued in G.O.Ms.No.152, Finance(F.R.I) Department, dated: 04/05/2010.

**10.02** Some Associations have now requested the Commission to extend the period of maternity leave to 9 months. The commission notices that no new instructions have been issued by Government of India regarding this leave and therefore, the request for granting of 9 months of Maternity Leave is not supported.

b. The Contract/ outsourcing women employees associations requested the Commission for sanction of 180 days of Maternity Leave with payment of remuneration. Maternity Leave is now allowed to these employees for 120 days on loss of pay, as per the guidelines issued vide G.O.Rt.No.4459, Finance (SMPC) Department, dated:27/12/2006.

As per Section 5 (3) of the Maternity Benefit Act, 1961 (Act no.53 of 1961) read with the Maternity Benefit (Amendment) Act, 2017 (Act no.6 of 2017), the twenty-six weeks of which not more than eight weeks of Maternity Leave shall be granted to the Women employees. Further WD,CW and Senior Citizens Department have also recommended for extending this benefit to contract and outsourcing women employees. The Commission agrees with

the request and recommends the same benefit to contract and outsourcing employees as well.

## **2. Child Care Leave to the Women Employees:**

**10.03** The Pay Revision Commission 2014 recommended sanction of Child Care Leave upto 2 years to all women employees in the entire service career, to look after 2 eldest children up to the age of 18 years. Government issued orders vide G.O.Ms.No.209 Finance (HRM.III) Dept., dt: 21.11.2016 sanctioning Child Care Leave of three months, not exceeding 15 days in a spell, to look after 2 eldest children up to the age of 18 years and in case of disabled children upto 22 years.

**10.04** Majority of employees Associations have represented to this Commission to recommend for all women employees two years of the Child Care Leave stating that employees were now living in nucleus families consisting of wife and husband and elderly people were no longer available to take care of the young children. When combined family structure was prevailing, elderly people of the family used to look after the health and personal care of the children. Hence, women employees are facing hardship regarding child care. Another request is to allow the above leave in different spells in the entire service and also requested for not linking this leave to Maternity leave.

**10.05** The Government of India vide its O.M.No.13018/6/2013-Estt.(L), dt:22.06.2018 have directed that the **limit of 22 years in case of disabled child for the purpose of Child Care Leave** under the provisions of Rule 43-C of the CCS (Leave) Rules, 1972 **has been removed** and they have also decided that CCL may not be granted for a period less than five days at a time.

**10.06** Further, based on the recommendations of 7<sup>th</sup> CPC, Government of India in O.M.No.11020/01/2017, Estt. (L), dt:30.08.2019 DoP&T, made amendment to Rule 43-C relating to Child Care Leave (CCL), following changes have been made:-

- (a) CCL may be granted at 100% of the leave salary for the first 365 days and 80% of the leave salary for the next 365 days.
- (b) CCL may be extended to single male parents who may include unmarried or widower or divorcee employees.
- (c) For single female Government servants, the CCL may be granted for six spells in a calendar year. However, for other eligible Government servants, it will continue to be granted for a maximum of 3 spells in a calendar year.

**10.07 This Commission recommends the following:**

- a) **The Child Care Leave be enhanced from 90 days to 120 days in the case of normal children.**
- b) **CCL be enhanced from 90 days to two years in the case of disabled children, on par with GOI. This leave be granted with 100% of the salary for the first 365 days and 80% of the salary for the next 365 days.**
- c) **CCL be extended to single male parents who may include unmarried or widower or divorcee employees.**

**3. Encashment of Leave on Half Pay- revised formula:**

**10.08** Based on the recommendations of PRC 2010, Government issued orders vide G.O.Ms.No.154, Finance(F.R.I) Department, dated:04/05/2010 to adopt the following formula, on par with GOI, in the case of encashment of Leave on Half Pay at the time of retirement / death in the case of State Employees also subject to the condition that the total number of days of earned leave + leave on half pay put together should not exceed 300 days for encashment.

Cash payment in lieu of half pay leave Component	=	$\frac{\text{Half pay leave salary admissible on the date of retirement plus D.A. admissible on that date}}{30}$	x	No. of days of half pay leave at credit subject to the total of earned leave and half pay leave at credit not exceeding 300 days.
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**10.09** Based on the recommendations of PRC 2014, Government have issued orders vide G.O.Ms.No.109, Finance (HRM.III) Dept., dt:27.07.2015 that to extend the orders in G.O.Ms.No.154 Finance (FR.I) Dept., dt:4.5.2010 to all the employees, teaching as well as non-teaching staff of aided institutions and local bodies i.e., Aided Junior Colleges/Degree Colleges/Oriental Colleges and also for Non-teaching staff of Aided Schools and the employees of Panchayat Raj and Municipal Institutions.

**10.10 The Commission recommends to continue the existing formula for calculating encashment of HPL.**

**4. Payment of Ex-gratia Allowance to the employees who were granted Extra-ordinary leave for the treatment of certain diseases:**

**10.11** Note(4) under Rule 28 of Telangana State Leave Rules permits the payment of Ex-gratia allowance to the Non-Gazetted Government Servants, while on extra-ordinary leave for the treatment of T.B/ Leprosy/ Cancer/ Mental illness / Heart diseases and Renal Failure. This allowance is equal to half of his pay subject to the minimum and maximum amount specified therein. Similarly, the note under Rule 29 of Andhra Pradesh Leave Rules, also permits the payment of Ex-gratia allowance to Government Servants in Last Grade Service while on Extra Ordinary Leave for the treatment of the above diseases. This is also equal to half of the pay subject to the maximum specified therein. As and when the pay scales of the employees are revised Government used to issue orders revising the pay limit of Non-Gazetted Government Servants and Last Grade servants eligible for this and the minimum and maximum limits, the latest being the order issued in G.O.Ms.No.111,Finance (HRM.III) Dept., dated:17.08.2015 basing on the Revised Scales of pay of 2015.

**10.12 The Commission recommends to issue revised orders by Government for payment of Ex-gratia allowance to the Non Gazetted Officers and Last Grade Servants, raising the monetary limits as per the pay scales now recommended.**

**5. Paternity Leave:**

**10.13** It is represented that the Paternity Leave of 15 days, is not sufficient to take care of just born baby and wife particularly in caesarian cases as male employees have to spend 10 days in Hospital only. Hence request is to extend the Paternity Leave for a period of 30 days which shall be limited to 2 children only. Generally, State Government is following the leave rules applicable to the employees of Government of India. The period of 15 days of paternity leave is in line with the instructions of Government of India. Hence the above request needs no further consideration.

**Special Disability Leave, Special Disability Leave for accidental injury and Hospital Leave:**

**10.14** As per existing leave rules, 1933, it is submitted that Special disability Leave, Special Disability Leave for accidental injury and Hospital Leave are extracted below:

**“Rule 45 Special Disability Leave:**

- (1) Subject to the conditions hereinafter specified, Government may grant special disability leave to a Government servant (whether permanent or temporary) who is disabled by injury intentionally inflicted or caused in or in consequence of the due performance of his official duties or in consequence of his official position.

- (2) Such leave shall not be granted unless the disability manifested itself within three months of the concurrence to which it is attributed and person disabled acted with due promptitude in bringing it to the notice.

Provided that the Government may, if it satisfies as to the cause of the disability, permit leave to be granted in cases where the disability manifested itself more than three months after the occurrence of its cause.

- (3) The period of leave granted shall be such as is certified by a Medical Board in the case of Gazetted Government Servants, and Civil Surgeon in the case of non-gazetted Government servants, and shall in no case exceed 24 months.

Note:- If the period of leave recommended does not exceed two months, a certificate from a Government Medical Officer may be sufficient.

- (4) Special disability may be combined with leave of any other kind.

- (5) Special disability leave may be granted more than once, if the disability is aggravated or reproduced in similar circumstances at a later date, but not more than 24 months of such leave shall be granted in consequence of any one disability.

- (6) Special disability leave shall be counted as duty in calculating service for pension, and shall not, except as provided under the proviso to clause (b) of sub-rule (7), be debited against the leave account.

- (7) Leave salary during such leave shall-

- (a) For the first 120/30 days at any period of such level, including a period of such leave granted under sub-rule (5), be equal to leave salary on earned leave; and

- (b) For the remaining period of any such leave be equal to leave salary during half pay leave, provided that the Government servant may at his option, be allowed leave salary as in sub-rule (a) for a period not exceeding another 120 days, and in that event the period of such leave shall be debited to his half pay leave account.



- (8) (a) In the case of a person to whom the Workmen's Compensation Act, 1923 (8 of 1923) applies, the amount of leave salary payable under this rule shall be reduced by the amount of benefit payable under the said Act of the corresponding period.
- (b) In the case of a person to whom the Employee's State Insurance Act, 1948 (34 of 1948) applies, the amount of leave salary payable under this rule shall be reduced by the amount of benefit payable under the said Act, for the corresponding period.
- (9) (a) Provisions of this rule shall apply
- (i) To a Civil Servant disabled in consequence of service with (a military) force, if he is discharged as unfit for further military service but is not completely and permanently incapacitated for further Civil Service; and
- (ii) To a Civil Servant not so discharged who suffers a disability which is certified by a Medical Board to be directly attributable to his service with a military force.
- (b) In either case, any period of leave granted to such a person under military rules, in respect of that disability shall be reckoned as leave granted under this rule for the purpose of calculating the period admissible.

#### **Rule 46 Special Disability Leave for accidental injury**

- (1) The provisions of Rule 38, shall apply also to a Government servant whether permanent or temporary, who is disabled by injury, accidentally incurred in, or in consequence of the due performance of his official duties, or in consequence of his official position, or by illness incurred in the performance of any particular duty, which has the effect of increasing his liability to illness or injury beyond the ordinary risk attaching to the civil post which he holds.
- (2) Special disability leave may be granted to a Government servant who sustains injuries in road accidents while proceeding on official duty from their offices to another office, court, or a work spot on the field but not in road accidents while going to office from residence and vice versa.
- (3) The grant of special disability leave in such cases shall be subject to the conditions:-
- (a) That the disability, if due to disease, must be certified by the medical authorities specified in sub-rule (3) of Rule 38, to be directly due to the performance of the particular official/ public duty;

- (b) That if the Government servant has contracted such disability during service other than with a military force, it must be in the opinion of the authority competent to sanction leave, so exceptional in character; and
- (c) That the period of absence recommended by the Medical authority specified in sub-rule (3) of rule 38 of these Rules maybe covered in part by leave under this rule and in part by any other kind of leave; and that the amount of special disability leave granted on leave salary equal to that admissible on earned leave, shall not exceed 180/30 days.

#### **Rule 47 Hospital Leave:**

- (1) The authority competent to grant leave may grant hospital leave to members of subordinate services specified in sub-clause (2), whose duties, expose them to special risk of accident or illness, involving handling of dangerous machinery, explosive materials, poisonous drugs and the like, or performance of hazardous tasks, while under medical treatment in a hospital or otherwise, for injury, if such illness or injury is directly due to risks incurred in the course of their official duties;
- (2) Government servants whether in last grade service or superior service of the following classes are eligible to hospital leave.
  - (a) Constables and Head Constables.
  - (b) Forest guards and Foresters.
  - (c) Subordinates in the Jail Department.
  - (d) Subordinates in the mental hospitals.
  - (e) Subordinates in the Excise Department.
  - (f) Subordinates in the Printing Department.
  - (g) Subordinates in the Animal Husbandry Department.
  - (h) Firemen, leading fire men, fireman drivers, work shop staff and ambulance drivers in the Fire Service Department.
- (3) The grant of hospital leave is subject to the condition that the leave salary is not in addition to the benefits to which the employees under the Workmen's Compensation Act and the benefits under Employee's State Insurance Act, are entitled.
- (4) A Government servant who holds only a temporary post is not entitled to hospital leave."

**10.15** As per the recommendations of the 7<sup>th</sup> CPC, Government of India in O.M.No.11020/01/2017, Estt. (L), dt:30.08.2019 DoP&T, have substituted "Special Disability Leave for injury intentionally inflicted" under Rule 44 and by a new Leave named "Work Related Illness and Injury Leave (WRILL)". With the introduction of WRILL, "Special disability Leave for

accidental injury” (under Rule 45) and “Hospital Leave” (under Rule 46) have been deleted. The relevant extracts of the above O.M. are as follows:

**10.16** Special Disability Leave for injury intentionally inflicted” under Rule 44 has been substituted by a new Leave named “Work Related Illness and injury Leave (WRILL)” which may be granted to a Government servant (whether permanent or temporary), who suffers illness or injury that is attributable to or aggravated in the performance of her or his official duties or in consequence of her or his official position. **With the introduction of WRILL, “Special Disability Leave for accidental injury” (under Rule 45) and Hospital Leave (Under Rule 46) have been deleted.** WRILL has following provisions:-

- (a) Fully Pay and allowances will be granted to all employees during the entire period of hospitalization on account of WRILL.
- (b) Beyond hospitalization, WRILL will be governed as follows:
  - (i) Government servants (other than military officers) will be paid full pay and allowances for the 6 months immediately following hospitalization and Half Pay only for 12 months beyond that period. The Half Pay period may be commuted to full pay with corresponding number of days of HPL debited from the employee’s leave account.
  - (ii) For officers of the Central Armed Police Forces (CAPF), full pay and allowances will be paid for the 6 months immediately following hospitalization, and full pay only for the next 24 months.
  - (iii) Personnel below the rank of officers of CAPF will be paid full pay and allowances, with no limit regarding the period of leave.
  - (iv) In the case of persons to whom the Workmen’s Compensation Act, 1923 applies, the amount of leave salary payable under WRILL shall be reduced by the amount of compensation payable under the Act.
  - (v) No EL or HPL will be credited during the period that employee is on WRILL.

**10.17** In view of the above modifications in the Leave Rules by the GOI, **the Commission recommends to adopt the above amended rule provisions under the Leave Rules of the State Government by incorporating the following uniformed forces in place of the Central Armed Police Forces (CAPF):**

- (a) Constables and Head Constables.
- (b) Forest guards and Foresters.
- (c) Subordinates in the Jail Department.
- (d) Subordinates in the mental hospitals.
- (e) Subordinates in the Excise Department.
- (f) Subordinates in the Printing Department.
- (g) Subordinates in the Animal Husbandry Department.
- (h) Firemen, leading fire men, fireman drivers, work shop staff and ambulance drivers in the Fire Service Department.

**6. Grant of Special Casual Leave to the Medical Officers working in Government for attending to Examination Work:**

**10.18** Based on the recommendations of PRC 2010, Government have issued orders vide G.O.Rt.No.952, HM&FW (I.2) Dept., dt:26.07.2010 permitting the Doctors working in Government Colleges under all streams i.e., Allopathic, Ayurvedic, Homeo & Unani Wings, to avail special casual leave not exceeding 15 days in an academic year, even exceeding 10 days at a time for attending to the University Examination work either within the State or outside the State.

**10.19** The Commission recommends to continue the existing provision.

**7. Grant of Special casual leave for attending seminars and workshops:**

**10.20** The Commission endorses the recommendation of 10<sup>th</sup> PRC that out of the 15 days Special Casual Leave available to doctors for attending to the examination work, up to 5 days of Special Casual Leave can be utilized by them for attending the Conferences/Seminars/Workshops as are relevant to their respective area of working.

**8. Sanction of 60 days leave for Hysterectomy Operations:**

**10.21** It is represented that after the Hysterectomy Operations, women need to have rest as recommended by the medical experts. The total rest after the Hysterectomy Operations for 60 days will improve the condition of women and will be fit to resume the duties as were before. Hence, request is for sanction of 60 days paid leave to the working women who have undergone Hysterectomy Operation.

**10.22** Earlier the Government have issued orders vide G.O.Ms.No.52, Finance (FR.I) Department, dated.01.04.2011 for sanction of Special Leave

as recommended by Civil Surgeon upto a maximum of 45 days for Women Employees who undergo Hysterectomy Operation, without debiting the same to the regular leave account of the individual and on payment of full pay and allowances. In PRC 2014, the Commission considered that the existing Special Leave is adequate and needs no further revision.

**10.23 In view of the above circumstances the Commission is of the view that the same may be continued.**

**9. Study Leave for continuation of Higher Education to the Physically Challenged employees on par with SC/ST employees:**

**10.24** The Commission considers that the above request is not reasonable, since the provision of Special Leave for higher studies is intended to benefit employees belonging to specified weaker section categories only.

**10. Sanction of additional Leave to Physically Challenged for Prosthetic Aids:**

**10.25** The Commission considers that the above request is reasonable, since the incumbent has to visit a rehabilitation center/clinic to change the prosthetic equipment's/ medical aids periodically based on the suggestions of the Doctors. **The Commission recommends grant of Special Casual Leave of up to 7 days to physically challenged employees in a year to visit a medical centre for replacing the prosthetic aids.**

**11. Grant of 10-15 days Special casual leave for performing ceremonies of parents:**

**10.26** Several employees associations requested for the grant of Special Casual Leave of up to 15 days to perform last ceremonies in respect of parents. In the absence of such a facility the employees have to avail Earned Leave/Half Pay Leave for performing the ceremonies resulting in diminishing encashment of earned leave/half pay leave near retirement time. **The PRC 2014 observed that this demand is not justifiable. This Commission endorses the opinion of PRC 2014 keeping in view that there are several types of leaves available to the employees, which they can avail for such purposes.**

**12. Request for increased accumulation of Earned leave and encashment of earned leave up to 360 days at the time of retirement.**

**10.27** Many employees associations have requested for the enhancement of Earned Leave accumulation from the existing limit of 300 days to 360 days while continuing the restriction on encashment of Earned

Leave/Half Pay Leave to the existing limit of 300 days at the time of retirement. Accumulation of additional 60 days is sought in order to protect 300 days leave encashment at the time of retirement when the employees are required to take leave to attend to various social needs like marriage of children, funeral ceremony for parents etc.

**10.28** The Commission is of the view that Government employees can avail the facility of encashment of earned leave every year up to 15 days. Since employees are encashing the accumulated Earned Leave every year, there is no justification for extending the accumulation of Earned Leave beyond 300 days. **This Commission also endorses the view of PRC 2014.**

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## CHAPTER – XI

### Other Allowances

**11.01** The provision under FR.44 empowers the State Government to grant compensatory allowances to any Government servant under its control subject to the general rule that the amount of compensatory allowance is not, on the whole, a source of profit to the recipient. The same rule permits the State Government to make rules prescribing the amounts and the conditions under which the allowances may be drawn.

**11.02** Major allowances like DA, HRA, Addl. HRA and CCA which are meant to compensate the employee for price rise and for incurring additional costs due to the location of his place of work have been discussed in a separate chapter. We now deal with Other Allowances. The other allowances which are nearly 46 in number can broadly be classified into 6-7 groups. Allowances like Uniform allowance, Dhobi and Kit maintenance allowance related to certain requirements are associated with the need for distinguishing them from others based on the jobs they perform. Many Government servants are required to perform tours and are transferred from one work place to another. Travel and Daily allowances and transfer related allowances are meant to meet expenses on account of these requirements. Risk allowance is expected to partly compensate the employee for the inconvenience caused due to exposure to risk which does not affect him immediately but may harm him over a long period of exposure. Project allowance, Tribal allowance, Rural allowance etc., are location specific and meant to compensate the person for the hardship associated with stay in places where they are deprived of access to certain basic facilities. Leave Travel Concession, Concessional Bus Passes, Tuition fee reimbursement are in the nature of concessions extended to either all sections or sometimes to only a few sections of the employees. There are also a few allowances which are extended to certain sections of employees to persuade them to work in certain areas where their services are urgently required. There are certain allowances which are paid for restricting the Doctors from doing Private Practice as in the case of No Private Practicing Allowance (NPPA).

**11.03** Several requests have been received from various categories of personnel for sanctioning fresh allowances and also to increase the rates of existing allowances. The grant of a particular allowance to one category of employees lead to the demand from other categories to extend the same to them also. In the case of Risk allowance, several associations of employees put forth the demand that the duties of their members are risk prone and therefore Risk allowance has to be granted. There are requests from several

employees' Associations to grant Fixed Travelling Allowance/ Conveyance Allowance on the plea that they are not getting regular T.A. & D.A, due to budgetary constraints.

**11.04** The Commission has recommended increase in the existing rates of allowances wherever necessary, in the following paras. The Commission has excluded certain categories and included new categories in the lists of various types of allowances. The Commission did not find any merit in respect of claims by other categories of employees for extension of the allowances / sanctioning of new allowances made by several associations and if they are not specifically included they should be deemed to have been rejected.

## **1. TRAVELLING ALLOWANCE:**

**11.05** Travelling Allowance is an allowance given to Government employees to defray the expenditure incurred while on tour to perform official duties. Since the intention of the Government in permitting an employee to go on tour is to get official work done it is to be ensured that the employee is paid adequately to defray reasonable expenditure while he is away from the headquarters. The endeavor of the Government should be to see that an employee does not have to pay from his pocket while on such tours. With these views in mind, the Commission makes the following recommendations with regard to the revised rates of T.A. and related matters:

### **a) Grades of Employees**

**11.06** All the employees are grouped into three grades depending on the scale of pay in which they are drawing. The existing gradation is as follows:

1. Grade-I – Employees drawing pay in the scale of pay of **Rs.49,870-1,00,770** and above.
2. Grade-II – Employees drawing pay in the scale of pay of **Rs.28,940-78,910** and upto and inclusive of **Rs.46,060- 98,440**
3. Grade-III – Rest of the employees.

**11.07** The pay scales shown in the classification above are recommended to be changed as follows:

- 1. Grade-I – Employees drawing pay in the revised scale of pay of Rs.72,850-1,47,310 (corresponding to Rs.49,870-1,00,770) and above.**
  - 2. Grade-II– Employees drawing pay in the revised scale of pay of Rs.42,300-1,15,270 (corresponding to Rs. 28,940-78,910) and upto and inclusive of Rs.67,300-1,43,890 (Corresponding to Rs.46,060-98,440)**
  - 3. Grade-III – Rest of the employees.**
- b) Entitlement to travel by Air**

**11.08** According to the present rules all officers drawing pay in the scale of pay of Rs.34050-54360 and above and All India Service Officers are eligible to travel by air in connection with their official tours. All Heads of Departments if their scale of pay is less than the above scale and Deputy Secretaries to Govt. are also permitted to travel by air after obtaining prior permission of the Secretary to Govt. concerned. Similarly Heads of Departments may permit officers not below the rank of Deputy Directors to travel by air outside the State if the exigencies of work warrant such a relaxation.

**11.09** The Commission recommends that all the Officers having pay in the revised scale of Rs.96,890-1,58,380, (corresponding to Rs. 66,330-1,08,330) and above may be permitted to travel by air in connection with their official work. Existing provision for travel by air available to Officers of All India Services and all Heads of Department irrespective of their scale of pay is also recommended to be continued. Similarly, the Deputy Secretary to Government may be allowed to travel by air on official work with the prior permission of the Secretary to Government concerned. Similarly, Head of the Department may permit Officers not below the rank of Deputy Director to travel by air outside the state, if the exigencies of work warrant such a relaxation.

**11.10** There is no other Airport in Telangana State other than Hyderabad at present. As and when new Airports come up in the State of Telangana, travel by air within the state may be permitted by the concerned Secretary to Government/Head of the Department, when the exigencies of work so demand.

**11.11** The Commission recommends to continue the facility to travel in the business class to All India Service Officers who are in Level 14 and above of the Pay Matrix of 7<sup>th</sup> CPC and to the Officers of State

**Government getting corresponding scale of Rs.1,27,310-1,62,070 (87130-110850) in the revised pay scale, while other eligible officers are allowed to travel by Economy Class.**

**11.12** The existing provision of eligibility to travel in A.C. 1<sup>st</sup> class by train by such of the employees who are eligible to travel by air, may continue.

**c) Entitlement to travel by train**

**11.13** All the employees are grouped into the following two categories depending on their scale of pay of the post:

<b>Category</b>	<b>Existing eligibility</b>	<b>Revised eligibility</b>	<b>Remarks</b>
First class including A.C. Chair Car/ A.C. III tier/ A.C. II tier and Second class	The posts with the scale of pay of Rs.28940-78910 and above.	Employees drawing pay in the scale of pay of <b>Rs.42300-115270</b> and above.	Tatkal charges may be allowed, in exigency, on official duty and be certified by the controlling officer.
Second class	The posts with the scale of pay of Rs.26600-77030 and below	The employees drawing pay in the pay scale of <b>Rs.38890-112510</b> and below	

**11.14** Railways have introduced several types of express trains viz. Super Fast, Sampark Kranti, Rajadhani, Jana Sathabdi, Garib Rath, etc. Travel by these trains, except in the case of Garib Rath is costlier than the travel by ordinary express trains. It is, therefore, necessary to permit the employees to travel by those expresses also. The earlier Commissions had recommended to permit the employees to travel by all types of express trains in connection with their journeys on official tour/ transfer/ L.T.C. **This Commission endorses the same, subject to their eligibility and applicable rules.**

**d) Travel by A.C. buses of T.S.R.T.C.**

**11.15** When a Govt. employee performs a journey on official duty between places not connected by rail, but connected by bus service he/she is entitled for actual bus fare paid.

**11.16** According to rule 23 (1) of the T.A. rules, if an employee performs a journey by a regular public motor service between two places connected by rail, he is entitled to either the actual bus fare paid or the railway fare of the entitled class whichever is less. By virtue of this rule the employees are at liberty to perform journeys by air conditioned buses also since the claim has to be restricted to the actual railway fare of the entitled class.

**11.17** The employees' associations have made a fervent appeal to permit all the Govt. employees, who are eligible to travel by air/ A.C. I Class/ A.C. II Tier/ A.C. III Tier/ A.C. chair car, to travel by A.C. buses of T.S.R.T.C. also for their journeys between the places not connected by rail but connected by road. As of now, they cannot travel by A.C. Buses, though for train travel they are eligible for A.C. Class. Hence the request.

**11.18** The Commission is of the view that it is reasonable to allow the employees belonging to Grade-I and Grade-II of Annexure-I of T.A. rules, to travel by A.C. buses of T.S.R.T.C/ AC Buses run by private operators, while on tour.

**11.19** **The Commission, accordingly, recommends that the employees belonging to Grade-I and Grade-II of Annexure-I of T.A. rules may be permitted to travel by A.C. buses of T.S.R.T.C/ AC Buses run by private operators while on tour, irrespective of whether the place is connected by rail or not. Similarly, the employees belonging to Grade III may be permitted to travel by T.S.R.T.C/ Buses run by private operators except by A.C. Buses, between the places connected by train also and claim the actual Bus charges paid for.** It should also be made clear in the orders that the claims for journeys by hired taxis will not be entertained.

**e) Mileage Allowance**

**11.20** When a journey, between places not connected either by railway or by a regular public / private motor service, is performed, the employees are eligible for mileage allowance at the rates indicated below provided the place visited is situated outside a radius of 8 k.m. from headquarters or from one camp place to another camp place.

**11.21** **In view of the increased cost of transport, the Commission recommends the following revised rates of mileage allowance:**

Grade	Existing Rates	Revised rate recommended
Grade-I	Rs.7.00/- per K.M.	Rs.9.00/- per K.M.
Grade-II	Rs.6.00/- per K.M.	Rs.7.50/- per K.M.
Grade-III	Rs.5.00/- per K.M.	Rs.6.50/- per K.M.

**f) Officers eligible to use their own conveyances while on tour**

**11.22** As per rule 24 of Telangana Civil Services (T.A.) Rules 1996, the employees who are entitled to maintain and use motor car, motor cycle/ scooter as indicated in Annexure-IV of the rules, may perform the journeys, while on tour, in their own motor car, motor cycle/ scooter as the case may be between the places connected by train/ road provided that the distance travelled exceeds 8 K.M. As per Annexure - IV of the T.A. **The Commission recommends the following category of officers who are authorized to maintain their own conveyances is as shown below:**

Category	Officers	Nature of Conveyance
(1)	Officers who are drawing pay in the revised scale of Pay of <b>Rs.54,220-1,33,630</b> (Corresponding to Rs.37,100-91,450) and above	Motor Car
(2)	Officers who are drawing pay in the revised scale of Pay of <b>Rs.36,750-1,06,990</b> and above but below the Revised scale of Pay of <b>Rs.54,220-1,33,630</b> .	Motor Cycle/ Scooter

**g) Mileage Allowance for using own conveyances**

**11.23** The PRC 2014 suggested Mileage Allowance for using own conveyances, an increase of Rs.13/- per k.m. for Petrol driven vehicles and Rs.9/- per km in the case of diesel driven vehicles. As regards, motor cycle / scooter the increase suggested was from Rs.4/- per km to Rs.5/- per km.

**11.24** This Commission, keeping in view the increase in the price of petrol/diesel and the maintenance cost recommends the following revised rates for the vehicles mentioned below:

**Mileage Allowance**

<b>Vehicle Type</b>	<b>Existing Rates (PRC 2014)</b>	<b>Revised Rates</b>
Petrol Cars	13	16
Diesel Cars	9	14
Motor Cycle/ Scooter	5	6

**11.25** The officer using his own motor car should furnish a certificate whether he used Petrol driven car or Diesel driven car, along with the claim for mileage allowance.

**h) Daily Allowance**

The existing rates of Daily Allowance are as follows:

<b>Grade</b>	<b>D.A. for tours Within the State</b>	<b>D.A. for tours to any place Outside the State</b>
Grade-I	Rs.450/-	Rs.600/-
Grade-II	Rs.300/-	Rs.450/-
Grade-III	Rs.225/-	Rs.300/-

**11.26** Requests have been made to increase the Daily Allowance to meet the increase in cost of stay while on tour. The Commission acknowledges the need for upward revision of this allowance.

**11.27** Keeping in view the rise in prices, the Commission recommends the following rates of Daily Allowance:

**REVISED RATES OF DAILY ALLOWANCE**

<b>Grade</b>	<b>D.A. for tours Within the State</b>	<b>D.A. for tours to any place Outside the State</b>
Grade-I	Rs.600/-	Rs.800/-
Grade-II	Rs.400/-	Rs.600/-
Grade-III	Rs.300/-	Rs.400/-

**i) Reimbursement of Lodging Charges**

**A. For places with in the State and outside the State:**

**11.28** Government servants are normally expected to stay in Government accommodation while on tour wherever it is available. In case, the employees could not secure accommodation in Government Travellers

bungalows or Govt. Guest houses, they are eligible for the reimbursement of lodging charges in certain places. The Government servants visiting places within the State and outside the State on official duty are eligible for the reimbursement of lodging charges wherever Government accommodation is not available subject to the maximum limits indicated against each grade of employees:

Maximum amount of reimbursement of Lodging charges at various places:

<b>Grades</b>	<b>At Municipal Corporations either within the state or outside the state except those cities mentioned in columns (3) &amp; (4) (Rs.)</b>	<b>At Hyderabad/ Secunderabad (Rs.)</b>	<b>At Delhi, Mumbai, Chennai, Kolkota, Benguluru (Rs.)</b>
(1)	(2)	(3)	(4)
I	750	1000	1300
II	450	700	1000
III	300	450	700

**11.29** The Commission recommends that the lodging charges actually spent by them in all the Municipal Corporations either within the State or outside the state be reimbursed at the rates not exceeding the maximum amount indicated against each grade as shown below.

#### REVISED LODGING CHARGES RECOMMENDED

<b>Grades of employees</b>	<b>At Municipal Corporations either within the state or outside the state except those cities mentioned in columns (3) &amp; (4) (Rs.)</b>	<b>At Hyderabad/ Secunderabad (Rs.)</b>	<b>At Delhi, Mumbai, Chennai, Kolkota, Benguluru (Rs.)</b>
(1)	(2)	(3)	(4)
I	1200	1500	2000
II	800	1000	1500
III	600	800	1000

**11.30** The Commission endorses the following suggestion of PRC 2014:



*In case of visits to Delhi, if accommodation is not available in Telangana Bhavan arrangements may be made for booking outside accommodation through Telangana Bhavan to avoid possible wastage of money.*

**j) Conveyance charges within the State**

**11.31** At present, the employees working in twin cities are eligible for the payment of conveyance charges in connection with the journeys performed by them within the twin cities on official work. The employees are normally expected to perform journey by public conveyance i.e., T.S.R.T.C. buses. When a journey by public conveyance is not possible within the twin cities of Hyderabad and Secunderabad the employees are permitted to claim actual charges incurred at the rate of Rs.2.25/- per k.m. subject to the limit of Rs.40/- each way. Accordingly, orders were issued in G.O.Ms.No.78, Finance (HRM-IV) Department, dated: 14.05.2015.

**11.32** **In view of the increase in the cost of living the Commission recommends to increase the actual charges to Rs. 3.00/- k.m., subject to a maximum of Rs.60/- each way.**

**11.33** In the case of journeys by the Govt. employees to go to High Court and other Courts and also to the Govt. Pleaders' Offices the maximum amount permissible at present is Rs.75/- per each trip subject to a ceiling of 20 trips per month or to a maximum of Rs.1500/- per month. Accordingly orders were issued in G.O.Ms.No.78, Finance (HRM-IV) Department, dated:14.05.2015.

**11.34** **The Commission recommends to increase the maximum amount of Rs.75/- per each trip to Rs.100/- per each trip subject to ceiling of 20 trips per month.**

**k) Conveyance Charges outside the State**

- (a) Taxi/ Auto charges incurred by the Govt. employees while on tour to any place outside the State, from the arrival point to the place of stay and 'vice-versa' are reimbursable to them subject to production of actual vouchers or a certificate of payment (vide rule 40 (6) of T.A. rules).
- (b) The Govt. employees are also eligible to claim actual Taxi or Auto fare, subject to a maximum of Rs.600/- per day for visiting the offices of Govt. of India and Ministries or any other office,

situated at the places outside the State, while on tour. In such cases they need to furnish a certificate to the effect that Govt. vehicle was not provided to them.

**11.35** In view of the increase in the cost of transport, **the Commission recommends to increase the maximum ceiling of Rs.600/- referred to in sub para (b) above to Rs.800/- per day while retaining the provisions contained in rule 40 (6) of T.A. rules referred to in sub para (a) above.**

**l) Conveyance charges to the Court Masters and Personal Secretaries to the Hon'ble Judges of High Court.**

**11.36** As per the orders issued in G.O.Ms.No.78, Finance (HRM-IV) Dept., dt:14-05-2015. The Court Masters and Personal Secretaries to the Hon'ble Judges of High Court are allowed Conveyance charges at Rs.110/- per trip with an outer limit of Rs.4400/- p.m. when they visit the residences of Hon'ble Judges on official work.

**11.37** In view of an increase in Auto charges, **the Commission recommends to increase the conveyance charges to Rs.125/- per trip with an outer limit of Rs.5000/- p.m.**

**m) Charges for the transport of personal effects.**

**11.38** As per rule 58 of the T.A. rules the Govt. employees may transport their personal effects upto the following maximum limits consequent on transfer involving change of station.

<b>Grade of the Govt. employee</b>	<b>Maximum weight that can be transported</b>
Grade-I	5000 Kilograms
Grade-II	4000 Kilograms
Grade-III	3000 Kilograms

**11.39** The Commission recommends to continue the limits of maximum weight as shown above.

**11.40** Normally, the employees are expected to transport the personal effects by goods train. However, the employees are permitted to transport the personal effects by a public transport company or even by a private lorry in which case the actual cost of transport of personal effects has to be limited to the amount admissible had the personal effects been transported by goods train.

**11.41** Now, the railways are not booking the personal effects for being transported by goods train. Further, the railways are refusing to furnish information regarding the rate of charge for the transport of personal effects by goods train. Therefore, it is impossible for the authorities to restrict the actual cost of transport by private lorry to that of the goods train fare. **The Commission recommends to simplify this formula by proposing an increase in the rate of mileage from Rs.0.005 per kg/per k.m to Rs.0.008 per k.g/per k.m while retaining the maximum weight permissible at the same level, At the above rates the mileage allowance admissible would be as follows:**

<b>Grade</b>	<b>Maximum Weight permissible</b>	<b>Rate</b>
<b>I.</b>	<b>5000 Kgs.</b>	<b>@ Rs.0.008 per kg/per km, subject to a maximum of Rs.40/- per k.m.</b>
<b>II.</b>	<b>4000 Kgs.</b>	<b>@ Rs.0.008 per kg/per km, subject to a maximum of Rs.32/- per k.m.</b>
<b>III.</b>	<b>3000 Kgs.</b>	<b>@ Rs.0.008 per kg/per km, subject to a maximum of Rs.24/- per k.m.</b>

**11.42** This Commission recommends to allow the actual charges spent by the employee for the transport of personal effects subject to the maximum amount admissible at the above rates as per the Grade to which the employee belongs. These charges may be allowed irrespective of the mode of transport of personal effects between the two places either fully connected by rail, or fully not connected by rail but fully connected by road, or partly connected by rail and partly connected by road.

**n) Packing/ loading and unloading/ unpacking charges**

**11.43** In addition to the payment of charges towards the cost of transport of personal effects, Govt. employees are allowed actual charges towards packing/ loading and unloading/ unpacking of personal effects subject to a maximum limit.

**11.44 In view of the general increase in charges this Commission recommends the following revised rates of the packing/loading and unpacking/unloading charges against each grade.**

Grade	Transfer within the State				Transfer outside the State	
	Transfer within the Zone		Transfer outside the Zone			
	Existing Rs.	Revised Rs.	Existing Rs.	Revised Rs.	Existing Rs.	Revised Rs.
Grade-I	1000 (at each end)	1200 (at each end)	2000 (at each end)	2500 (at each end)	7000 [Rs.9000 for those in the existing scale of pay of Rs. 56870-10581& above]	9000 [Rs.12000 for those in the revised scale of pay of <b>Rs.83100-154690 &amp; above</b> ]
Grade-II	600 (at each end)	750 (at each end)	1200 (at each end)	1500 (at each end)	5500	7000
Grade-III	400 (at each end)	500 (at each end)	800 (at each end)	1000 (at each end)	4500	6000

**o) Disturbance Allowance or Lumpsum Grant on transfer**

**11.45** In the case of transfer of an employee from any place within the State to Delhi and any other place outside the State and also in the case of transfer from Delhi and places outside the State to any place within the State, the employees are eligible at present for the payment of this allowance at the following rates for each such transfer.

- (a) Grade-I : Rs.15000/-
- (b) Grade-II : Rs.12000/-
- (c) Grade-III: Rs.8000/-

**11.46** Taking into consideration the increase in prices, the Commission recommends the following revised amounts:

- (a) Grade-I : Rs.20000/-
- (b) Grade-II : Rs.15000/-
- (c) Grade-III : Rs.10000/-

**p) Applicability of T.A. Rules to the All India Service Officers serving the affairs of the State**

**11.47** As per notes (i) & (ii) under Annexure-I of Telangana Civil Service (Travelling Allowance) Rules, 1996, officers of All India Services drawing pay in Junior time scale of pay shall be treated as Grade-II officers while other All India Service officers shall be treated as Grade-I officers for purposes of regulation of D.A., reimbursement of lodging charges and mileage allowance. For purposes of Air travel all officers, including All India Services, drawing pay in the scale of pay for Rs.19675-30765 are eligible to travel by Air while on tour as per rule 33 of T.S.T.A. Rules read with G.O.Ms.No.46, Fin (T.A.) Dept. dt: 2-3-2007. For purposes of travel by train, no mention was made about All India Services officers in rule 27 of T.S.C.S. (T.A.) Rules, wherein it was stated that all Govt. servants drawing pay in Revised scale of pay of Rs.7770-18575 and above are entitled to travel by I-Class/ AC-II Tier/ A.C.-III Tier/ A.C. Chair Car.

**11.48** The pay and allowances and grant of leave and payment of leave salary, pensionary benefits to the All India Service Officers are being regulated in accordance with the rules of Govt. of India. Even in the case of grant of House Building Advance to All India Service officers, this Commission, elsewhere recommended that the All India Service officers may be allowed an option to choose the rules by which they would like to be governed i.e. either State Govt. rules or rules of Government of India, whichever is advantageous. Similarly, the Commission feels that the All India Service officers may be given an option to choose the rules by which they would like to be governed for purposes of regulating their Traveling Allowance on tour/ transfer/ L.T.C. Accordingly, **the Commission endorses that the All India Service officers serving the affairs of the State may be allowed an option to choose either the rules of Govt. of India or the State Government for regulating their tour T.A., Transfer T.A. and T.A. for L.T.C.**

**q) Fixed Traveling Allowance**

**11.49** Government have identified certain categories of posts which require regular touring, for a minimum period of 15/20 days in a month for sanction of Fixed Traveling Allowance. All those categories are listed in Annexure II of the Telangana C.S (T.A.) Rules, 1996.

The existing rates of Fixed Traveling Allowance are as follows:

Classi- fication	Details	Minimum number of days required to be toured in a month	Rates of Fixed Traveling Allowance to be allowed if the jurisdiction is		
			Within the Mandal (Rs.)	Within three Mandals but in one Revenue Division (Rs.)	Revenue Division (Rs.)
I	Officers on a revised pay scale upto and inclusive of Rs.17890- 53950	15 days	600	700	800
		20 days	800	900	1000
II	Officers on a revised pay scale of Rs.18400- 55410 and above	15 days	800	900	1000
		20 days	900	1000	1200

**11.50** Basing on the recommendations of PRC 2014, Government have issued orders vide G.O.Ms.No.73 Finance (HRM.IV) Department, dated:04.05.2015 including certain new categories for Fixed Travelling Allowance.

**11.51** Requests have been made by several associations that they may be sanctioned F.T.A. instead of regular T.A. & D.A. solely on the ground that due to budget constraint they are not able to get their T.A. bills approved.

**11.52** Fixed Traveling allowance is admissible only to such of the categories of posts which require regular touring for a minimum period in a month within the jurisdiction. It is not correct to extend the same to others to overcome budgetary restrictions. The earlier PRCs also observed that it is not desirable to extend F.T.A. to any more categories since it would ultimately result in loss of budgetary control on this item of expenditure. PRC 1999 further observed that it is not in the interests of employees themselves as some of them, depending on the exigencies of work may have to tour more extensively in some months. On such occasions Fixed Traveling Allowance will be less than the amount of T.A. & D.A. for which they are entitled to as per rules. PRC 2005 while endorsing the same view suggested to Govt. Departments to identify the categories who, in their view should be allowed Fixed Traveling Allowance in place of regular T.A. & D.A. and that such cases could be examined by the Govt. on merits.

**11.53** It appears that no exercise has been done in this direction by the Govt. Departments. The Commission, therefore, recommends that the Annexure-II to the T.S.C.S (T.A.) Rules, 1996 should be reviewed and suitable corrections be incorporated either adding new posts or deleting existing posts depending on the changed circumstances.

**11.54** Keeping in view the general increase in the cost of transport and other charges, the Commission recommends the revised rates of Fixed Travel Allowance as follows:

**REVISED RATES OF FIXED TRAVEL ALLOWANCE**

Classification	Details	Minimum number of days required to be toured in a month	Rates of Fixed Traveling Allowance to be allowed if the jurisdiction is	
			Within the Mandal (Rs.)	More than one mandal within a Revenue Division (Rs.)
<b>I</b>	<b>Officers on a revised pay scale upto and inclusive of Rs.26410-78820</b>	<b>15 days</b>	<b>1200</b>	<b>1500</b>
<b>II</b>	<b>Officers on a revised pay scale of Rs.27130-80960 and above</b>	<b>15 days</b>	<b>1500</b>	<b>2000</b>

**11.55** If the jurisdiction is more than Revenue division regular T.A., D.A. and mileage allowance as per rules has to be allowed.

**s) Leave Travel Concession**

**11.56 Existing scheme:** At present, the employees are eligible to avail leave travel concession once in a block of four consecutive calendar years, along with their family members. Out of the four years, this concession has to be availed to go to "Home Town" during the first block of two years. During the second block of two years the employees can avail this concession to visit any place within the State (including Home Town). During the availment of this concession, the journeys have to be performed by train if the places are connected by train. However, they may also perform the journey by T.S.R.T.C. buses between the two places connected by train, in which case, the claim is to be restricted to either the actual expenditure incurred or to the amount admissible had the journey been performed by train, whichever is less. In cases where the places are not connected by train but are connected by road only, the journeys have to be performed only by T.S.R.T.C. buses. The entitlement of class of travel/ different kinds of buses shall be in accordance with the entitlements in the case of journeys on official tour. If the journeys are performed by air, the claim shall be restricted to what is admissible had the journey been made by rail or bus as the case may be. Travel by private buses, taxis, etc. is prohibited. However, travel by Telangana State Tourism Development Corporation buses is allowed. In support of the

actual charges incurred by the employee, while availing the L.T.C., the used original Air/ Rail/ Bus tickets have to be enclosed to the T.A. claim.

**11.57** The term “Family” for this purpose shall be the same as admissible in connection with the transfer of the Govt. employee with the following exceptions.

- i. The parents of Gazetted Officers shall not be treated as family members.
- ii. The parents of Non - Gazetted Officers shall not be treated as dependents, if either of them is a pensioner (including family pensioner).
- iii. The children born on or after 1-4-1996, will not be treated as members of the family, if the number of children born prior to 1-4-1996 were two or more for whom the claim is made.

*Note: The parents of married female Non-Gazetted Govt. employees will be treated as members of family provided they are dependent on them.*

**11.58** Government employees are permitted to avail Leave Travel Concession in Block Period of 4 years to visit Home Town during the first block of two consecutive calendar years and may avail this concession to visit any place within the state during the second block. Government later permitted the employees to avail Leave Travel Concession to go to any place outside the State also but within the country, together with eligible family members during the second Block period of two years subject to the condition that their claim shall be restricted to the last point in that direction within the State. On the representation of the employees Government again issued orders vide G.O.Ms.No.76, Finance (HRM.IV)Dept., dt.13.05.2015 permitting all the Government employees to travel anywhere in India on LTC once in entire service during second part of the Block Period upto a maximum distance of 3500 K.Ms to& fro and subject to restricting the claim to Rs.18750/-.

**11.59** As per the existing rules if the journeys are performed by the employees by air, the claim has to be restricted to the amount admissible had the journey been made by train/ T.S.R.T.C. buses. **In cases where the employees are entitled to travel by air while on official tour, they, along with their family members, may be permitted to travel by air and claim the actual amount paid for the journey in L.T.C. also.**

**11.60** Several employees associations have requested the following:



- (i) Suggested to rename the LTC as Leave Travel Allowance/ Holiday Trip Allowance/ Entertainment Travel Allowance/ Leisure Trip Allowance.
- (ii) To pay lumpsum amount towards leave travel concession without producing expenditure receipts and also to permit to visit anywhere in India for every 4 years and to visit hometown for every 2 years.
- (iii) Requested for an amount of Rs.15000/-, Rs.10,000/- and Rs.5000/- as L.T.A. to Grade I/II/III employees.
- (iv) Fixed amount of Rs.50,000/- or 1 month basic pay whichever is more paid once in every 2 years to visit anywhere in India.

**11.61** The Commission has examined the above requests in detail. The request for change of nomenclature is not considered necessary, the same nomenclature Leave Travel Concession (LTC) as existing now will continue.

**11.62** With regard to the request of payment of lumpsum amount to the employees instead of the present scheme of LTC, the Commission is of the opinion that this request would amount to grant of one more allowance in the list of allowances that are given now. Secondly, the lumpsum payment may attract Income Tax and the purpose for which the amount is given will not be served. Therefore, this Commission is not inclined to recommend the payment of any lumpsum amount on this count.

**11.63** Further it is observed that the distance from Hyderabad to any district in the State of Telangana comes to a maximum of 300 kms while major part of the State is within 200 kms from Hyderabad. Therefore, majority of the employees are not availing LTC for Home Town/ anywhere in Telangana State.

**11.64** The Commission observes that considering the size of the State, the LTC scheme as on today is not very useful to the employees. In order to expose the employees and their children to the rich heritage, cultural diversity and traditions of the country and to promote national integration, the Commission recommends a new scheme as given below:

- a) In place of existing scheme of LTC (Anywhere in the State/ Hometown), there will be henceforth the LTC facility to visit any place in India once in the block period of four years, subject to a maximum of 4 times in the entire service period, without any limitations regarding distance and amount.
- b) With regard to settlement of LTC bills, travel eligibility, as per the existing rules, shall apply.

c) The existing provision of travel by Telangana State Tourism Development Corporation buses may be continued.

d) **"Family"** means:-

(i) the Government servant's wife or husband, as the case may be, and two surviving unmarried dependent children;

(ii) parents wholly dependent on the Government servant;

**Note:**

(i) Parents, either of whom is a service pensioner/ family pensioner, are not considered as dependents on the employee.

(ii) The dependent parents of both Gazetted and Non-gazetted employees are eligible for this facility.

**2. Concessional bus pass facility to the NGOs:**

**11.65** At present the employees drawing pay in the scale of Pay of Rs.28940-78910 (RPS 2015) and working in Twin Cities and other places are eligible for the facility of Concessional bus pass to travel in TSRTC city service. In this scheme, the employee will bear 1/3 of the cost of pass while the State will bear 2/3 of the cost. Some Associations represented to extend the same facility to the employees working in other places also where the TSRTC is running city services. There is a rapid growth in several urban areas leading to upgradation of the municipalities into Municipal Corporations and the employees may have to reside at a sufficiently distant places from their offices. **The Commission, therefore recommends to extend this facility to the employees working in the limits of all the Municipal Corporations in the State if the T.S.R.T.C. is running city services in those places.**

**11.66** Another request in this regard is to permit the employees to travel by Metro Expresses, A/c Buses & Hyderabad Metro Rail also. Already orders were issued permitting the employees to travel by Metro- expresses subject to the condition that the Government will bear only 2/3 of the cost of bus pass by the ordinary bus service while the remaining amount will be borne by the employee. **The Commission is in agreement with the request and accordingly recommends to accord permission to the employees to travel by A/C Buses and Hyderabad Metro Rail also subject to the condition that the share of Government should not exceed 2/3 cost of travel by ordinary buses and the remaining cost is borne by the individual. It is recommended that the Government may examine the possibility of issuing a combined pass to travel within the city with various modes of transport such as Metro Rail, MMTS, RTC Buses subject to the condition that the share of Government should not exceed**

**2/3 cost of travel by ordinary buses and the remaining cost is borne by the individual.**

**11.67** In order to encourage using public transport for city commuting the Commission recommends the city travel concession indicated above may be extended to both Gazetted and Non-Gazetted employees. Further this would also help contain pollution levels in the city besides helping conserve petroleum products for the Country.

**3. Reimbursement of Tuition Fees in respect of the Children of NGOs:**

**11.68** The employees associations have requested to enhance the amount of reimbursement of Tuition fees paid by the employees in respect of their children from the existing limit of Rs.1000/- p.a. to Rs.12000/- p.a. as applicable to the employees of Govt. of India.

**11.69** Government is investing about Rs.10,000 Crores in School Education. It is observed that large number of children belonging to Government employees and Teachers are not studying in Government schools under the pretext that the Government schools are not good. Government in the last couple of decades particularly after starting of Sarva Shiksha Abhiyan and Madhyamika Shiksha Abhiyan have invested substantial amounts of funds in infrastructure and other facilities in the Government schools. Therefore, Government should encourage employees' children to study in these schools who, in turn, would demand better quality of education from Government schools. It may not be out of place to mention here that after reforms were taken up in United Kingdom in Public schools by the Government in late 1980s there was a huge rush and demand for seats in the public schools. Recently the reforms brought in by the Delhi Government the quality of education in Government schools has improved a lot and there is heavy demand for admissions in Government schools. The Government of Telangana have also taken steps to start English medium in Government schools. A State like Telangana where literacy is lower than the national average, Government's policy should be to provide an enabling environment to make Government schools effective so that the considerable amount of money spent by even poor parents in sending children to private schools is avoided. There is a tendency in the society, today, among the middle classes and below to send their children to private schools paying exorbitant fee beyond their means. This has resulted in weakening the Government schools besides putting lot of stress on the financial condition of such people. In addition to this, the demand on Government Schools to provide quality education has also come down for want of participation by vocal sections of the society

who have largely migrated to private schools. Keeping this in view, the Commission is of the strong opinion that the Government should take steps and provide incentives for strengthening the education in the Government schools by encouraging employees to send their children to Government schools. It is, therefore, recommended that the encouragement for studying in Government schools should be, by providing for cost of stationery and other incidental expenses, as the tuition fees is already waived in the Government schools. The Commission recommends an incentive amount of Rs.2000/- p.a. per pupil subject to two children only be allowed to the employees who have admitted their children in Government Schools. This facility is recommended to be extended to all Government employees. This claim is permissible in respect of children studying in all the classes from L.K.G. upto and inclusive of the Intermediate/ 12<sup>th</sup> class. An admission certification should be produced by the employee for claiming this concession.

#### **4. Funeral Charges of deceased Govt. employees:**

**11.70** The Head of the office is permitted to sanction not more than Rs.10,000/- towards the expenditure on obsequies or transport of deceased Govt. employees, as per the orders issued in G.O.Ms.No.1669, G.A. Dept. dt:15-9-1965 as amended from time to time. The PRC 2014 has recommended an amount of Rs.20,000/- towards funeral charges of deceased Government employees.

**11.71** The employees' Associations have represented to enhance this amount upto Rs.50,000/- towards funeral charges.

**11.72** The Commission feels that there is a need for enhancement and therefore, recommends to increase the amount of funeral charges to Rs.30,000/-.

#### **5. Remuneration to the Drivers and Lift Operators for attending to the Official duties on holidays:**

**11.73** As per the orders issued in G.O.Ms.No.280, Finance (TA) Department, dated:15-10-2005 the Drivers of Government Vehicles are allowed a remuneration of Rs.50/- per day w.e.f.15-10-2005, if they perform official duties on a holiday and if a compensatory holiday could not be granted in lieu thereof.

**11.74** The lift operators of Secretariat / Legislature Departments who perform official duties on a holiday and who could not be granted a compensatory holiday in lieu thereof are allowed a remuneration of Rs.25/-

per day w.e.f.06.10.1994 as per G.O.Ms.No.347, Finance and Planning (F.W. TA) Department, w.e.f., dt.6-10-1994. This rate was not revised after words.

**11.75** The Roneo duplicating operators requested to allow the remuneration on par with drivers if they attend to the official duties on a holiday.

**11.76** The 2010 commission recommend that the Drivers of the Government Vehicles, Roneo duplicating operators of all the Government Departments and the Lift Operators of all the Government Departments who are paid salary in a regular scale of pay may be paid a remuneration at Rs.75/- per day. This remuneration would be payable if they are directed to perform official duties on a public holiday and if they could not be granted a compensatory holiday in lieu thereof. The certificate prescribed in G.O.Ms.No.313, Finance & Planning (FW-TA) Department, dt.27-09-1989 read with G.O.MS.No.219, Finance & Planning (FW-TA) Department, dt.27-05-1993 and G.O.Ms.No.347 Finance & Planning (FW.TA) Department, Dt. 06-10-1994 may be continued to be insisted to be furnished by the concerned controlling officers.

**11.77 The Commission recommends enhancement in the remuneration to the Drivers and Lift Operators for attending to official duties on holidays to Rs.150/- per day. Other conditions prescribed shall continue to apply in this case.**

## **6 Special Compensatory Allowance:**

**11.78** Based on the Government of India's order, the State Government, issued orders in the year 1971, renaming the then special pay admissible in unhealthy localities as "Bad Climate Allowance" and treated it as a Special Compensatory allowance. Since then orders were issued by different departments of Government sanctioning special allowances some of them are as follows:

- A. Finance Department have issued orders regarding the Bad Climate Allowance.
- B. (i) Revenue Department later issued orders for Payment of agency allowance where bad climate allowance was not payable  
(ii) Irrigation Department issued orders for payment of project/ construction allowance, rent free quarters on Addl. H.R.A. in lieu thereof; which is paid because of difficult living and working conditions faced by employees working in projects.

(iii) Social Welfare Department also issued orders for payment of Special Compensatory Allowance, enhanced Addl.HRA in lieu of Rent free quarters in Class-I & Class-II Agency tracts for employees working in Scheduled areas.

**11.79** With a view to have a comprehensive approach on Special Compensatory Allowance the Government constituted a High Power Committee with Sri K.V.Natarajan, I.A.S, as chairman & six other members in G.O.Rt.No.1224, Finance & Planning (FW-TA) Dept., dt.15-5-1990.

**11.80** The High Power Committee recommended payment of Special Compensatory Allowance for the employees working in scheduled areas. Based on that report orders were issued by Government in G.O.Ms.No.298, Fin. & Plg. (F.W.T.A) Dept., dt.28-12-1991, and in G.O.Ms.No.9, Fin. & Plg. (F.W.T.A.) Dept., dt.17-01-1992 for the payment of Special Compensatory Allowance at slab rates with reference to the basic pay in RPS, 1986 for employees working in the scheduled areas. In G.O.Ms.No.228, Fin. & Plg. (FW-TA) Dept., dt.29-05-1993, and in G.O.Ms.No.153, Fin. & Plg. (FW-TA) Dept., dt.10-09-1999 orders were issued continuing the said allowance duly modifying the basic pay slabs in the respective pay revisions. This issue was not examined by any of the PRCs from 1993 to 2005.

**11.81** Government in G.O.Rt.No.1648, G.A.(Spl.A) Dept., dt.24-03-2006, referred the issue of review of the Special Compensatory Allowance to the One Man Commission 2006. Based on the recommendations of One Man Commission 2006, Government issued orders in G.O.Ms.No.6, Fin. (TA) Dept. dt.12-01-2007, sanctioning the Special Compensatory Allowance at Slab rates on the basic pay in RPS 2005 as shown below:

<b>Basic Pay range in the Revised Pay Scales</b>	<b>Rate of Special Compensatory Allowance admissible in Non-Mandals</b>	<b>Rate of Special Compensatory Allowance admissible in Mandals</b>	<b>Rate of Special Compensatory Allowance admissible in Hills/Hill tops</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
Upto Rs.6040/-	Rs.300/- p.m.	Rs.375/- p.m.	Rs.450/- p.m.
Rs.6041/- and above upto Rs.7770/-	Rs.375/- p.m.	Rs.450/- p.m.	Rs.525/- p.m.
Rs.7771/- and above upto Rs.9775/-	Rs.450/- p.m.	Rs.550/- p.m.	Rs.600/- p.m.
Rs.9776/- and above upto Rs.12070/-	Rs.550/- p.m.	Rs.600/- p.m.	Rs.675/- p.m.

Rs.12071/- and above upto Rs.16450/-	Rs.600/- p.m.	Rs.650/- p.m.	Rs.750/- p.m.
Rs.16451/- and above	Rs.650/- p.m.	Rs.700/- p.m.	Rs.825/- p.m.

**11.82** The List of Villages/ Hamlets in Scheduled areas located in Non-Mandals, Mandal Head Quarters and Hills / Hill tops are detailed in Annexure I, II & III respectively of G.O.Ms.No.6., Fin. (TA) Dept., dt:12-01-07. In G.O.Ms.No.295, Fin. (TA) Dept., dt.4-10-2008, orders were issued extending the Special Compensatory Allowance to the applicants working in the agency areas mentioned in several O.As detailed in para 5 of G.O.295. Neither the names of villages/Hamlets nor the names of applicants to whom it is extended was indicated in the Government Order. Again in G.O.Ms.No.163, Fin. (TA) Department, dt.4-6-2009 Special Compensatory Allowance was extended to the applicants and one W.P. filed in the High Court. In this Government Order also the names of villages/ Hamlets and the names of the petitioners in the O.As. / W.P. were not specified.

**11.83** The PRC 2015 recommended a modest increase in the rates of Special Compensatory Allowance as mentioned below:

Basic Pay range in the Revised Pay Scales, 2014	Rate of Special Compensatory Allowance admissible in Non-Mandals	Rate of Special Compensatory Allowance admissible in Mandals	Rate of Special Compensatory Allowance admissible in Hills/ Hill tops.
	(Rs) per month	(Rs) per month	(Rs) per month
1	2	3	4
Upto Rs.20050/-	Rs.500/- p.m.	Rs.600/- p.m.	Rs.725/- p.m.
Rs.20051/- and above upto Rs.26600/-	Rs.600/- p.m.	Rs.725/- p.m.	Rs.825/- p.m.
Rs. 26601/- and above upto Rs. 34210/-	Rs.725/- p.m.	Rs.875/- p.m.	Rs.950/- p.m.
Rs.34211/- and above upto Rs.41380 /-	Rs.875/- p.m.	Rs.950/- p.m.	Rs.1075/- p.m.
Rs.41381/- and above upto Rs. 55410/-	Rs.950/- p.m.	Rs.975/- p.m.	Rs.1125/- p.m.
Rs.55411/- and above	Rs.975/- p.m.	Rs.1100/- p.m.	Rs.1275/- p.m.

**11.84** As per the above recommendations the PRC 2014 Government have issued orders vide G.O.Ms.No.89, Finance (HRM.IV) Department, dt:12.06.2015.

**11.85** Requests have been made to this commission to recommend Special Compensatory Allowance as a percentage of basic pay instead of slab rates. The Commission opines that it is desirable to continue to pay the Special Compensatory Allowance on slab rates only and accordingly recommends the following increase in the rates of Special Compensatory Allowance. The Commission has, unlike in the past, allowed higher rate of Special Compensatory Allowance in Non-Mandals vis-a-vis Mandals. This Commission re-iterates the same at the revised rates given below be applicable to all the employees working in all the above three categories of places in the Scheduled areas as already stated in the G.O.Ms.No.89, Finance (HRM.IV) Department, dt:12.06.2015.

**Recommended revised rates of Special Compensatory Allowance as mentioned below:**

**(Amount in Rupees per month)**

<b>Basic Pay range in the Revised Pay Scales 2018</b>	<b>Rate of Special Compensatory Allowance admissible in villages other than Mandal Headquarters</b>	<b>Rate of Special Compensatory Allowance admissible in Mandal Headquarters</b>	<b>Rate of Special Compensatory Allowance admissible in Hills/ Hill tops.</b>
<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>
<b>Upto Rs.29380/-</b>	650	780	950
<b>Rs.29381/- and above upto Rs.38890/-</b>	780	950	1080
<b>Rs. 38891/- and above upto Rs. 49920/-</b>	950	1150	1250
<b>Rs.49921/- and above upto Rs. 60480 /-</b>	1150	1250	1400
<b>Rs.61481/- and above upto Rs.80960/-</b>	1250	1280	1480
<b>Rs.80961/- and above</b>	1280	1430	1660

**7. Uniform Allowance and Uniform Maintenance Allowance:**

**11.86** The recommendation of PRC 2010 with regard to the payment of Uniform Allowance to eligible categories in the month of April every year in lumpsum is endorsed.

**11.87** Taking into account the existing rates of allowance and the approximate cost of the uniform including equipment to go with the Uniform the following rates of Uniform Allowance are recommended.



Sl. No.		RPS 2010	RPS 2015	Recommended
1.	(a) For employees belonging to uniformed services, (viz.) Police, (except Grey hounds, S.I.B. Personnel, C.I.D., & Dist. Spl. Branches)	Rs.2000/- p.a.	Rs.3500/- p.a. subsequently revised as Rs.7500/- p.a. vide G.O.Ms.No.12, Finance (HRM-IV) Department dt:20-02-2018	Rs.7500/- p.a.
	(b) Forest, Fire & Emergency Services	Rs.2000/- p.a.	Rs.3500/- p.a.	Rs.6000/- p.a.
	(c) Prohibition & Excise, Prisons & correctional services Transport, Legal metrology, Ports departments and the employees belonging to Municipalities.	Rs.2000/- p.a.	Rs.3500/- p.a.	Rs.5000/- p.a.
	(d) For the Operational Staff in "Grey Hounds" and S.I.B. Units of Police Department, Counter Intelligence Cell, OCTOPUS	Rs.5000/- p.a.	Rs.7500/- p.a.,	Rs.12500/- p.a.
	(e) For the Staff in C.I.D. and Dist. Special Branches covered by G.O.(P)No.511, Fin (TA) Dept., dt.11-06-04.	Rs.300/- p.a.	Rs.500/- p.a.,	Rs.1000/- p.a.
2.	For the Nursing personnel working in all the Medical Departments, i.e. Medical Education, Health, Family Welfare, Institute of Preventive Medicine, Insurance Medical Services & Ayush Departments.	Rs.1,500/- p.a.	Rs.2,500/- p.a.,	Rs.5000/- p.a.
3.	For the employees of High Court of Telangana and other courts for whom wearing of black coat is compulsory as per	Rs.1000/- p.a.	---	Rs.4000/- p.a.

	the orders of the High Court			
4.	For the staff who have to wear Apron compulsorily in Laboratories/ Dispensaries/ Hospitals etc.,	Rs.500/- p.a.	Rs.850/- p.a.,	Rs.1200/- p.a.
5.	For the teaching faculty of College of Nursing	Nil	Rs.2,500/- p.a.	Rs.4000/- p.a.
6.	Uniformed staff of ACB			Rs.7500/- p.a.

**11.88** In respect of Sl. Nos. 1, 2 and 3 the categories of posts for which Uniform Allowance is to be paid is given at Annexure-I. In respect of the staff working in the Laboratories / Dispensaries / Hospitals etc., covered by Sl.No.4 the categories of posts for which this allowance is payable may be notified by the respective administrative departments of Government in consultation with Finance Department.

**11.89** **The Head of Greyhounds has represented the Commission that they are finding it difficult to provide special kind of shoes to meet the operational needs of their uniformed staff. The Commission recommends that the Government may supply these special kind of shoes as per the specifications and operational requirements of the Greyhounds wing, in addition to the uniform allowance provided above.**

**11.90** In respect of the staff belonging to Protocol Department and Raj Bhavan, for whom separate dresses are prescribed, the existing procedure of supplying the uniform is recommended to be continued for Officers and other employees. Similarly, in the case of staff belonging to Telangana Bhavan, New Delhi, for whom separate dresses are prescribed for summer season and winter season, the existing procedure of supply of dress to the class IV employees is recommended to be continued. It is reported that in respect of other staff summer/winter Uniform Allowance is being paid as shown below as per G.O.Ms.No.410, G.A.(GH.I) Dept.,dt.12-10-2001.

- a. Summer Uniform Allowance at Rs.1500/- per head per annum.
- b. Winter Uniform Allowance at Rs.2000/- per head per annum.

**11.91** **In view of the increase in the cost of cloth and stitching charges, the Commission recommends the following rates:**

- a. Summer Uniform Allowance at Rs.2000/- per head per annum.
- b. Winter Uniform Allowance at Rs.3000/- per head per annum.

**11.92** The Commission also recommends to pay this allowance along with the salary for the month of March which is paid in April every year.

### **Uniform Maintenance Allowance**

**11.93** The Commission endorses the recommendation of PRC 2015 that those who are eligible for Uniform allowance should automatically be eligible for Uniform Maintenance Allowance. Keeping in view the increase in the costs of maintenance **the Commission recommends enhancement in the payment of Uniform Maintenance Allowance from Rs.150/- p.m., to Rs. 200/- p.m., to all the categories who have to wear Uniforms as specified in items (A) (B) & (C) of Annexure-I and from Rs.75/- to Rs.100/- p.m., for all other categories who have to wear only Aprons / Coats etc. (vide item (D) of Annexure-I and Staff of Laboratories / Dispensaries / Hospitals etc.)** This Uniform Maintenance Allowance is payable only to such of the categories to whom uniform allowance is admissible or those exceptional cases as in the case of Raj Bhavan, Telangana Bhavan at New Delhi, Protocol Department, etc., where Uniform is supplied.

## ANNEXURE I

### List of Posts for which Uniform Allowance is Admissible

#### (A) Uniformed Services

- (i) Police Department. (other than “Grey Hounds” & “S.I.B”).
  - (a) Superintendent of Police (Non Cadre) and equivalent ranks.
  - (b) Additional Superintendent of Police (Non Cadre) and equivalent ranks.
  - (c) Deputy Superintendent of Police and equivalent ranks
  - (d) Inspector of Police and equivalent ranks
  - (e) Sub-Inspector of Police and equivalent ranks
  - (f) Assistant Sub Inspector of Police and equivalent ranks
  - (g) Head Constable and equivalent ranks
  - (h) Police Constable and equivalent ranks
  - (i) **“Grey Hounds” Unit of Police Department**
    - a. Group Commander
    - b. Squadron Commander
    - c. Assault Commander D.S.P. (Communications)
    - d. Dy. Assault Commander/ Inspectors (Communications)
    - e. Asst. Assault Commander/ S.I &ASI (Communications)
    - f. Sr. Commandos, H.C (communications)H.C. (Dog Squad)
    - g. Jr. Commandos, P.C/F.E. (communications) Dog Boys, P.C.(Dog Squad)
  - (j) S.I.B. Personnel
  - (k) Staff in C.I.D. and District Special Branches
- (ii) Prisons & Correctional Services Department:
  - (a) Additional Inspector General.
  - (b) Deputy Inspector General.
  - (c) Superintendent of Jail and equivalent ranks.
  - (d) Deputy Superintendent of Jail and equivalent ranks.
  - (e) Jailors and equivalent ranks.
  - (f) Deputy Jailors and equivalent ranks.
  - (g) Assistant Superintendent Borstal School
  - (h) Assistant Matron
  - (i) Chief Head Warder
  - (j) Head Warder
  - (k) Warder

- (iii) Prohibition & Excise Department
  - (a) Deputy Commissioner
  - (b) Assistant Commissioner
  - (c) Prohibition and Excise Superintendent
  - (d) Assistant Excise Superintendent
  - (e) Prohibition and Excise Inspector
  - (f) Prohibition and Excise Sub. Inspector
  - (g) Excise Head Constable
  - (h) Excise Constable
  - (i) Tree Markers
  - (j) Drivers
  
- (iv) Forest Department:
  - (a) Forest Range Officer
  - (b) Deputy Range Officer
  - (c) Forest Section Officer
  - (d) Forest Beat Officer
  - (e) Assistant Beat Officer
  - (f) Keeper (lion) / Head Animal Keeper
  - (g) Animal Keeper / Mahavat
  - (h) Zoo Sergeant
  - (i) Watchman
  - (j) Gate Keeper
  
- (v) Transport Department:
  - (a) Deputy Transport Commissioner
  - (b) Regional Transport Officer / Secretary to R.T.A.
  - (c) Motor Vehicles Inspector
  - (d) Assistant Motor Vehicles Inspector
  - (e) Transport Head Constable
  - (f) Transport Constable
  
- (vi) Legal Metrology Department
  - (a) Senior Inspector
  - (b) Inspector
  - (c) Maistry
  - (d) Manual Assistants
  
- (vii) Fire & Emergency Services Department
  - (a) Director

- (b) Additional Director
- (c) Regional Fire Officer
- (d) Divisional Fire Officer
- (e) Assistant Divisional Fire Officer
- (f) Station Fire Officer
- (g) Leading Fireman
- (h) Firemen and equivalent ranks
- (i) Driver Operator

**(B) Staff of Municipalities**

- (a) Sanitary Inspector
- (b) Maternity Assistants
- (c) Health Visitor / Health Assistant
- (d) Sanitary Maistries

**(C) Nursing Personnel**

- (a) Nursing Superintendents
- (b) Head Nurses
- (c) Staff Nurses
- (d) Auxiliary Nurse Midwives/ Maternity Assistants
- (e) Ayas
- (f) Sister Nurse
- (g) Health Visitor
- (h) MNO/FNO

**(D) Staff of High Court of Telangana**

- (a) Court Master
- (b) Court Officer
- (c) Section Officer
- (d) Scrutiny Officer
- (e) Accounts Officer
- (f) P.S to Hon'ble Judges
- (g) P.S. to Registrar
- (h) Driver of the Vehicles of Hon'ble Judges & Registrars
- (i) Office Subordinate (Attender) attached to the Hon'ble Judges & Registrars.

## ANNEXURE II

### Recommended Rates of Kit Maintenance / Dhobi Allowance

Sl. No	Department/ Category	Existing Amount (Rs.)	Recommended Amount (Rs.)
<b>1.</b>	<b>FIRE AND EMERGENCY SERVICES DEPARTMENT</b>		
<b>(i)</b>	(a) Director (Departmental Officer) (b) Regional Fire Officer (c) Deputy Director of Fire Services (d) Divisional Fire Officer (e) Asst. Divisional Officer	150/- p.m.	200/- p.m.
<b>(ii)</b>	(a) Station Fire Officer (b) Engine Fire Officer	150/- p.m.	200/- p.m.
<b>(iii)</b>	(a) Leading Fireman (b) Firemen and other equivalent ranks in Fire Service Department who are required to be in Uniform.	75/- p.m.	100/- p.m.
<b>2.</b>	<b>FOREST DEPARTMENT</b>		
	(i) Forest Guards, Foresters, Beat Officer & Asst. Beat Officer	75/- p.m.	100/- p.m.
	(ii) Forest Range Officer	75/- p.m.	100/- p.m.
	(iii) Deputy Range Officer	75/- p.m.	100/- p.m.
	(iv) Forester	75/- p.m.	100/- p.m.
	(v) Animal Keeper	75/- p.m.	100/- p.m.
	(vi) Watchman	75/- p.m.	100/- p.m.
	(vii) Zoo Sergeant	75/- p.m.	100/- p.m.
	(viii) Gate Keeper	75/- p.m.	100/- p.m.
<b>3.</b>	<b>HIGH COURT OF TELANGANA</b>		
	(i) Court Masters	75/- p.m.	100/- p.m.
	(ii) Court Officers	75/- p.m.	100/- p.m.
	(iii) Personal Secretaries to Hon'ble Judges	75/- p.m.	100/- p.m.
	(iv) Section Officers	75/- p.m.	100/- p.m.
	(v) Driver	75/- p.m.	100/- p.m.
	(vi) Attender	75/- p.m.	100/- p.m.

<b>(a)MEDICAL AND HEALTH DEPARTMENT</b>			
	(i) Auxiliary Nurse Midwives and Health Visitors	75/- p.m.	100/- p.m.
<b>Sl. No</b>	<b>Department/ Category</b>	<b>Existing Amount (Rs.)</b>	<b>Recommended Amount (Rs.)</b>
	(ii) Medical employees who are in receipt of Kit Maintenance/ Dhobi Allowance	75/- p.m.	100/- p.m.
	(iii) Nursing Personnel including Pupil Nurses	150/- p.m.	200/- p.m.
<b>(b) INDIAN MEDICINE AND HOMEOPATHY (AYUSH) DEPARTMENT</b>			
	(i) Staff Nurses of Indian Medicine and Homeopathy Department	75/- p.m.	200/- p.m.
	(ii) Nursing Orderly	150/- p.m.	200/- p.m.
<b>(c) INSTITUTE OF PREVENTIVE MEDICINE, P.H. LABS, AND FOOD (HEALTH) ADMINISTRATION DEPARTMENT</b>			
	(i) Junior Analyst	75/- p.m.	100/- p.m.
	(ii) Lab Technician Grade-I	75/- p.m.	100/- p.m.
	(iii) Lab Technician Grade-II	75/- p.m.	100/- p.m.
	(iv) Sr. Technician Assistant	75/- p.m.	100/- p.m.
	(v) Sample Custodian	75/- p.m.	100/- p.m.
	(vi) Chemist	75/- p.m.	100/- p.m.
	(vii) Asst. Bio-Chemist	75/- p.m.	100/- p.m.
	(viii) Research Chemist	75/- p.m.	100/- p.m.
	(ix) Chemical Assistant	75/- p.m.	100/- p.m.
	(x) Lab Attendant	75/- p.m.	100/- p.m.
	(xi) Roneo Operator	75/- p.m.	100/- p.m.
	(xii) Office Attender	75/- p.m.	100/- p.m.
	(xiii) Kamatias including Labour, Kamati Sealer	--	100/- p.m.
	(xiv) Sweeper	75/- p.m.	100/- p.m.
	(xv) Head Nurse	75/- p.m.	100/- p.m.
	(xvi) Thoti	75/- p.m.	100/- p.m.
	(xvii) Staff Nurse	--	100/- p.m.
	(xviii) Chowkidar	75/- p.m.	100/- p.m.



	(xix) Male Nursing Orderly	75/- p.m.	100/- p.m.
	(xx) Sanitary Worker (Scavenger)	75/- p.m.	100/- p.m.
	(xxi) Photographer-cum-Typist	75/- p.m.	100/- p.m.
	(xxii) Jr. Boiler Attendant	75/- p.m.	100/- p.m.
	(xxiii) Dhobi	75/- p.m.	100/- p.m.
	(xxiv) Barber	75/- p.m.	100/- p.m.
	(xxv) Animal Attender	75/- p.m.	100/- p.m.
<b>Sl. No</b>	<b>Department/ Category</b>	<b>Existing Amount (Rs.)</b>	<b>Recommended Amount (Rs.)</b>
	(xxvi) Vaccinator	75/- p.m.	100/- p.m.
	(xxvii) Sr. Boiler Attendant	75/- p.m.	100/- p.m.
	(xxviii) Boiler Mechanic	75/- p.m.	100/- p.m.
	(xxix) Asst. Sergeant	75/- p.m.	100/- p.m.
	(xxx) Sergeant	75/- p.m.	100/- p.m.
	(xxxi) Animal Caretaker	75/- p.m.	100/- p.m.
	(xxxii) Tailor	75/- p.m.	100/- p.m.
	(xxxiii) Sealer	75/- p.m.	100/- p.m.
	(xxxiv) Packer	75/- p.m.	100/- p.m.
	(xxxv) Driver	75/- p.m.	100/- p.m.
	(xxxvi) Cleaner	75/- p.m.	100/- p.m.
	(xxxvii) Sample Taker	75/- p.m.	100/- p.m.
	(xxxviii) Calf Watchman	75/- p.m.	100/- p.m.
	(xxxix) Mali	75/- p.m.	100/- p.m.
	(xxxx) Pharmacist	75/- p.m.	100/- p.m.
	(xxxxi) Mechanic	75/- p.m.	100/- p.m.
	(xxxxii) Electrician	75/- p.m.	100/- p.m.
	(xxxxiii) Helper	75/- p.m.	100/- p.m.
	(xxxxiv) Carpenter	75/- p.m.	100/- p.m.
	(xxxxv) Sr. Mechanic	75/- p.m.	100/- p.m.
	(xxxxvi) Mechanic Grade-I	75/- p.m.	100/- p.m.
	(xxxxvii) Mechanical Supervisor	75/- p.m.	100/- p.m.
<b>d) INSURANCE MEDICAL SERVICES DEPARTMENT</b>			
	Nursing Personnel	75/- p.m.	100/- p.m.
4.	<b>(a) POLICE DEPARTMENT</b>		
	(i) Telangana State Police Service Officers including Director,		250/- p.m.

	Police Communications, Superintendent of Police Communications, Deputy Superintendent of Police Communications, Police Transport Officer and other Officers in the Police Transport Organization equivalent to the category of Deputy Superintendent of Police.	200/- p.m.	
<b>Sl. No</b>	<b>Department/ Category</b>	<b>Existing Amount (Rs.)</b>	<b>Recommended Amount (Rs.)</b>
	(ii) Inspector of Police, Sub-Inspector of Police, Reserve Inspectors, Asst. Reserve Inspectors and equivalent ranks in the Police Department	150/- p.m.	200/- p.m.
	(iii) Head Constables and Police Constables and equivalent ranks in all the Branches of the Police Department who are required to be in Uniform	150/- p.m.	200/- p.m.
<b>(b) ANTI-CORRUPTION BUREAU</b>			
	(i) Deputy Superintendent of Police	150/- p.m.	200/- p.m.
	(ii) Inspector/ Sub-Inspector	100/- p.m.	150/- p.m.
	(iii) Head Constable/ Police Constable	75/- p.m.	100/- p.m.
<b>5</b>	<b>PRISONS DEPARTMENT</b>		
	(i) Additional Inspector General	100/- p.m.	200/- p.m.
	(ii) Deputy Inspector General	100/- p.m.	200/- p.m.
	(iii) Deputy Superintendent and other Executive categories of equivalent Rank who are required to be in uniform.	100/- p.m.	200/- p.m.
	(iv) Superintendent, Central Prison	100/- p.m.	200/- p.m.
	(v) Deputy Jailors and Jailors	--	150/- p.m.
	(vi) Asst. Matron/ Chief Drill Instructor/ Chief Law Instructor/ Asst. Law Instructor/ Asst. Superintendent of Borstal	75/- p.m.	100/- p.m.

	School, Case worker, Asst Chief Drill Instructor		
	(vi) Chief Head Warder/	150/- p.m.	200/- p.m.
	(vii) Head Warder	150/- p.m.	200/- p.m.
	(vi) Warder	150/- p.m.	200/- p.m.
6.	<b>TRANSPORT DEPARTMENT</b>		
	(i) Motor Vehicle Inspectors	150/- p.m.	200/- p.m.
	(ii) Asst. Motor Vehicle Inspectors	150/- p.m.	200/- p.m.
	(iii) R.T.O./ Secretary to R.T.A.	150/- p.m.	200/- p.m.
7.	<b>WEIGHTS AND MEASURES DEPARTMENT</b>		
	Maistries and Manual Assistants	75/- p.m.	100/- p.m.

## 8. Stitching charges for the Uniform:

**11.94** Government have enhanced the stitching charges for the categories included in the Telangana Last Grade Services/ Telangana State General Sub-ordinate Services and Work charged employees who have compulsorily to wear uniform as per rules in vogue. Keeping in view the general increase in the costs, **the Commission recommends the enhancement in the stitching charges from Rs.300/- to Rs.600/- per pair/ per annum in respect of male employees and from Rs.100/- to Rs.300/- per blouse/ per annum in respect of women employees.**

## 9. Risk Allowance:

**11.95** Risk Allowance is sanctioned by the Government to certain categories of employees belonging to Medical, Animal Husbandry, Police, Fire Services, Ground Water, Mines and Geology and Printing departments including Telangana Text Book Press. This allowance is sanctioned mainly on the ground that the health of the employee will be affected due to attending to the care of patients suffering from contagious diseases, due to continuous exposure to hazardous chemicals and also due to radiation which is common in Medical & Animal Husbandry Departments. In the case of exposure to hazardous chemicals which is used in Printing activity there is scope for deterioration of the health of the employees.

**11.96** In the case of employees belonging to Police and Fire Service Departments, nature of their duties is such that there is always an unforeseen risk about it. In these cases the risk is not gradual but it is sudden. Employees who are attending to Drilling operations in Ground Water and other Engineering Departments also face similar risk.

**11.97** There were several requests from various associations of the employees to grant risk allowance stating that their duties are risk prone. At the time of entering into service itself the employees know very well that the duties attached to those posts are prone to risk. Therefore, risk to life is not a new phenomenon which the employee would know only after joining the service. Keeping in view the qualifications and nature of duties the scales of pay of such risk prone posts are fixed by the Government.

**11.98** With a view to reviewing the Risk Allowance now admissible, the respective Heads of Departments were requested to furnish the nature of duties of the posts involving risk. **Taking into account the views of the Heads of Departments and the nature of duties being performed by the employees a revised list of categories of posts in various departments that are eligible for sanction of risk allowance has been worked out and is appended duly deleting certain posts and adding certain new categories. The revised rates of risk allowance are also mentioned against each category.**

## ANNEXURE

Sl. No.	Department & Category	Existing	Recommended	Remarks
		Amount Rs.	Amount Rs.	
<b>ANIMAL HUSBANDRY DEPARTMENT</b>				
1.	Dy. Director (Posted in Super Specialty Veterinary Hospital & Veterinary Poly Clinic, Veterinary Biological Research Institute and Frozen Semen collection centre)	350/- p.m.	450/- p.m.	
2.	Asst. Director (Posted in the Super Specialty Veterinary Hospital, Veterinary Poly Clinic, Veterinary Hospital, Frozen Semen Bull Station, Centralized Semen Collection Center, Veterinary Biological Research Institute and Animal Disease Diagnostic Laboratory)	350/- p.m.	450/- p.m.	
3.	Veterinary Asst. Surgeon (Posted in the Super Specialty Veterinary Hospital , Veterinary Poly Clinic, Veterinary Dispensary, Frozen Semen Bull Station, Centralized Semen Collection Center, Veterinary Biological Research Institute and Animal Disease Diagnostic Laboratory)	300/- p.m.	400/- p.m.	
4.	Veterinary Livestock Officers (Posted in the Super Specialty Veterinary Hospital , Veterinary Poly Clinic, Veterinary Dispensary, Frozen Semen Bull Station, Centralized Semen Collection Center, Veterinary Biological Research Institute and Animal Disease Diagnostic Laboratory)	200/- p.m.	300/- p.m.	
5.	Junior Veterinary Officer, (Posted in Rural Live Stock Units and Veterinary Biological Research Institute)	150/- p.m.	200/- p.m.	
6.	Radiographers working in all Veterinary Hospitals in the State.	175/- p.m.	225/- p.m.	
7.	Veterinary Assistants (Posted in Rural Live Stock Units, Super Specialty Veterinary Hospital , Veterinary Poly Clinic, Veterinary Hospital , Veterinary Dispensary, Veterinary Biological Research Institute, Frozen Semen Bull Station and Centralized Semen Collection Center)	125/- p.m.	175/- p.m.	

8.	Live Stock Assistant (Posted in Rural Live Stock Units, Veterinary Poly Clinic, Super Specialty Veterinary Hospital and Veterinary Biological Research Institute)	125/- p.m.	175/- p.m.	
9.	Lab Attender / Lab Assistant (Posted in the Super Specialty Veterinary Hospital , Veterinary Poly Clinic, Veterinary Hospital, Veterinary Dispensary, Rural Live Stock Units, Veterinary Biological Research Institute, Animal Disease, Diagnostic laboratory, Frozen Semen Bull Station and Centralised Semen Collection Centre)	100/- p.m.	150/- p.m.	
<b>TELANGANA STATE DISASTER RESPONSE AND FIRE SERVICES DEPARTMENT</b>				
1.	Station Fire Officer	150/- p.m.	200/- p.m.	
2.	Leading Fireman	100/- p.m.	150/- p.m.	
3.	Driver Operator	100/- p.m.	150/- p.m.	
4.	Fireman	100/- p.m.	150/- p.m.	
5.	Fireman-Carpenter	100/- p.m.	150/- p.m.	
6.	Fireman Orderly/ Fireman Sentry	100/- p.m.	150/- p.m.	
<b>FOREST DEPARTMENT</b>				
1.	Forest Range Officers	200/- p.m.	300/- p.m.	
2.	Deputy Forest Range Officers	175/- p.m.	225/- p.m.	
3.	Forest Section Officer	150/- p.m.	200/- p.m.	
4.	Forest Beat Officer	125/- p.m.	175/- p.m.	
5.	Assistant Beat Officer	100/- p.m.	150/- p.m.	
6.	Animal Keeper Zoo	100/- p.m.	150/- p.m.	
<b>GROUND WATER DEPARTMENT</b>				
1.	Driller	300/-p.m.	400/- p.m.	This allowance will be applicable to those who actually work on Rigs, in Mines and Geology and other Engineering Departments
2.	Asst. Driller	175/-p.m.	225/- p.m.	
3.	Helper	125/-p.m.	175/- p.m.	
<b>IRRIGATION &amp; COMMAND AREA DEVELOPMENT DEPARTMENT.</b>				
1.	Irrigation Conservancy Assistant	150/- p.m.	200/- p.m.	
2.	Irrigation Lock Superintendent	150/- p.m.	200/- p.m.	

<b>HEALTH &amp; FAMILY WELFARE DEPARTMENT (M.N.J. CANCER HOSPITAL AND RADIUM INSTITUTEHYDERABAD)</b>				
1.	Occupational Therapist	100/- p.m.	150/- p.m.	
2.	Theatre Assistant	100/- p.m.	150/- p.m.	
3.	Technical Assistant(T.B)	100/- p.m.	150/- p.m.	
4.	Sanitary Worker (Scavenger)	100/- p.m.	150/- p.m.	
5.	Lab Technician Gr.II	100/- p.m.	150/- p.m.	
6.	Lab Attendant	100/- p.m.	150/- p.m.	
7.	Head Nurse/ P.H. Nurse	125/- p.m.	175/- p.m.	These allowances are allowed on par with the similar posts in Medical Education Dept., since these posts are included in the list of posts for which Risk allowance is admissible as furnished by the Director of Health.
8.	Staff Nurse	150/- p.m.	200/- p.m.	
9.	Radiographer	175/- p.m.	225/- p.m.	
10.	Dark Room Asst.	150/- p.m.	200/- p.m.	
11.	X-Ray Attendant	100/- p.m.	150/- p.m.	
12.	Ward Boy	100/- p.m.	150/- p.m.	This is in lieu of Risk allowance admissible to the Ward Attendant which is now recommended to be discontinued.
	<b>MEDICAL EDUCATION DEPARTMENT</b>			
1.	Staff Nurse	150/-p.m.	200/- p.m.	
2.	Nursing Tutor Grade-I	125/-p.m.	175/- p.m.	
3.	Nursing Tutor Grade-II	100/- p.m.	150/- p.m.	
4.	Head Nurse P.H. Nurse	125/-p.m.	175/- p.m.	
5.	Chief Radiographer	150/- p.m.	200/- p.m.	
6.	Radiographer	175/- p.m.	225/- p.m.	
7.	Dark Room Assistant	150/- p.m.	200/- p.m.	

8.	X-Ray /Dark Room Attendant/ X-Ray Attendant	100/- p.m.	150/- p.m.	
9.	Mould Technician	100/- p.m.	150/- p.m.	
10.	Physicist	175/- p.m.	225/- p.m.	
11.	Lecturer in Radiological Physics	175/- p.m.	225/- p.m.	
12.	Lecturer in Nuclear Medicine Techniques and Radiation Safety Officer	175/- p.m.	225/- p.m.	
13.	Lab Technician Gr.I	100/- p.m.	150/- p.m.	
14.	Lab Technician Gr.II	100/- p.m.	150/- p.m.	
15.	Lab Attendant	100/- p.m.	150/- p.m.	
16.	Dental Hygienist	150/- p.m.	200/- p.m.	
17.	Dental Technician	150/- p.m.	200/- p.m.	
<b>INSURANCE MEDICAL SERVICES DEPARTMENT</b>				
1.	Chief Radiographer	150/-p.m.	200/- p.m.	
2.	Staff Nurse	150/- p.m.	200/- p.m.	
3.	X-Ray Technician	150/- p.m.	200/- p.m.	
4.	Dark Room Attendant/ X-Ray Attendant/ X-Ray Assistant	100/- p.m.	150/- p.m.	
5.	Radiographer	175/- p.m.	225/- p.m.	
6.	Dark Room Assistant	150/- p.m.	200/- p.m.	
7.	Lab Technician Gr.I	100/-p.m.	150/- p.m.	
8.	Lab Technician Gr.II	100/- p.m.	150/- p.m.	
9.	Lab Attendant	100/- p.m.	150/- p.m.	
<b>AYUSH DEPARTMENT</b>				
1.	X-Ray Attender	100/- p.m.	150/- p.m.	
2.	Dark Room Assistant	150/-p.m.	200/- p.m.	On par with Dark Room Asst. in Medical Education Dept.
3.	Radiographer	175/- p.m.	225/- p.m.	
4.	Lab Technician Grade-I	100/- p.m.	150/- p.m.	
5.	Lab Technician Grade-II	100/- p.m.	150/- p.m.	
6.	Lab Attendant	100/- p.m.	150/- p.m.	
7.	Staff Nurse	150/- p.m.	200/- p.m.	On par with Nurse in Medical Edn. Dept.
<b>INSTITUTE OF PREVENTIVE MEDICINE, PUBLIC HEALTH LABS AND FOOD (HEALTH) ADMINISTRATION DEPARTMENT</b>				
1.	Lab Technician Gr.I	100/-p.m.	150/- p.m.	
2.	Lab Technician Gr.II	100/-p.m.	150/- p.m.	



3.	Lab Attendant	100/-p.m.	150/- p.m.	
<b>INSTITUTE OF MENTAL HEALTH</b>				
1.	Head Nurse	150/- p.m.	200/- p.m.	
2.	Staff Nurse	150/- p.m.	200/- p.m.	
3.	Electrician	125/- p.m.	175/- p.m.	
4.	Water Plumber	125/- p.m.	175/- p.m.	
5.	MNO/FNO	125/- p.m.	175/- p.m.	
6.	Sweeper	100/- p.m.	150/- p.m.	
<b>DRUG CONTROL ADMINISTRATION DEPARTMENT</b>				
1.	Lab Technician Gr.I	100/-p.m.	150/- p.m.	
2.	Lab Technician Gr.II	100/-p.m.	150/- p.m.	
3.	Lab Attendant	100/-p.m.	150/- p.m.	
<b>POLICE DEPARTMENT</b>				
1.	Sub-Inspector	250/-p.m.	325/- p.m.	
2.	Reserve Sub-Inspector	250/-p.m.	325/- p.m.	
3.	Asst. Sub-Inspector	175/-p.m.	225/- p.m.	
4.	Asst. Reserve Sub-Inspector	175/- p.m.	225/- p.m.	
5.	Head Constable	175/- p.m.	225/- p.m.	
6.	Police Constable	175/- p.m.	225/- p.m.	
7.	Head Constable (Driver)	175/- p.m.	225/- p.m.	
8.	Police Constable (Driver)	175/-p.m.	225/- p.m.	
9.	Asst. Assault Commando	250/-p.m.	325/- p.m.	
10.	Senior Commando	175/- p.m.	225/- p.m.	
<b>D.G. &amp; I.G. OF PRISONS &amp; CORRECTIONAL SERVICES</b>				
1.	Deputy Jailer	200/- p.m.	300/- p.m.	
2.	Chief Head Warder	175/- p.m.	225/- p.m.	
3.	Head Warder	150/- p.m.	200/- p.m.	
4.	Warder	125/- p.m.	175/- p.m.	
<b>PROHIBITION &amp; EXCISE DEPARTMENT</b>				
1.	Prohibition & Excise Sub - Inspector	250/- p.m.	325/- p.m.	
2.	Prohibition & Excise Head Constable	175/- p.m.	225/- p.m.	
3.	Prohibition & Excise Constable	175/- p.m.	225/- p.m.	
<b>PRINTING, STATIONARY AND STORES PURCHASE DEPARTMENT</b>				
1.	Plate Printer Grade-I	100/-p.m.	150/- p.m.	
2.	Plate Printer Gr.II	100/-p.m.	150/- p.m.	
3.	Offset Cameraman	100/-p.m.	150/- p.m.	
<b>TEXT BOOK PRESS</b>				
1.	Etcher	100/-p.m.	150/- p.m.	
2.	Process Cameraman	100/-p.m.	150/- p.m.	

3.	Process Operator (BMS)	100/-p.m.	150/- p.m.	
4.	Asst. Cameraman	100/-p.m.	150/- p.m.	
5.	Process Cameraman (BMS)	100/-p.m.	150/- p.m.	
6.	Stereo Process Hydro Machine Operator	100/-p.m.	150/- p.m.	
7.	Helio Printer	100/-p.m.	150/- p.m.	
8.	Plate Printer	100/-p.m.	150/- p.m.	
9.	Camera Assistant (BMS)	100/-p.m.	150/- p.m.	
10.	Chief Cameraman	100/-p.m.	150/- p.m.	
<b>TELANGANA STATE ARCHIVES &amp; RESEARCH INSTITUTE</b>				
1.	Archivist	150/- p.m.	200/- p.m.	
2.	Senior Research Assistant (Urdu & Persian)	150/- p.m.	200/- p.m.	
3.	Assistant Archivist	125/- p.m.	175/- p.m.	
4.	Jr. Research Asst. (Urdu & Persian)	125/- p.m.	175/- p.m.	
5.	Record Assistant	125/- p.m.	175/- p.m.	
6.	Menders	100/- p.m.	150/- p.m.	
7.	Binders	100/- p.m.	150/- p.m.	
8.	Attenders	100/- p.m.	150/- p.m.	

**(b) Risk Allowance to the Employees working in Dam Galleries:**

**11.99** Government have sanctioned Risk Allowance to the workmen working in the Dam Galleries at 6% of Basic Pay with a ceiling of Rs.500/- p.m. vide G.O.Ms.No.114, dt.25.8.2012 of the Irrigation & Command Area (Services-V) Dept., **The Commission enhances the Risk Allowance to Rs.750/- p.m. without linking to the basic pay, to the employees working in Dam Galleries in the state.**

**10. Conveyance Allowance to Certain categories:**

**11.100** Government have identified certain categories of posts the holders of which are required to maintain a conveyance of their own i.e. Motor car, / Motor Cycle / Bicycle and also allowed conveyance allowance at different rates. All such cases are detailed in Annexure III of Manual of Special Pay and allowances (compiled as on 31-08-1995). This is provided to enable them to discharge their official duties within their jurisdiction which requires moving from place to place for which they are not eligible for T.A. & D.A. as per T.A. Rules. The rates contained in Annexure III of the Manual of Special Pay Allowance were ordered to be increased on percentage basis as per the recommendations of PRC 1999, 2005 and 2010.

**11.101** The Commission recommends the rates of conveyance allowance for the remaining categories as follows:

- (i) For maintaining a Motor Car / Motor Cycle: Rs.1500/- p.m.
- (ii) For maintaining Bicycle: Rs.500/- p.m.

**11.102** The above allowance will not be applicable to employees who are provided with Government / hired vehicles. The administrative departments / HOD/ District Authorities concerned should issue an order to the effect that the employees are not provided with such vehicle facility to become eligible for above allowance. The orders may be issued or renewed whenever necessary.

**11.103** In the case of requests for sanction of Conveyance Allowance afresh to the new categories, the commission recommends that the concerned administrative departments have to examine in consultation with Finance Department duly explaining the necessity of regular touring within the jurisdiction and the nature of conveyance to be maintained by them and then issue orders fixing the rate of conveyance allowance admissible on par with the officers of equivalent rank to whom such allowance is admissible.

**ANNEXURE**

**{para 5 (c) of the Manual of Spl. Pays and Allowances}  
Statement showing the list of posts for which Conveyance Allowance is admissible**

SL. No.	Head Quarters Station	Designation of the post	Nature of Conveyance to be maintained
1	2	3	4
1	Civil Supplies Department Hyderabad	i. Assistant Supply Officer	Motor Cycle
		ii. Senior Checking Inspector	"
		iii. Junior Checking Inspector	"
		iv. Head Constable (Vigilance Cell)	Bicycle
		v. Police Constable (Vigilance Cell)	"
2	Commercial Taxes Dept. Hyderabad	Deputy State Tax Officer (formerly Assistant Commercial Tax Officer)	Motor Cycle

3	<b>Excise Department</b> a. At mofussil places b. Excise Academy, Hyderabad	Members of Police Department working in this Department	Bicycle
		i. Chief Drill Instructor	Motor Cycle
		ii. Drill Instructor iii. Assistant Drill Instructor	" "
4	<b>Fire Service Department</b> Working in fire Stations	i. Assistant Divisional Fire Officer ii. Station Fire Officer	Motor cycle Bicycle
5	<b>Institution of Lokayukta</b> Hyderabad	i. Deputy Director (investigation) ii. Investigating Officer iii. Police Constable	Motor Cycle " Bicycle
6	<b>Municipal Administration Dept.</b> GHMC	Assistant Engineer	Motor Cycle
7	<b>Police Department</b> a. At Hyderabad CID/ Spl. Armed Reserve/City Commissioner of Police/ Intelligence/ Spl. Police	i. Senior Reporters ii. Sub Inspector of Police iii. Reserve Sub Inspector of Police iv. Assistant Sub Inspector of Police v. Assistant Reserve Sub Inspector	Motor Cycle " " " "
		vi. Head Constable vii. Police Constable	Bicycle "
		i. Inspector of Police ii. Reserve Inspector of Police iii. Sub-Inspector of Police iv. Reserve SI of Police v. Head Constable vi. Police Constable	Motor Cycle " " " Bicycle "
	c. For those working at other places	i. Inspector of Police ii. Reserve Inspector of Police iii. Sub-Inspector of Police iv. Reserve S.I. of Police v. Assistant Sub-Inspector of Police vi. Assistant Reserve Sub-Inspector of Police vii. Head Constable viii. Police Constable	Motor Cycle " " " " " Bicycle "

(\* 7 (c) Head Constable & PCs – Bicycle at other places)

**11. Conveyance Allowance to blind, hearing impaired and Physically handicapped employees:**

**11.104** Hitherto, Conveyance Allowance was allowed to only blind, Physically handicapped employees. Several associations have represented that this allowance should be enhanced and extended to hearing impaired employees also.

**11.105** In this regard, the direction of the Hon'ble Supreme Court in the concluding para in Writ Petition (Civil) No.107 of 2011 is extracted below:

*“Under such circumstances, we are inclined to allow this writ petition and direct the Respondents to grant transport allowance to deaf and dumb persons also on par with blinds and orthopaedically handicapped employees of Central and State Governments and other establishments wherever such benefits have been extended to the blinds and orthopaedically handicapped employees. Orders accordingly.”*

**11.106** This Commission accepts this request of the association and recommends for payment of this allowance to employees who are blind, hearing impaired and physically handicapped (as defined and specified as per the Persons with Disabilities Act 2006 as amended from time to time). **The Commission also recommends for an increase in this allowance to 10% of basic pay subject to a maximum ceiling of Rs.3000/- per month.**

**12. Conveyance charges to the staff of Protocol Department:**

**11.107** This Commission endorses the recommendations of PRC 2014 in respect of the staff of Protocol Department regarding Conveyance charges. This Commission recommends conveyance allowance of Rs.1000/- p.m. to the staff of Protocol Department who are not provided with Government vehicles/ hired vehicles.

**13. Conveyance Charges to the staff of Cultural Affairs Department:**

**11.108** The staff members of Cultural Affairs Department requested to sanction Programme Transport Allowance on the ground that they have to stay in the office upto mid night when ever Cultural Programmes are conducted by the Department and that they have to incur huge expenditure to reach their residences on the ground that they are not provided with Government vehicles.

**11.109** Normally beyond 9:30 p.m. there will be inadequate public Transport and therefore it will be very difficult for the Staff Member to reach their residences. **The Commission, therefore, recommends to enhance**

**the payment of Conveyance Charges not exceeding Rs.200/- per programme a day to the staff members who actually stay back for duty due to the programme organized by the Department on any day, provided they are actually retained beyond 9:30 p.m. subject to the condition that the payment of these charges is certified by the superior officer.**

**14. E.S.I. Allowance:**

**11.110** This allowance is allowed to the staff in the I.M.S. Department as an incentive in the beginning to join this Department from Department of Medical & Health as they were originally recruited for Health Department and could even join the Teaching stream if they had continued with that Department. The Commission feels that there is no need to pay this allowance to the employees who are recruited by the Department exclusively to work in this Department or get absorbed in it. **In view of this, the Commission recommends to discontinue this allowance.**

**15. Ration Allowance:**

**11.111** There were several representations from the new categories of employees to grant Ration allowance. The Commission is of the view that it is reasonable to allow Ration Allowance to T.S.S.P. units from Constable up to Reserve Inspector and the accompanying cooks who are deployed outside their Head Quarters on duty. We are recommending a higher amount of Ration Allowance to this category since they have to be deployed away from the Head Quarters for prolonged periods and often shifting locations depending on the field requirements. This allowance will be admissible to T.S.S.P categories listed at Sl.No.7 of the table given below for the period of deployment outside the Head Quarters on duty.

**11.112** A statement showing the existing rate of Ration Allowance and the revised rates recommended is given in the following Annexure appended.

**Ration Allowance**

## ANNEXURE

Sl. No.	Department & Category	RPS 2010 Amount Rs.	RPS 2014 Amount Rs.	Recommended Amount Rs.
1	<b>HEALTH &amp; FAMILY WELFARE DEPARTMENT</b>			
	(i) A.N.M. MPHA (F)	170/-p.m.	300/- p.m.	400/- p.m.
	(ii) Health Visitor	170/-p.m.	300/- p.m.	400/- p.m.
	(iii) Public Health Nurse	225/-p.m.	400/- p.m.	550/- p.m.
2	<b>MEDICAL EDUCATION DEPARTMENT</b>			
	(i) Staff Nurse	225/-p.m.	400/- p.m.	550/- p.m.
	(ii) Nursing Supdt. Gr.I	225/-p.m.	400/- p.m.	550/- p.m.
	(iii) Nursing Supdt. Gr.II	225/-p.m.	400/- p.m.	550/- p.m.
	(iv) Head Nurse	225/-p.m.	400/- p.m.	550/- p.m.
3	<b>AYUSH DEPARTMENT (FORMERLY INDIAN MEDICINE &amp; HOMEOPATHY)</b>			
	(i) Head Nurse	Nil	400/- p.m.	550/- p.m.
	(ii) Staff Nurse	225/-p.m.	400/-p.m.	550/- p.m.
	(iii) Senior Sister	225/-p.m.	400/-p.m.	550/- p.m.
	(iv) A.N.Ms.	170/-p.m.	300/-p.m.	400/- p.m.
4	<b>INSURANCE MEDICAL SERVICES DEPARTMENT</b>			
	i) Staff Nurse	nil	400/- p.m.	550/- p.m.
	ii) Health Visitor	nil	400/- p.m.	550/- p.m.
	iii) Head Nurse	nil	400/- p.m.	550/- p.m.
	iv) Nursing Suptd Gr.I/Gr.II	nil	400/- p.m.	550/- p.m.
	v) A.N.Ms.	170/-p.m.	300/-p.m.	400/- p.m.
5.	<b>GREY HOUNDS WING OF POLICE DEPARTMENT</b>			
	(i) Group Commander	450/- p.m.	600/-p.m.	800/- p.m.
	(ii) Squadron Commander	450/- p.m.	600/-p.m.	800/- p.m.
	(iii) Assault Commander/ Deputy Supdt. of Police (Communications)	450/- p.m.	600/-p.m.	800/- p.m.
	(iv) Deputy Assault Commanders/ Inspector (Communications)	450/- p.m.	600/-p.m.	800/- p.m.
	(v) Asst. Assault Commander/ Sub- Inspector & Asst. Sub-	450/- p.m.	600/-p.m.	800/- p.m.

	Inspector (Communications)			
	(vi) Sr. Commandos/ Head Constable (Communications)/ Head Constable (Dog Squad)	450/- p.m.	600/-p.m.	800/- p.m.
	(vii) Jr. Commandos/ Police Constable Communications/ FE Dog Boys/ Police Constable (Dog Squad)	450/- p.m.	600/-p.m.	800/- p.m.
6.	<b>SPECIAL INTELLIGENCE BRANCH PERSONNEL OF POLICE DEPARTMENT</b>	450/- p.m.	600/- p.m.	800/- p.m.
7.	<b>Telangana State Special Police</b>			
	1. Reserve Inspector	Nil	900/- p.m.	1200/- p.m.
	2. Reserve Sub- Inspector	Nil	900/- p.m.	1200/- p.m.
	3. Asst. Reserve Sub- Inspector	Nil	900/- p.m.	1200/- p.m.
	4. Head Constable	Nil	900/- p.m.	1200/- p.m.
	5. Constable	Nil	900/- p.m.	1200/- p.m.
	6. Cooks (LGS)	Nil	900/- p.m.	1200/- p.m.

## 16. Night Duty Allowance:

**11.113** This allowance is sanctioned for certain categories of employees in Medical and Printing Departments who are required to work in the night to meet the cost of bread, tea / coffee etc. Several new requests have come up for sanction of Night Duty Allowance. Their requests have been examined and the Commission is of the opinion that there is no justification or need for sanction of this Allowance and hence not considered.

**11.114** It is recommended to increase the rate of Night Duty Allowance to Rs.50/- per night.

**11.115** A list of posts for which this allowance is admissible is appended. The claim for this allowance shall be supported by a certificate of the Drawing Officer to the effect that the individual actually attended to the night duties on the dates for which the claim is made.



**Night Duty Allowance  
APPENDIX**

Sl. No.	Category of the post	Remarks
1.	<b>HEALTH &amp; FAMILY WELFARE</b>	
	(i) A.N.Ms/ Maternity Assistants (M.P.H.S.(F))	
	(ii) Staff Nurse/ M.P.H.A.(F)/ P.H. Nurse	
	(iii) Head Nurse	
	(iv) Pharmacist Grade II	
	(v) Radiographer / Dark Room Assistant	
2.	<b>MEDICAL EDUCATION DEPARTMENT</b>	
	(i) Nursing Superintendent Gr.I/ Gr.II	
	(ii) M.P.H.As (F)/ A.N.Ms.	
	(iii) P.H. Nurse	
	(iv) Staff Nurse	
	(v) Head Nurse	
	(vi) Chief Radiographer	
	(vii) Pharmacist Grade II	
	(viii) Radiographer/Dark Room Assistant	
	(ix) X-Ray Attendant/Dark Room Assistant	
	(x) Radiographer	
	(xi) Lab Attendant	
	(xii) Lab Technician Grade I/Grade II	
3.	<b>INSURANCE MEDICAL SERVICES DEPARTMENT</b>	
	(i) Staff Nurse	
	(ii) Head Nurse	
	(iii) Pharmacist Grade II	
	(iv) Radiographer/Dark Room Assistant	
	(v) Lab Attendants	
	(vi) Lab Technician Gr.I&Gr.II	
4.	<b>AYUSH DEPARTMENT</b>	
	i) Head Nurse	
	ii) Staff Nurse	
	iii) A.N.M	
	iv) Nursing Orderly (FNO/MNO)	
	v) Pharmacist/Compounder	
	(vi) Radiographer/Dark Room Assistant	
5.	<b>PRINTING, STATIONERY &amp; STORES PURCHASE DEPARTMENT</b>	<b>Keeping in view the present work load the Night Duty Allowance for these categories is discontinued</b>
	i) Plate Printer Grade I	
	ii) Plate Printer Grade II	
	iii) Offset Cameraman	

6.	<b>TEXT BOOK PRESS</b>	<b>Keeping in view the present work load the Night Duty Allowance for these categories is discontinued</b>
	i) Etcher	
	ii) Process Cameraman	
	iii) Process Operator (BMS)	
	iv) Assistant Cameraman	
	v) Process Cameraman (BMS)	
	vi) Stereo Process Hydro Machine Operator	
	vii) Helio Printer	
	viii) Plate printer	
	ix) Camera Assistant (BMS)	
	x) Chief Cameraman	

**17. Emergency Health Care Allowance:**

**(a) Doctors belonging to Medical & Health Services:**

**11.116** The State Government, in G.O.Ms.No.387, HM&FW (A-2) Department, dated:27/10/2008 issued orders sanctioning Emergency Health Care Allowance at Rs.3000/- p.m. to all the non-teaching Doctors belonging to TS. M&H Services in the State. The PRC 2014 has recommended this allowance to be increased to Rs.4000/- p.m. accordingly orders issued vide G.O.Ms.No.191, Health, Medical & Family Welfare (A1) Department, dt:24.11.2017. The Government doctors Association requested to substantially enhance this allowance in the proposed revision of scales. The Commission agrees to the request of the Association and **accordingly recommends continuing the payment of this allowance at an increased rate of Rs.5000/- p.m. in the revised scales.**

**(b) Doctors belonging to Ayush Department:**

**11.117** The Commission endorses the views of PRC 2014 that the Doctors belonging to this department are not under as much pressure as in the case of Allopathy Doctors. The PRC 2014 has recommended this allowance @ Rs.1500/- p.m. accordingly the Government have issued orders vide G.O.Ms.No.111, Health, Medical & Family Welfare (E1) Department, dt:06.09.2018. In view of the patient Care being attended to by them, **the Commission recommends for enhancement of Emergency Health Care Allowance to the Teaching & Non-Teaching Doctors belonging to Ayush Department @ Rs.2500/- p.m.**

**(c) Doctors belonging to Insurance Medical Services Department:**

**11.118** Government vide G.O.Ms.No.191, Health, Medical & Family Welfare (A1) Department, dt:24.11.2017 extended the Emergency Health

Care Allowance @ Rs.4000/- p.m. on par with Non-Teaching Doctors belonging to Medical & Health Services. The Government Doctors Association requested for enhancement of this allowance in the proposed revision of scales. **The Commission accordingly recommends continuing the payment of this allowance at the increased rate of Rs.5000/- p.m. in the revised scales also.**

**(d) Veterinary Doctors belonging to the Animal Husbandry Dept.:**

**11.119** The Commission endorses the views of PRC 2010 that the demands on the Veterinary Doctors while treating the animals are not as exacting and pressing as those relating to human beings. The PRC 2014 has recommended this allowance to be increased to Rs.1500/- p.m. accordingly the Government have issued orders vide G.O.Ms.No.9, AHDD&F (AH) Department, dt:18.08.2015. However, in view of the Veterinary Care attended to by them the **Commission recommends payment of Emergency Health Care Allowance to the Non-Teaching Veterinary Doctors belonging to Animal Husbandry Department @ Rs.2500/- p.m.**

**18. P.G. Degree and P.G. Diploma Allowance:**

**(a) Doctors belonging to Medical & Health Services:**

**11.120** The State Government vide G.O.Ms.No.191, Health, Medical & Family Welfare (A1) Department, dt:24.11.2017 issued orders sanctioning the P.G. Degree Allowance and P.G. Diploma Allowance @ Rs.2000/- p.m. and Rs.1500/- p.m. respectively to all the non-teaching doctors belonging to Medical & Health Services in the State. The Government Doctors Association requested to enhance these allowances in the proposed revision of scales. The Commission agrees to the request of the Association and, **accordingly, recommends to continue the payment of the P.G. Degree Allowance and P.G. Diploma @ Rs.2500/- p.m. and Rs.2000/- in the revised scales respectively.**

**(b) Doctors belonging to Ayush Department:**

**11.121** The Doctors belonging to Ayush Department requested to extend to them the P.G. Degree Allowance as is allowed to their counter parts belonging to the Medical & Health service. The PRC 2014 has recommended this allowance @ Rs.1000/- p.m. accordingly the Government have issued orders vide G.O.Ms.No.111, Health, Medical & Family Welfare (E1) Department, dt:06.09.2018. The Commission, after considering all factors, is convinced that the Doctors both teaching & non-teaching belonging to this department be made eligible for the payment of P.G. Degree Allowance. **The**

**Commission, therefore, recommends to enhance payment of P.G. Degree Allowance to all the Doctors, both teaching & non-teaching, belonging to Ayush Department @ Rs.2500/- p.m.**

**(c) Doctors belonging to I.M.S. Department:**

**11.122** Government vide G.O.Ms.No.191, Health, Medical & Family Welfare (A1) Department, dt:24.11.2017 extended the P.G. Degree Allowance @ Rs.2000/- p.m. & P.G. Diploma Allowance @ Rs.1500/- p.m. on par with Non-Teaching Doctors belonging to Medical & Health Services. The Government Doctors Association requested to continue these allowance in the proposed revision of scales. **The Commission, agrees to the request of the Association and, accordingly, enhances the rates to Rs.2500/- p.m. for P.G. Degree and Rs.2000/- p.m. for P.G. Diploma in the revised scales.**

**(d) Veterinary Doctors belonging to Animal Husbandry Department:**

**11.123** The doctors belonging to the Animal Husbandry Department also requested for the payment of P.G. Degree & P.G. Diploma allowance on par with the doctors in Medical and Health Department. As per the recommendations of PRC 2014 Government have issued orders sanctioning P.G. Degree Allowance of Rs.1000/- p.m. and P.G. Diploma Allowance of Rs.750/- p.m. vide G.O.Ms.No.9, AHDD&F (AH) Department, dt:18.08.2015. **The Commission, agrees to the request of the Association and, accordingly, enhances the rates of P.G. Degree Allowance to Rs.2500/- p.m. and P.G. Diploma allowance to Rs.2000/- p.m. to the Veterinary Doctors belonging to Animal Husbandry Department on par with the Medical Officers in Health, Medical and Family Welfare Department.**

**19. Non Private Practice Allowance:**

**(a) Doctors belonging to Medical & Health Department (Allopathic):**

**11.124** Annexure XIV of the Manual of Special Pay and Allowances contains the list of Medical Officers who shall not engage themselves in private practice. Subsequently, it was reviewed and revised orders were issued by Government in G.O.Ms.No.119, H.M. & F.W. Department, dt.13-04-2006 specifying the doctors who are prohibited from doing Private Practice. Hence, the holders of the posts specified in Annexure to the G.O.Ms.No.119, dated: 13/4/2006 are eligible for the payment of N.P.P.A.

**11.125** The Allopathic Doctors belonging to Medical and Health Services requested to enhance the amount of N.P.P.A. substantially.

**11.126** It is noticed that Government issued orders in G.O.Ms.No.387, H.M.&F.W.(A2) Department, dated:27/10/2008 sanctioning Emergency Health Care Allowance at Rs.3000 p.m. to all the Non-Teaching Doctors belonging to T.S. Medical & Health Services in the State.

**11.127** The Commission endorses the views of PRC 2010 that consequent on sanctioning of Emergency Health Care Allowance to **all the Non-Teaching Doctors**, that there was no need to pay the Non Private Practice Allowance to those Non-Teaching Doctors who were prohibited from undertaking private practice as detailed in the annexure to G.O.Ms.No.119, H.M.&F.W.(A2) Department, dated:13/4/2006. However, if for any of the categories of Doctors to whom the Emergency Health Care Allowance is not admissible and if they are prohibited to do Private Practice as per G.O.Ms.No.119, H.M.&F.W.(A2) Department, dated:13/4/2006 there is need to enhance the rate of N.P.P.A. **The Commission recommends the enhancement of rates of N.P.P.A. in the revised scales as indicated below:**

Sl. No.	Category	RPS 2015 (Rs.)	Recommended (Rs.)
1.	Doctors in the category of Civil Assistant Surgeons	1000/- p.m.	1200/- p.m.
2.	Doctors in the category of Deputy Civil Surgeons	1200/- p.m.	1500/- p.m.
3.	Doctors in the category of Civil Surgeons and above	1500/- p.m.	1800/- p.m.

**11.128** It is once again re-iterated that the N.P.P.A. at the above rates is to be allowed only to such of the Doctors who are not eligible for **Emergency Health Care Allowance** as sanctioned in G.O.Ms.No.378, H.M.&F.W.(A2) Department, dated:27/10/2008 and who were prevented from undertaking private practice as specified in Annexure to G.O.Ms.No.119, H.M.&F.W.(A2) Department, dated:13/4/2006.

**11.129** Since Medical Colleges' Doctors are covered by UGC pay scales all the Medical Professionals who are in receipt of UGC pay scales would no longer be eligible for N.P.P.A.

**(b) Doctors belonging to Ayush Department:**

**11.130** The PRC 2014, recommended for the payment of Emergency Health Care Allowance to the Doctors belonging to Ayush Department separately. In view of that **the Commission recommends that there is no need to pay any N.P.P.A. separately in addition to Emergency Health Care Allowance to the doctors belonging to Ayush department.**

**(c) Doctors belonging to Insurance Medical Services Department:**

**11.131** As per G.O.Ms.No.251, L.E&T.E. Department, dated:1/10/1987, N.P.P.A. is admissible to the Doctors belonging to I.M.S. Department.

**11.132** In G.O.Ms.No.119, H.M. & F.W. Dept., dt:13/4/2006 orders were issued permitting all the Doctors, except those specified in the annexure to the G.O., belonging to Medical & Health Services to engage themselves in private practice. In G.O.Ms.No.2135, L.E.T. & F (IMS) Dept., dt:20/9/2007 orders were issued permitting all the Doctors, except those who are working in administrative posts, belonging to Insurance Medical Services to engage themselves in private practice. Therefore, N.P.P.A. is admissible at present at the above rates to the Doctors belonging to this Department who are working in administrative posts. However, if any category is eligible to draw Emergency Health Care Allowance that category should not draw NPPA. **Those who are not eligible to draw Emergency Health Care Allowance, they may draw NPPA at the following rates:**

Sl. No.	Category	Existing	Recommended
1.	Director	@ Rs.1500/ p.m.	@ Rs.1800/ p.m.
2.	Special Grade Civil Surgeon	@ Rs.1500/-p.m.	@ Rs.1800/-p.m.
3.	Deputy Directors/ Civil Surgeon Specialists including Civil Surgeon (R.M.Os)	@Rs.1500/- p.m.	@Rs.1800/- p.m.
4.	Deputy Civil Surgeon (including Junior Specialists and Dentals)	@Rs.1200/- p.m.	@Rs.1500/- p.m.
5.	Civil Asst. Surgeons / Dental Asst. Surgeon	@Rs.1000/- p.m.	@Rs.1200/- p.m.

**(d) Veterinary Doctors belonging to Animal Husbandry Department:**

**11.133** At present the Veterinary Doctors are not eligible for the payment of N.P.P.A. since there are no orders preventing them from doing Private Practice. **As long as a ban is not imposed on undertaking Private Practice the question of payment of N.P.P.A. to Veterinary Doctors does not arise.**

**20. Academic Allowance:**

**(a) Doctors belonging to Medical & Health Services:**

**11.134** Orders were issued in G.O.Ms.No. 411, HM & FW (A2) Dept., dt: 5-11-2001 sanctioning academic allowance to the Doctors belonging to Medical & Health Services at the rates shown below against their respective categories.

1) CAS/Asst. Prof./ Dental Asst. Surgeon	.....	Rs.300/-p.m.
2) Dy. CS/Asso. Prof./Dental Dy. Surgeon	.....	Rs.400/-p.m.
3) CS/Prof./CS (Dental)/Prof. (Dental)	.....	Rs.500/-p.m.
4) Spl. Gr. CS/SG Prof./SG Prof. (Dental)	.....	Rs.600/-p.m.
5) Regl. Dir./Addl. Dir./Prl. Dental college	.....	Rs.700/-p.m.
6) Director of Health/D.M.E.	.....	Rs.800/-p.m.

**11.135** The purpose for which this allowance was sanctioned was not indicated in the above G.O. However, in their representation the Govt. Doctors Association stated that it was sanctioned for updating the growing knowledge in Medical field and to keep them abreast of the latest developments.

**11.136** The Commission endorses the views of PRC 2010 that the Doctors working in Teaching Colleges were already allowed U.G.C. Scales of pay in the year 2006. Hence, the commission recommends discontinuance of this allowance to those who are governed by UGC Scales of pay. The Non-teaching Doctors are expected to improve their knowledge in the Medical field so that they can treat the patients more efficiently.

**11.137** The Commission recommends to enhance the following rates to the Non-Teaching Doctors:

1) CAS/Asst.Prof./ Dental Asst.Surgeon	.....	Rs.400/-p.m.
2) Dy. CS/Asso.Prof./Dental Dy.Surgeon	.....	Rs.550/-p.m.
3) CS/Prof./CS (Dental)/Prof. (Dental)	.....	Rs.650/-p.m.
4) Spl.Gr.CS/SG Prof./SG Prof. (Dental)	.....	Rs.800/-p.m.
5) Regl.Dir./Addl.Dir./Prl. Dental college	.....	Rs.900/-p.m.
6) Director of Health/D.M.E.	.....	Rs.1050/-p.m.

**(b) Doctors belonging to Ayush Department:**

**11.138** The Associations have requested to extend this allowance to the Medical Officers belonging to their Department.

**11.139** The Commission recommends an amount of Rs.400/- p.m. to all the Doctors in AYUSH Department.

**(c) Doctors belonging to Insurance Medical Services Department:**

**11.140** This Commission recommends for sanction of Emergency Health Care Allowance @ Rs.4000/- p.m. and P.G. Degree Allowance at Rs.2000/- p.m. and P.G. Diploma Allowance at Rs.1500/-p.m. to these Doctors also. **Hence, this Commission endorses the views of PRC 2014 that there is no need to extend the Academic Allowance to the Doctors in I.M.S. Department.**

**(d) Veterinary Doctors belonging to Animal Husbandry Dept.:**

**11.141** The Veterinary Doctors of Animal Husbandry Department requested to extend the academic allowance to them also.

**11.142** The Commission recommends an amount of Rs.400/- p.m. to all the Veterinary Doctors in Animal Husbandry Department.

**21. Tribal Area Allowance for Doctors:**

**(a) Doctors belonging to Medical & Health Services:**

**11.143** Doctors working in Tribal areas have earlier represented for the sanction of an allowance to meet the extra costs associated with living in those areas. A task force committee constituted by the Government examined the matter. Based on its report, orders were issued in G.O.Ms.No.411, HM & FW (A2) Dept., dt: 5-11-2001 increasing the rate of Tribal allowance from Rs.1500/- p.m. to Rs.2000/- p.m. to the male Doctors working in Tribal areas including Doctors working on Contract basis. Lady Doctors working in Tribal Areas are allowed an additional amount of Rs.500/- p.m. (i.e., Rs.2500/- p.m.). PRC 2014 increased this allowance to Rs.3000/-p.m. for male doctors and Rs.3500/- p.m. for female doctors respectively.

**11.144** The Association has requested to enhance this amount to Rs.7500/- p.m. to the Doctors working in tribal areas and to Rs.10,000/- p.m. to the Doctors working in remote tribal areas.

**11.145** This Commission recommends to change the nomenclature of Tribal Allowance as Tribal Area Allowance. In view of the escalation of the cost of living since then, **the Commission, recommends a further**



increase in the Allowance to Rs.4000/- p.m. to the Male Doctors and to Rs.4500/- p.m. to the Lady Doctors working in the tribal areas.

11.146 The Commission also recommends that the Rural Allowance sanctioned in G.O.Ms.No.411, HM & FW (A2) Dept., dt: 5-11-2001 is not admissible to such of those Doctors to whom this Tribal Area Allowance is admissible. It is further recommended that the Special Compensatory Allowance admissible to the employees working in Agency areas/ Hill Stations as per the orders issued in G.O.Ms.No.89, Finance (HRM.IV) Dept., dt:12/06/2015, should also be not admissible to the Doctors to whom this Tribal area allowance is admissible, as it would amount to compensating them twice/ thrice respectively.

**(b) Doctors belonging to Ayush Department:**

11.147 The Association has requested to extend this allowance to its members working in tribal areas. The Commission recommends to extend the allowance applicable to the allopathic doctors working in tribal areas to the Ayush doctors also. **Therefore, the Commission, recommends the tribal allowance to Ayush Doctors at Rs.4000/- p.m. to the Male Doctors and Rs.4500/- p.m. to the Lady Doctors working in the tribal areas. In view of this they will not be eligible for Special Compensatory Allowance applicable to Government employees working in tribal areas.**

**22. Rural Allowance:**

**(a) Doctors belonging to Medical & Health Services:**

11.148 The Association has requested enhancement of this allowance considerably on the ground that it will encourage the Doctors to work in rural areas.

11.149 In view of the escalation of the prices the Commission recommends to increase the rate of this allowance from Rs.2000/- to Rs.2500/- p.m. uniformly to the male Doctors and from Rs.2500/- to Rs.3000/- p.m. to the Lady Doctors working in PHCs and CHCs located in non-tribal rural areas. The Commission again reiterates that if the P.H.Cs / C.H.Cs are located in Tribal Areas, only the Tribal Allowance would be admissible but not the Rural Allowance and Special Compensatory Allowance separately.

**(b) Doctors belonging to I.M.S. Department:**

11.150 The Association has requested to extend Rural Allowance to the Doctors belonging to Insurance Medical Services Department also. It is

ascertained from the Department that there are about 36 Dispensaries located at rural areas in the State.

**11.151** The Commission endorses the views of PRC 2014 that the doctors of IMS Department are governed by a separate set of allowances and **there is no need to provide any additional incentives by way of rural allowance.**

**(c) Doctors belonging to Ayush Department:**

**11.152** The Association has requested to extend this allowance to its members working in rural areas. The Commission recommends to extend the allowance applicable to the allopathic doctors working in rural areas also to the Ayush doctors. **Therefore the Commission, recommends the rural allowance to Ayush Doctors at Rs.2500/- p.m. to the Male Doctors and Rs.3000/- p.m. to the Lady Doctors working in the rural areas. Those Doctors who are drawing Tribal Allowance working in tribal areas are not eligible either for rural allowance or special compensatory allowance meant for tribal areas. Similarly, those Doctors who are working in rural areas (outside tribal areas) are eligible only for rural allowance and not for either the tribal allowance or special compensatory allowance for tribal areas.**

**23. Special Allowance to Grey Hounds of Police Department, Special Intelligence Branch (SIB) Personnel and Counter Intelligence Cell:**

**11.153** In G.O.Ms.No.59, Finance (HRM.IV) Department, dt.02.05.2015 read with G.O.Ms.No. 97, Finance (HRM.IV) Department, dt:04.07.2015 orders were issued sanctioning Special Allowance to the following categories of posts belonging to Grey Hounds Unit of Police Department, Special Intelligence Branch (SIB) Personnel and Counter Intelligence Cell.

**i. Grey Hounds Wing:**

<b>Sl. No.</b>	<b>Category of Post</b>	<b>Rate of Special Allowance</b>
1.	Group Commander	50% of (Basic pay + DA) per month
2.	Squadron Commander	

3.	Assault Commander/ Deputy Superintendent of Police (Communications)	50% of (Basic pay + DA) and additional 10% of basic pay per month
4.	Deputy Assault Commander/Inspector (communications)	
5.	Asst. Assault Commander / Sub-Inspector & Asst. Sub-Inspector (Communications)	
6.	Sr. Commandos / Head Constable (Communications) / Head Constable (Dog Squad)	
7.	Jr. Commandos /Police Constable (Communications)/ FE Dog Boys/ Police Constable (Dog Squad)	

**ii. Special Intelligence Branch (SIB): All the Personnel working in SIB at the above rates on par with Grey Hounds.**

**iii. Counter Intelligence Cell:**

Sl. No.	Category of Post	Rate of Special Allowance
1	I.G. Of Police	50% of (Basic pay + DA) per month
2	D.I.G. Of Police	
3	Superintendent Of Police	
4	Additional Superintendent Of Police	
5	Deputy Superintendent Of Police	50% of (Basic pay + DA) and additional 10% of basic pay per month
6	Inspector Of Police	
7	Sub- Inspector Of Police	10% of (Basic pay + DA) and additional 10% of basic pay per month
8	Head Constables	
9	Police Constables/ Drivers	

**11.154 The Commission recommends to continue the above Special Allowance to the Grey Hounds, Special Intelligence Branch (SIB) personnel and Counter Intelligence Cell referred to above in the proposed revised scales.**

**11.155 The Commission also recommends to allow Special Allowance to the Medical officer & his staff, to the Last Grade Staff and also to the Cooks & Assistant Cooks at 20% of Basic Pay + D.A. thereon, for the actual period they accompany the Assault teams.**

**24. Pollution Hazard Allowance to the Traffic Police:**

**11.156** Government have sanctioned **Pollution Hazard Allowance @ 30% of basic pay** to the executive staff of Traffic Police from the rank of Police Constable to the rank of Inspector of Police vide G.O.Ms.No.88, Home (Budget) Department, dt:20.01.2016. **The Commission recommends to continue the above allowance in the revised pay scales and dispense with the Special Pay if any, till they work in Traffic wing.**

**25. Special Allowance for Intelligence Wing of Police Department and executive staff of CID:**

**11.157** Government have implemented the recommendations of the 10<sup>th</sup> PRC regarding Special Pays to various categories of posts of various departments vide G.O.Ms.No.56, Finance (HRM.IV) Department, dt:02.05.2015. Subsequently, Government have sanctioned Special Allowance vide G.O.Ms.No.14, Home (Budget) Department, dt:14.02.2016, namely **Intelligence Allowance @ 25% of Basic pay** to the executive staff of Main Intelligence and Intelligence Security Wing of Intelligence Department and **CID Allowance @ 25% of Basic pay** to the executive staff of CID, duly dispensing with the Special Pay sanctioned to those categories of Intelligence Department and CID.

**11.158** **The Commission recommends to continue the rates of Special Allowance sanctioned vide G.O.Ms.No.14, Home (Budget) Dept., dt:04.02.2016 in the revised pay scales.**

**26. Special Allowance to the staff working in Record room/ property room of Sub-ordinate Courts:**

**11.159** In G.O.Ms.No.50, Law (LA & J – Home Courts–D) Department, dt.23-04-2009 orders were issued sanctioning Special Allowance @Rs.100/- p.m. to the Staff working in Record Room / Property Room of Subordinate Courts. The 10<sup>th</sup> PRC has recommended Special Allowance @ Rs.150/- p.m. **The Commission recommends this allowance @ Rs.200/- p.m. in the revised scales.**

**27. Anti-Naxalite Squad Allowance:  
(Special Task Force, Anti Naxalite Squad  
[Civil, Armed Reserve and TSSP] of Police Department)**

**11.160** This Allowance is sanctioned to the Police Personnel working in the Special Task Force, Anti-Naxalite Squad (Civil, Armed Reserve & TSSP) as shown below:

Sl. No.	Department & Category	Existing Amount (as per G.O.Ms.No.56 Fin.(HRM.IV) Dept., dt.02.05.2015)	Recommended
i.	Inspectors	15% of Basic Pay	15% of Basic pay
ii.	Sub-Inspectors		
iii.	Head Constable		
iv.	Police Constable		
v.	Armed Reserve Sub Inspector / Head Constable (AR)/ P.C. (AR)	15% of Basic Pay [for the actual period they are deployed for combing operations in Naxalite affected areas]	15% of Basic pay [for the actual period they are deployed for combing operations in Naxalite affected areas]
vi.	Cook		

**This Commission recommends to continue 15% of basic pay as Anti Naxalite Squad Allowance for the above categories.**

**28. Double Lock Key Allowance in Treasuries & Accounts Department:**

**11.161** This allowance is sanctioned to the employees working against the following categories of posts in T&A Department for holding the Double Lock Key of the strong rooms in Treasuries. **The Commission recommends the allowances as shown below:**

Sl. No.	Department & Category	Existing Amount (as per G.O.Ms.No.56, Finance (HRM.IV) Dept., dated. 02.05.2015) (Rs.)	Recommended (Rs.)
<b>(I) In Sub-Treasuries</b>			
i.	Sub-Treasury Officer	325/-p.m.	400/- p.m.
ii.	Accountant (Double lock Officer in Sub Treasuries)	250/-p.m.	300/- p.m.
<b>(II) In Treasury in Revenue Division</b>			
i.	Assistant Treasury Officer	350/-p.m.	450/- p.m.
ii.	Sub Treasury Officer	325/-p.m.	400/- p.m.

**29. Computer Allowance:**

**11.162** Computer has become a necessary tool for every employee in the Government system. The Commission has examined this issue and endorses the views of PRC 2014 to discontinue payment of computer allowance to the staff working in Treasuries and Accounts department and any other Departments if it is being paid. The Commission further recommends that computer allowance should not be sanctioned to any of the categories of the employees working in Government Departments. The Commission also notices that loans are being given by the Government for purchase of personal computers. In addition to this, Computers are being provided in all offices to the staff and officers for attending their duties. Hence no Computer Allowance be allowed to any employee.

**30. Clerical Allowance for Pharmacists:**

**11.163** This allowance is sanctioned to Pharmacists in Medical Education Department as they are required to attend to clerical duties in addition to their normal technical duties. The current rate is Rs.150/- p.m. as per G.O.Ms.No.69, Fin (HRM.IV) Dept., dt.04.05.2015. There is a request to increase the rate. **The Commission recommends the enhancement of this allowance from Rs.150/- a month to Rs.200/- a month.**

**31. N.G.O. - Clinic Allowance:**

**11.164** Currently, Civil Assistant Surgeons/Deputy Civil Surgeons and Staff Nurse are sanctioned this Allowance for attending to work at N.G.O. clinic. The existing rates of this Allowance are as per G.O.Ms.No.69, Fin (HRM.IV) Dept., dt.04.05.2015 . They may be enhanced as noted against each.

	<b>Existing</b>	
1. Civil Assistant Surgeon/ Deputy Civil Surgeon	Rs.200/-	p.m.
2. Staff Nurse	Rs.150/-	p.m.

**11.165** Government have reorganized the concept of providing out-patient medical facilities to Government employees and pensioners through wellness centres. In view of this, the Commission recommends to discontinue this allowance.

**32. Leprosy Allowance:**

**11.166** This allowance is sanctioned to the following categories of posts under National Leprosy Eradication Programme (NLEP) of the Department of Health. The existing rates are as per G.O.Ms.No.72, Fin(HRM-IV) Dept., dt.4-5-2015. The Commission recommends to increase this allowance at the rates noted against each category.

Sl. No.	Category (under NLEP)	RPS 2010	RPS 2015	Recommended
1	Medical Officer (Leprosy Eradication Programme)	Rs.650/- p.m.	Rs.700/-p.m.	Rs.750/-p.m.
2	Physiotherapist	Rs.300/- p.m.	Rs.350/- p.m.	Rs.400/- p.m.
3	Non Medical Supervisor	Rs.250/- p.m.	Rs.300/-p.m.	Rs.350/-p.m.
4	Deputy Health Education Officer/ Deputy Paramedical Officer	Rs.250/- p.m.	Rs.300/-p.m.	Rs.350/-p.m.
5	Non Medical Assistant	Rs.125/- p.m.	Rs.150/-p.m.	Rs.200/-p.m.
6	Health Educator	Rs.125/- p.m.	Rs.150/-p.m.	Rs.200/-p.m.
7	Dresser/Sweeper/ Nursing Orderly (ward boy)	Rs.100/- p.m.	Rs.125/-p.m.	Rs.175/-p.m.
8	Para Medical Officers	Rs.250/- p.m.	Rs.300/-p.m.	Rs.350/-p.m.
9	Health Education Officer (Leprosy)	Rs.250/- p.m.	Rs.300/-p.m.	Rs.350/-p.m.

### **33. Slaughter House Allowance:**

**11.167** This allowance is given to Veterinary Assistant Surgeons for attending to antemortem/postmortem duties at Slaughter Houses. The existing rates are as follows:

1. For those working in Municipal areas ... Rs.625/- p.m.
2. For those working in Gram Panchayat areas ... Rs.425/- p.m.

(vide G.O.Ms.No.58, Fin.(HRM.IV) Dept., dt.2-5-2015 )

**11.168** The Commission recommends enhancement of this allowance as noted below.

1. For those working in Municipal areas ... Rs.800/- p.m.
2. For those working in Gram Panchayat areas ... Rs.600/- p.m.

### **34. Supervisory Allowance:**

**11.169** This allowance is given to the following categories of employees in Local Bodies, Municipalities and Municipal Corporations, Hyderabad who perform the duties of supervising sanitary work.

Sl. No.	Institution	Category
1.	Local bodies	Daroga
2.	a) Local bodies b) Municipalities c) Municipal Corporations	Sanitary Maistry
3.	Municipal Corporation Hyderabad	Sanitary Jawan

**11.170** The Commission recommends the enhancement of this allowance from Rs.150/-p.m. to Rs.200/-p.m.

### **35. Sub-Jail Allowance:**

**11.171** This allowance is given to Civil Assistant Surgeons who perform duties of attending to sub-jail. The existing rate is Rs.300/- p.m. as per G.O.Ms.No.62, Fin (HRM.IV) Dept., dt.02.05.2015. **This allowance is recommended to be increased from Rs.300/- p.m. to Rs.400/- p.m.**

### **36. Office Allowance and Maintenance Allowance:**

**11.172** These allowances are sanctioned to Assistant Public Prosecutor Grade-I and Grade-II and Legal officers of Anti-Corruption Bureau.

**11.173** The following rates are as per the orders issued in G.O.Ms.No.74, Fin (HRM.IV) Dept., dt.04.05.2015 .

Sl. No.	Category	Office Allowance	Maintenance Allowance
1	Public Prosecutor / Joint Director	Rs.500/-p.m.	Rs.350/-p.m.
2	Additional Public Prosecutor Gr.I	Rs.450/-p.m.	Rs.350/-p.m.
3	Additional Public Prosecutor Gr.II	Rs.400/-p.m.	Rs.350/-p.m.
4	Senior Assistant Public Prosecutor	Rs.350/-p.m.	Rs.350/-p.m.
5	Assistant Public Prosecutor	Rs.300/-p.m.	Rs.350/-p.m.
6	Legal officers of A.C.B	Rs.300/-p.m.	Rs.350/-p.m.

**11.174** The request is to enhance the Office Allowance for the above categories ranging from Rs.1200/- to Rs.2000/- p.m., and to enhance the Maintenance Allowance from Rs.350/- p.m. to Rs.1400/- p.m.



**11.175** The Commission recommends to merge both the above allowances as Office-cum-Maintenance Allowance at the rates given below:

Sl. No.	Category	Office-cum-Maintenance Allowance
1	Public Prosecutor / Joint Director	Rs.1200/- p.m.
2	Additional Public Prosecutor Gr-I	Rs.1050/- p.m.
3	Additional Public Prosecutor Gr-II	Rs.1000/- p.m.
4	Senior Assistant Public Prosecutor	Rs.950/- p.m.
5	Assistant Public Prosecutor	Rs.900/- p.m.
6	Legal Officers of A.C.B	Rs.900/- p.m.

**37. Readers Allowance:**

**11.176** Blind Teachers and Lecturers are given Readers allowance. The 2014 PRC recommended enhancement of this allowance at the rates noted against each, accordingly orders were issued in G.O.Ms.No.4, WD&CW & DW Department, dated.19.03.2016.

1. Secondary Grade Teachers . . . Rs.1200/- per month.  
(including Craft Instructors)
2. School Assistants . . . Rs.1500/- per month.
3. Junior Lecturers and above . . . Rs.2000/- per month.

**11.177** The Commission recommends for enhancement of this allowance as follows:

1. S.G. Teacher (including Craft Instructors) :Rs.1600/- p.m.
2. School Assistant Teacher :Rs.2000/- p.m.
3. Junior Lecturers and above :Rs.2500/- p.m.

**38. Blood Bank Allowance**

**11.178** This allowance is given to Staff Nurses working in the Blood Banks of the Institute of Preventive Medicine, P.H. Labs and Food (Health) Administration Department and Staff Nurses working in the Blood Banks of Teaching and Non-Teaching Hospitals under the control of Medical Education, Health, Family Welfare, Ayush and Insurance Medical Services Departments. The existing rate is Rs.200/- p.m. as per G.O.Ms.No.77, Fin (HRM.IV) Dept., dated:13.05.2015. **This Commission recommends this allowance to be revised to Rs.300/- p.m. in the revised pay scales.**

**39. Difficult Sanitation Service Allowance:**

**11.179** This allowance is given to Kamaties, Malaria Field Workers, Drainage Gang Mazdoors, Sanitary workers (Scavengers) and Thoties working in all Municipal Corporations and Municipalities. The existing rate is Rs.200/- p.m. as per G.O.Ms.No.70, Fin (HRM.IV) Dept., dated:04.05.2015. **This Commission recommends this allowance to be revised to Rs.500/- p.m. in the revised pay scales.**

**40. Theatre Allowance:**

**11.180** This allowance is given to the Staff Nurses belonging to Medical Education Dept., and Staff Nurse/ Head Nurse belonging to Family Welfare and Insurance Medical Services Departments. On the recommendations of PRC 2014, this allowance is extended to the Head Nurses of Medical Education Department, Nurses and Head Nurses of Ayush Dept., and also to the Theatre Assistants belonging to all Medical Departments i.e., Medical Education, Health/Family Welfare, Ayush and Insurance Medical Services Departments at the same rate if they attend to theatre work. Accordingly, orders were issued in G.O.Ms.No.69, Finance (HRM.IV) Department, dated. 04.05.2015.

**11.181 The Commission recommends enhancement of this allowance to the following categories:**

(Amount in Rupees)

Department & Category	RPS 2010	RPS 2015	Revised
<b>Family Welfare Department</b>			
1.Head Nurse/Staff Nurse	100/-pm	150/-pm	200/- p.m.
2.Theatre Assistant	100/-pm	150/-pm	200/- p.m.
<b>Medical Education Department</b>			
1.Staff Nurse	100/-pm	150/-pm	200/- p.m.
2.Head Nurse	100/-pm	150/-pm	200/- p.m.
3.Theatre Assistant	100/-pm	150/-pm	200/- p.m.
<b>Insurance Medical Services Department</b>			
1.Staff Nurse	100/-pm	150/-pm	200/- p.m.
2.Head Nurse	100/-pm	150/-pm	200/- p.m.
3.Theatre Assistant	100/-pm	150/-pm	200/- p.m.
<b>Ayush Department</b>			
1.Nurse	100/-pm	150/-pm	200/- p.m.
2.Head Nurse	100/-pm	150/-pm	200/- p.m.

3.Theatre Assistant	100/-pm	150/-pm	200/- p.m.
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#### 41. Machine Allowance:

**11.182** This allowance is given to Copyists working in Judicial Department for whom Typewriters were not provided by the Government and it shall cease from the day on which Typewriters are provided by Government. The existing rate is Rs.150/- p.m. as per G.O.Ms.No.63, Finance (HMR.IV) Department, dated. 02.05.2015. The PRC 2014 observed that this allowance has to be dispensed with in all the Courts which are supplied with Computers / Photo Copying Machines. The departments concerned are advised to supply Computers / Photo Copying facility wherever it is needed. **This Commission recommends to discontinue Machine Allowance.**

#### 42. Library Allowance:

**11.183** The Association of Public Prosecutors requested to sanction an amount of Rs.12,000/- per annum as Library Allowance to all the public prosecutors on the ground that the public Prosecutors have to refer various cases to prepare and conduct prosecutions in the Court and they have to necessarily maintain a Library. **The Commission recommends payment of Library Allowance at Rs.4000/- per annum to the following categories of posts in the Department of prosecutions.**

- i) Assistant Public Prosecutor
- ii) Senior Assistant Public Prosecutor
- iii) Additional Public Prosecutor Gr.II
- iv) Additional Public Prosecutor Gr.I
- v) Public Prosecutor / Joint Director

#### 43. Incentive Allowance:

**11.184** Based on the recommendations of PRC 2014, incentive allowance was sanctioned in G.O.Ms.No.61, Fin (HRM.IV) Dept., dt.02.05.2015 to the following categories of Police Dept., at the rates noted against each.

- 1) Armoured Head Constable @ Rs.125/-p.m.
- 2) Armoured Police Constable @ Rs.100/-p.m.

**11.185** Keeping in view the general increase in rates, the Commission recommends continuance of this allowance at the following rates:

- 1) Armoured Head Constable Rs.175/-p.m.

**2) Armoured Police Constable Rs.150/-p.m.**

**44. Scout Allowance:**

**11.186** Based on the recommendations of PRC 2014, Scout allowance of Rs.100/- was sanctioned vide G.O.Ms.No.61, Fin (HRM.IV) Dept., dt.02.05.2015 to the teachers in Government Schools, Government Training Schools who are fully qualified as Scout Masters and ACC Officers provided they are actually running at least a patrol of 24 Scouts and Guides and ACC Officer has to raise a minimum number of 50 cadets as per the orders issued in G.O.Ms.No.46, Finance, dt.6-2-1980.

**11.187** The Commission recommends to increase the rate of this allowance to Rs.150/-p.m., subject to the conditions specified in G.O.Ms.No.46, Finance (TA) Department, dated. 06.02.1980.

**45. Intensive Care Unit Allowance:**

**11.188** The Commission recommends payment of Intensive Care Unit Allowance to the following categories at the rates noted against each.

Sl.No.	Category	RPS 2015 (Rs.)	Recommended (Rs.)
1.	Head Nurse	100/- p.m.	150/- p.m.
2.	Staff Nurse	75/- p.m.	120/- p.m.
3.	Nursing Orderly (M.N.O/ F.N.O)	50/- p.m.	100/- p.m.

**11.189** The payment of this allowance shall be restricted only for the period they actually work in the Intensive Care Units of the Hospitals under the control of Medical Education, Health and Family Welfare, Insurance Medical Services and AYUSH Departments.

**46. Delhi Allowance / Special Compensatory Allowance and other items relating to the staff working in Telangana Bhavan, New Delhi:**

**a. Delhi Allowance:**

**11.190** The staff of Telangana Bhavan at New Delhi are allowed to draw 20% of Basic Pay subject to a maximum of Rs.2000/- p.m. as per the orders issued in G.O.Ms.No.264, Fin. (TA) Dept., dt.15-10-2005. It was also

mentioned in the G.O. that the said allowance is as per G.O.Ms.No.148, G.A. (GH1) Dept., dt.29-04-1998.

**11.191** This allowance is applicable only to the staff recruited at Delhi and are working in Telangana Bhavan but not to such of the staff who were deputed from State Government to work at Telangana Bhavan, New Delhi, since they are eligible for the payment of special compensatory allowance for the period of deputation. Based on the recommendations of PRC 2014, Government revised this allowance to 20% of basic pay subject to a maximum of Rs.4000/- p.m. vide G.O.Ms.No.56, Finance (HRM.IV) Department, dated. 02.05.2015.**The Commission recommends to revise this allowance to 20% of basic pay subject to a maximum of Rs.5500/- p.m.**

**b. Special Compensatory Allowance:**

**11.192** This allowance is permissible only to such of the staff who are deputed from the State Government to work at Telangana Bhavan, New Delhi, but not to the staff who are eligible for Delhi Allowance specified in item (a) above. The PRC 2014 recommended to revise this allowance to 20% of basic pay subject to a maximum of Rs.4000/- p.m.**The Commission recommends continuance of this allowance @20% of the basic pay, subject to a maximum of Rs.5500/-p.m.**

**11.193** The Commission recommends to pay Special Pay to the following categories of posts only at the rates shown against each which was included in the list of Special Pays.

Sl.No.	Category Name	RPS 2015	Recommended (Rs.)
1.	Assistant Commissioner	500/- p.m.	600/- p.m.
2.	Protocol Officer	500/- p.m.	600/- p.m.
3.	Assistant Liaison Officer	400/- p.m.	500/-p.m.
4.	Assistant Reception Officer	400/- p.m.	500/-p.m.
5	Lift Operator	150/-p.m.	200/- p.m.
6	Office Subordinate working in the peshi of Commr. & Addl. Commr. of Telangana Bhavan, New Delhi	350/- p.m.	500/- p.m.

**c. Special Gratuity Allowance to Drivers of Telangana Bhavan.**

**11.194** The Government have sanctioned for the payment of Special Gratuity Allowance @ Rs.16.50 per hour limited to 100 hours in a month for the Drivers working in erstwhile A.P.Bhavan for rendering extra hours of duties beyond their office hours and during public holidays vide. G.O.

Memo.No.267/G.H.I/2002-9, GA (GH.I) dt.10.10.2002. PRC 2014 has recommended to revise this allowance from Rs.16.50/- to Rs.30/- per hour subject to a ceiling of 100 hours in a month. **Therefore Commission recommends to enhance this allowance from Rs.30/- per hour to Rs.40/- per hour, subject to a ceiling of 100 hours in a month.**

**47. Construction Allowance:**

**This allowance has already been discontinued since RPS 2005.**

**48. Supply of Dress, Shoes to the Drivers of Govt. Vehicles:**

**11.195** It is brought to the notice of this Commission that in G.O.Ms.No.630, Home (Printing –A) Dept. dt:17-11-1984 orders were issued to supply terry cotton khaki color cloth of 9 meters for each driver (at the rate of 5 meters for the pants and 4 meters for the bush shirts) once in two years and it was also ordered therein that the individual departments should bear the stitching charges of the uniform. The Drivers Association requested to recommend the supply of uniform as per the above orders.

**11.196** Similarly, in G.O.Ms.No.532/Expr.-HG/85-1, dt:7-5-85 of Finance & Plg. (FW-Expr.H.G.) Dept. the scale of expenditure for the supply of one pair of shoes to the Drivers & Motor Cycle Messengers & Lift operator etc. was fixed at Rs.100/- once in a year. The Drivers Association requested to recommend for the supply of shoes every year regularly.

**11.197** We have observed and also are informed by various associations that the winding up of the Department of Stationary has led to disruption in the supply of uniforms and shoes. Since the dress and equipment is to be supplied from out of the Budget released to the Head of Office and in view of and the competing demands on the limited resources, the funds are invariably utilized for meeting other office expenses. Moreover, the budgeting itself is not done properly as supply of uniform is not an annual feature and as the budgetary outlays are determined with reference to the outlay/ expenditure in the previous year, there is a possibility of requirement of funds for uniforms being ignored at the time of budget formulation. In order to overcome this problem we suggest that 2½ meters of pant cloth and 4 meters of shirting cloth may be supplied every year to the drivers along with supply of a pair of shoes. The stitching charges may be paid in cash to the employee. **This Commission is of the view that the same practice may be continued.**

**49. Ex-Gratia / Compensations in the case of Death / Disablement of the employee:**

**11.198**      **The employees and teachers associations have requested to enhance the ex-gratia/ compensation.**

**11.199**      In PRC 2014 the Commission has recommended to review the existing compensation packages and revision of the amounts keeping in view the increase in the cost of living and the increase in the needs of the average Indian family.

**11.200**      It is observed that in G.O.Ms.No.166, G.A(Ser.G) Dept., dt:31.03.2005 orders were issued enhancing the Ex-gratia amount to the distressed family of a deceased employee as indicated below:

- |                       |   |             |
|-----------------------|---|-------------|
| 1. Class IV employees | - | Rs.40,000/- |
| 2. NGOs               | - | Rs.60,000/- |
| 3. Gazetted Officers  | - | Rs.80,000/- |

**11.201**      **This Commission recommends payment of compensation to the family of the deceased employees in lieu of compassionate appointment, on similar lines of Government of Andhra Pradesh vide G.O.Ms.No.114, General Administration (Ser-A) Department, dt:21.08.2017, as follows:**

- |                              |          |                       |
|------------------------------|----------|-----------------------|
| <b>1. Class IV employees</b> | <b>-</b> | <b>Rs.5,00,000/-</b>  |
| <b>2. NGOs</b>               | <b>-</b> | <b>Rs.8,00,000/-</b>  |
| <b>3. Gazetted Officers</b>  | <b>-</b> | <b>Rs.10,00,000/-</b> |

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## CHAPTER- XII

### Advance Increments

**12.01.** Advance Increments for higher qualifications was adopted by the State to reward people who joined Government service with qualifications in excess of the requirements as prescribed in the Rules for the job. This was justified in the initial years after independence when the Rules framed provided for basic minimum qualifications for entry into Government service and the higher level posts were mostly occupied by the Officers of the Crown. There was obviously a reluctance to enhance the qualifications as that would have adversely impacted those who were already in Government service. The solution found was to pay higher remuneration without changing the qualifications for the job or the pay scale, and to award increments for possessing of higher qualifications.

**12.02.** The practice of Advance Increments that was introduced since the formation of the State continued for a long time. Pay Revision Commission, 1993 analyzed the history of the concessions given by the previous Commissions and felt that the continuance of such incentive was no longer valid as persons possessing higher qualifications were available in plenty seeking Government employment. The Commission suggested an alternative of increasing the minimum qualifications for recruitment where it was considered necessary or desirable. The Commission suggested a review of the incentive scheme. As a result, a Committee of Senior Officers was constituted in G.O.Ms.No.356, General Administration (Spl.A) Department, dt. 22.6.1993, to review the functioning of the scheme of allowing advance increments to various categories of employees. As the said Committee could not submit its report before the constitution of the 1999 Pay Revision Commission, the subject was again included in the Terms of Reference of the said Commission.

**12.03.** The Pay Revision Commission, 1999 after reviewing the Incentive Scheme came to the conclusion that the incentive should be done away with. The Commission felt that there was a large pool of qualified personnel seeking entry into Government service and, therefore, there was no need to provide an extra incentive by way of additional increments to attract persons possessing higher qualifications into those services. The Commission, however, felt that in specialized areas like Medicine, higher qualifications should be given weightage for the purpose of promotion. The Commission analyzed the result of litigation in the High Court leading to sanction of Incentive Increments to certain categories of employees within the High Court by invoking Article 14 of the Constitution of India. The Commission cautioned the possibility of invocation of Article 14 by other categories in the



Government service for getting Advance Increments for possessing of higher qualifications. The Commission, in the end, recommended that the service rules be amended prescribing suitable qualifications in the changed circumstances. The Commission suggested sanction of Incentive Increments in exceptional cases. The Commission also felt that a nexus between specific qualifications possessed and the duties performed should be established before the incentive is sanctioned. The Commission advised against sanction of incentive in case the qualifications are acquired with Government assistance.

**12.04.** PRC 2014 observed that sanction of Advance Increments for possessing higher qualifications is not relevant in the present context, since qualified persons for manning posts under the Government are available. The Commission, therefore, reiterates that it is only in extra-ordinary cases that Advance Increments should be considered for sanction, for higher qualifications and in such cases a clear nexus should be established between possession of higher qualifications and the need of the job performed.

**12.05. This Commission is of the opinion that advance increments for possessing higher qualification are no more relevant in the present context and hence be done away with.**

\* \* \* \* \*

## CHAPTER-XIII

### LOANS AND ADVANCES

**13.01** Government are providing funds in the Budget towards the payment of recoverable advances to the employees for (i) purchase/ construction of houses, (ii) repairs/ improvements to the existing houses, (iii) purchase of the conveyances, (iv) celebration of marriages (v) purchase of personal computer. All these advances bear a lesser rate of interest when compared to the rate of interest charged by the Banks / Financial Institutions. In addition, non interest bearing advances like Festival advance, Education advance etc., are also being allowed to the employees. Government have also permitted the employees to obtain additional loans for construction of houses from Banks / financial institutions by mortgaging the same property. In addition, Government have also allowed certain banks to pay advances to the employees for construction / purchase of house by meeting the difference in rate of interest, between the Bank rate and the Government rate, from State Funds. Keeping in view the existing provisions and the requests received from the Associations, the following recommendations are made in respect of each of the advances.

#### Advances to the employees

**13.02** Among the advances payable to the employees the following are the interest bearing advances.

- A. Advance for purchase of House site / construction of a house on the site already owned by the employee / purchase of Ready Built House (including flat) / repairs, additions improvements etc. to the house already owned by the employee/ for purchase of site-cum-construction of the house/Flat thereon.
- B. Advance for purchase of conveyances.
- C. Advance for celebration of marriages.
- D. Advance for purchase of personal computers.

## I. HOUSE BUILDING ADVANCE:

**13.03** In the case of advance for house building activity the following are the limits of maximum amount of advance permissible to the employees at present.

For purchase of only site	For purchase of Ready Built House/ Flat	For purchase of site-cum construction of new house/ flat	For construction of new house/ flat on the site already owned by the employee	For undertaking repairs extensions, enlargements, improvements etc.
10 times the Basic pay or Rs.2.00 lakhs whichever is less	a. Employees drawing pay upto Rs.26600 p.m.	--	72 times of pay or Rs.10.00 Lakhs	20 times of pay or Rs.4.00 lakhs whichever is less
	b. Employees drawing pay of more than Rs.26600 p.m. & upto Rs.42490 p.m.	--	72 times of pay or Rs.12.30 Lakhs	
	c. Employees drawing pay of more than Rs.42490 p.m. & upto Rs.61450 p.m.	--	72 times of pay or Rs.15.00 Lakhs	
	d. Employees on a pay of more than Rs.61450 p.m.	--	72 times of pay or Rs.20.00 Lakhs	
	e. A.I.S. Officers for construction/ Ready Built House	--	50 times of pay or Rs.25.00 Lakhs	

**13.04** The maximum number of monthly installments for recovery of the advance is 60 for the principal and 12 for the interest in respect of the advance for the purchase of House Site. In respect of advance granted for undertaking the repairs etc., it is 75 in respect of principal and 15 in respect of interest. The advances sanctioned for purchasing the ready built house / flat, for construction of a house on the site already owned by the employee and for purchase of site-cum-construction of the house/flat thereon, the maximum number of monthly installments for recovery of principal is 240 and 60 for the recovery of interest. After the expiry of the recovery of the principal amount,

the recovery of the interest has to be commenced. The rate of interest for the above advances is 5% for the class-IV employees, while it is 5.5% for other employees.

**13.05** The employees associations have requested for increasing the quantum of advance in view of the escalation of the cost of land and cost of construction.

**13.06** The payment of this advance is subject to the availability of the budget provision. In view of the developmental programmes taken up by the Govt. there is constraint on the part of the Govt. to make increased provisions in the budget for this purpose. Several guidelines were issued for distribution of this amount of advance among the employees working in Secretariat, Directorates, Regional/ District Level Offices and other Sub-Ordinate Offices. In spite of that, it is not possible for the departments to sanction this advance upto the maximum amount permissible in the rules. There is also criticism that those working in mofussil areas are not able to get the advances in time. As a result the employee is forced to obtain further advances from local persons or other banks. Besides that, the employee has to mortgage the title deeds of the house with the department. After the expiry of the recovery of the principal and interest the mortgage deeds have to be re-conveyed to the concerned employee. At times it becomes difficult for the department to locate the original title deeds mortgaged due to frequent change of offices, reorganization of the departments etc. In addition, after the completion of repayment of principal amount with interest, a clearance certificate from the A.G., Telangana has to be obtained failing which the pensionary benefits are withheld to some extent.

**13.07** **The Commission recommends that the Government may encourage the employees to avail the entire house building loan from the Commercial Banks and the difference in rate of interest, if any, between bank rate and Government rate may be subsidized by the Government. The interest subsidy would, however, be limited to the extent of loan eligibility limits of the employees fixed by the Government. By this method, housing needs of a larger number of Government Employees can be met within the limitation of Budget. Pending such an arrangement, the following increase in the quantum of advances is recommended.**

- a) **For purchase of site: 15 times of basic pay or Rs.10.00 Lakhs or actual cost of the site, whichever is less.**
- b) **For undertaking the repairs, extensions, etc., : 20 times of basic pay or Rs.6.00 Lakhs, whichever is less.**

c) For purchase of ready built house/ flat or for purchase of site-cum-construction of new house/ flat and for the construction of new house/ flat on the site already owned by the employee:

- i. Employees drawing pay upto Rs.38890/- p.m., it may be either 72 times of pay or Rs.20.00 Lakhs whichever is less.
- ii. Employees drawing pay of more than Rs.38890/-p.m., and upto Rs.62110/- p.m., it may be either 72 times of pay or Rs. 25.00 Lakhs whichever is less.
- iii. Employees drawing pay of more than Rs.62110 p.m., it may be either 72 times of pay or Rs.30.00Lakhs whichever is less.
- iv. All India Service Officers working in the State may be allowed either 50 times of pay or Rs.35.00 Lakhs which is ever is less.

d) All India Service Officers working in the State may be given the option to choose either the State Govt. rules OR to adopt the Govt. of India rules.

**II. Advance for the purchase of conveyances:**

**13.08** The employees are eligible for sanction of advances for the purchase of Motor Car/ Motorcycle / Scooter/ Moped/ Bicycle. The Officers eligible, the amount of advance, the number of installments of recovery of the advance and interest and the rate of interest at present is as follows:

Item	Motor Car	Motor Cycle / Scooter	Moped	Bicycle
<b>a) Eligibility</b>	Officers whose basic pay is Rs.37100 and above	Employees whose basic pay is Rs.22460 and above, but < Rs.37100	1) Employees whose basic pay is Rs.16400 and above, but <22460 2) All Drivers who have completed 2 years of service irrespective of their basic pay	All employees including class IV (except to those for whom advance for the purchase of Motor Car / Motor Cycle was sanctioned earlier).
<b>b) Amount of Advance</b>	15 months' basic pay or Rs. 6.00 Lakhs or actual cost	7 months' basic pay or Rs.80.000 or actual cost	7 months' basic pay or Rs.35000 or actual cost whichever is less	Rs.5000 or actual cost whichever is less

	whichever is less	whichever is less		
<b>c) Number of Instalments of recovery</b>	Principal -135 Interest..65	Principal - 80 Interest.. 16	Principal - 60 Interest.. 16	Principal - 26 Interest.. 04
<b>d) Rate of Interest</b>	5.0% p.a. for class- IV employees 5.5% p.a. for other employees			

**13.09** The associations have requested to enhance the monetary limits on the ground that the prices of conveyances have increased.

**13.10** As already observed the employees have to be encouraged to avail loans and advances from banks/ financial institutions to meet their requirements of conveyances. Pending formulation of a scheme of understanding with the lending institutions in this regard, the following increases in the quantum of advance for the purchase of conveyance is recommended:

### **RECOMMENDED LIMITS OF ADVANCE FOR PURCHASE OF CONVEYANCE**

**i. Purchase of car:**

**Employees whose basic pay is Rs.54,220 p.m. and above may be sanctioned either 15 months basic pay or Rs.9.00 Lakhs or actual cost, whichever is less.**

**ii. Purchase of Motor cycle/ Scooter:**

**Employees whose basic pay is Rs.32,810 p.m. and above may be sanctioned either 7 months basic pay or Rs.1,00,000 or actual cost, whichever is less.**

**13.11** At present all the employees are purchasing Motor Cycles / Motor Cars, there is no necessity to continue giving advances for purchase of Moped/ Bicycle. **The Commission recommends to discontinue the advances for Moped and Bicycle.**

### **III. Advance for celebration of marriages:**

**13.12** Advances can be sanctioned to the employees in connection with the celebration of marriages of the employees themselves and / or for the celebration of the marriages of the children of the employees. The amount of advance, the number of monthly installments of recovery of principal and interest and the rate of interest at which the advance has to be recovered at present are detailed below.

**a) Amount of Advance:**

Sl.No.		Class –IV	Others
i)	For the marriage of the male employees or for the marriage of sons of the male / female employees.	Either 15 months pay or Rs.75,000/- whichever is less	Either 15 months pay or Rs.1,25,000/- whichever is less
ii)	For the marriage of female employees or for the marriage of daughters of the male / female employees.	Either 15 months pay or Rs.1,00,000/- whichever is less	Either 15 months pay or Rs.2,00,000/- whichever is less

**B) Number of installments of recovery**

- a) Principal ..... 70  
 b) Interest ..... 10

**C) Rate of interest**

- a) Class-IV Employees ..... 5.0% p.a.  
 b) Other employees ..... 5.5% p.a.

**13.13** The associations have requested for enhancing the maximum limit in view of the increase in the cost of living and since the expenses connected with the celebration of marriages have considerably increased.

**Keeping in view the request the following limits are recommended:**

Sl. No.		Class –IV	Others
i)	<b>For the marriage of male employees themselves or for the marriage of sons of the male / female employees.</b>	<b>Either 15 months pay or Rs.2,00,000/- whichever is less</b>	<b>Either 15 months pay or Rs.3,00,000/- whichever is less</b>
ii)	<b>For the marriage of female employees themselves or for the marriage of daughters of the male / female employees.</b>	<b>Either 15 months pay or Rs.2,50,000/- whichever is less</b>	<b>Either 15 months pay or Rs.4,00,000/- whichever is less</b>

**IV. Advance for the purchase of personal computers (desktop/laptop including printer):**

**13.14** As per the existing rules the advance for the purchase of personal computers (desktop/laptop including printer) can be sanctioned to the officers whose basic pay is Rs.16,400/- p.m. or more. The amount of advance shall be either the actual cost of the computer or Rs.50,000/- whichever is less. The principal amount of the advance is recoverable in not more than 135 monthly installments and the interest portion is recoverable in not more than 65 monthly installments. The rate of interest for this advance is 5.5% per annum.

**13.15** The request of the associations is to allow this advance not only to officers but also to all the employees who belong to superior service. Some of Last Grade Service employees are seeking for the above advance.

**13.16** The request of the Associations is reasonable and this benefit may be extended to all the permanent employees of the Government. The amount of advance will be either the actual cost or Rs.75,000, whichever is less.

**V. Number of installments of recovery of the interest bearing advances:**

**13.17** The commission is of the opinion that the existing number of monthly installments for the recovery of the principal and interest, in respect of all the four types of interest bearing advances referred to above are reasonable and do not require any alteration.

**VI. Rate of interest:**

**13.18** The Commission recommends to continue the existing interest rates for various types of advances as indicated below based on G.O.Ms.No.39, Finance (HRM.IV) Dept., dt:15.04.2015:

- i. For class IV employees @ 5.00% p.a.
- ii. For other than class IV employees @ 5.50% p.a.

**13.19** This Commission re-iterates the observations of the previous commissions that these rates may be revised periodically keeping in view the interest paid by the Govt. on G.P.F. accounts of employees. The suggested gap of 3% or 2.5% that is now proposed between the interest paid by the Govt. on G.P.F. and the interest levied on advances may be maintained.



## **VII. Penal Interest:**

**13.20** The existing rules provide for the recovery of the penal interest at one and half times the normal rate of interest in cases where the advance was either mis-utilized or not utilized and also for not observing the formalities such as mortgage, insurance, etc.

**13.21** Unless deterrent punishments are imposed in cases where the advances were either mis-utilized or not utilized the tendency of misuse of advance cannot be checked. To take disciplinary action against the employees for misuse of advance the elaborate procedure contemplated in the C.C.A. rules has to be followed. As such, it is necessary that the rate of penal interest has to be increased to avoid misuse of advances by the employees. **This Commission re-iterates the observations of the previous commissions to levy penal interest at double the rate of normal interest in case the advances are mis-utilized or not utilized at all and at 1½ times the normal rates for non-compliance with formalities.**

## **VIII. Non-interest bearing advances:**

**13.22** Among the advances payable to the employees the following are the non-interest bearing advances.

- A. Festival Advance.
- B. Special Festival Advance for purchase of TSCO cloth etc.;
- C. Education Advance.
- D. Advance of Pay
- E. Advance of T.A.
- F. Medical Advance.

### **A. Festival Advance:**

**13.23** At present, employees drawing pay in the scale of Rs.26600-77030 or below are eligible for the sanction of festival advance of Rs.7500/- and the Class IV employees are eligible for the same at Rs.5000/-. This is to be sanctioned once in a financial year and it shall be recovered in 10 equal monthly installments.

**13.24** In view of the general increase in the cost of living the following amounts are recommended.

- i. For Class-IV employees -- Rs.6,000/-
- ii. For other than Class-IV employees drawing pay in the scale of pay of Rs.38890-112510 or below -- Rs.8,500/-

**13.25** The other conditions regarding the number of installments of recovery and sanctioning this advance once in a financial year have to be continued.

**B. Special Festival Advance for purchase of Handloom or Khadi cloth etc.:**

**13.26** This is a temporary scheme being extended by the Government from year to year. As per the latest orders issued in G.O.Ms.No.39, Fin (HRM.IV) Dept., Dt:15/04/2015, the following are the monetary limits.

- a. Gazetted Officers Rs. 7,500/-
- b. Non-Gazetted Officers Rs. 6,000/-
- c. Class IV Employees Rs. 4,500/-

**13.27** This is also payable once in a financial year and the amount is recoverable in 10 equal monthly installments.

**13.28** The Commission is of the view that this advance may be used to persuade the employees to buy either Handloom cloth or Khadi cloth both of which serve lot of small scale sector entrepreneurs. Keeping in view the prevailing prices, the Commission recommends the following monetary limits.

- a. Gazetted Officers Rs. 8,500/-
- b. Non-Gazetted Officers Rs. 7,000/-
- c. Class IV Employees Rs. 5,500/-

**13.29** The other conditions for the sanction, disbursement and recovery may be continued to be followed.

### C. Education Advance :

**13.30** At present the Non-Gazetted employees including class IV employees are eligible for the payment of this advance at Rs.7500/- once in an academic year to meet the expenses in connection with the education of the children of the employee. This is also recoverable in 10 equal monthly installments.

**13.31** The associations have requested for increase in the amount.

**13.32** Elsewhere in this report this Commission has recommended to sanction certain grants in respect of NGOs who admit their children in Government schools. The Commission observes that the NGOs have become an aspirational class and admitting their children in professional courses in a big way. Government is reimbursing the fees in professional colleges to certain categories of the students basing on the income and also community criteria. Keeping this need in view, the Commission is of the opinion that an education advance is to be given to meet the fee for such professional courses in the higher education sector and **recommends to increase the amount of advance to Rs.15,000/- once in an academic year to be recovered in ten equal monthly installments, for admitting the children in professional courses which may be beyond 10<sup>th</sup> class or beyond 10+2.**

### D. Advance of pay:

**13.33** As per the existing rules when employees are transferred involving change of station, they are eligible for the sanction of advance of pay not exceeding one month's basic pay to be recovered in three equal monthly installments commencing from the salary of the employee from the month succeeding the month of sanction. **The Commission recommends to continue the existing facility.**

### E. Advance of T.A:

**13.34** As per existing rules whenever any employee is transferred involving change of station or whenever any employee has to go on official tour, advance of T.A., not exceeding the amount of travelling allowance admissible, is payable to the employee. The entire amount of advance has to be adjusted in the T.A. bill of the employee, provided the T.A. bill is preferred within the time limit. If it is not preferred in time, the entire amount of advance is to be recovered from the salary of the employee. Similarly, employees who were permitted to avail leave travel concession as per rules, advance of T.A.

not exceeding 80% of the amount admissible as per the rules, can be paid. This advance also has to be adjusted in the T.A. bill of the employee after completion of the Journey. **The Commission recommends to continue the existing facility.**

#### **F. Medical Advance:**

**13.35** As per the extant Telangana Integrated Medical Attendance Rules existing now, the employees are eligible for the sanction of Medical advance to meet the expenses of medical attendance and requirements of himself or any member of his family for which he is entitled for reimbursement. In G.O.Ms.No.74, HM & FW (K1) Dept., Dt:15-03-2005, the medical advance facility is extended to all the employees for the following diseases.

1. Acute Myocardial Infarction,
2. Acute Coronary Disease / Acute Renal Failure,
3. Severe Cases of Head and Spinal Injury / Road Accident,
4. Cases of Coma,
5. PTCA Stent,
6. Open Heart Surgery,
7. Pace Maker,
8. All organ transplants,
9. Plastic Surgery done for accident cases and burns and
10. Mitral Valve replacement.

**13.36** The amount of advance shall be based on the package rates of NIMS, Hyderabad depending on the estimation given by them. This advance is adjustable from the claim relating to reimbursement of the medical expenses by the employee.

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## CHAPTER XIV

### MEDICAL FACILITIES

#### I. TELANGANA STATE EMPLOYEES/PENSIONERS HEALTH SCHEME

**14.01** The First Pay Revision Commission, Telangana State, during its discussions with various Associations/Unions of the employees/Pensioners, have observed that the employees are facing certain difficulties with regard to access to proper treatment in empanelled hospitals and reimbursement of expenditure incurred on medical treatment. Invariably each one of them have expressed their view that the existing systems/procedures need review and strengthening so that they receive proper medical care in time of need. The Associations/Unions have expressed problems in receiving medical care as follows:

- i. The Employees/Pensioners have to incur huge expenditure in advance for their treatment for serious medical problems in super specialty hospitals. Because the reimbursement process takes abnormally long time and it becomes impossible on their part to afford the expenditure initially to be reimbursed later.
- ii. Employees/Pensioners have further informed that some empanelled hospitals are refusing to admit under Employees Health Scheme, understood to be on the ground of non receipt of their earlier dues.
- iii. At present the employees are being reimbursed up to Rs.2 lakhs without going to Screening Committee. They are not in a position to meet the balance expenditure from their own sources for treatment of major ailments involving surgical interventions and organ transplantation etc.
- iv. Screening Committee/Standing Committee is imposing 10% to 20% cut on reimbursement of bills for treatment in private hospitals.
- v. The problems being faced by Pensioners are much more.

**14.02** Since health care is a very important issue for the employees and there are lot of difficulties in getting timely treatment in the empanelled hospitals, the Commission thought it proper to make an in depth study of the existing systems and procedures for medical care of employees/pensioners. The Commission discussed with different organisations and visited wellness centres; and have gone through various Government Orders as listed below:

- i. Government of India Central Service (Medical Attendance) Rules 1944.
- ii. The Telangana Integrated Medical Attendance Rules,1972

- (APIMA Rules 1972)
- iii. Various Government Orders issued by the erstwhile state of AP and subsequently, the Government of Telangana.
  - iv. Held discussions with the officials of AROGYA BHADRATHA Trust of Police Department.
  - v. Visits: Wellness Centre, Khairatabad and office of Arogyasri Health Care Trust (AHCT) Telangana and held discussions with them.
  - vi. Discussions with the senior officials of the Medical, Health and Family Welfare Department.

**14.03** As part of the above study, the Commission has looked into

**A. G.O.Ms.No.97 HM & FW (A1) Department, dated: 07.06.2017:-**

It is seen that Government of Telangana have issued a very comprehensive order i.e., G.O.Ms.No.97 HM & FW (A1) Department, dated: 07.06.2017 which aims at providing cashless treatment to employees/pensioners in place of reimbursement of medical expenditure. This G.O. has taken into consideration APIMA Rules 1972 and all previous G.Os., issued by the Government for medical treatment of Government employees/ pensioners. The salient features of this G.O. are

- a) It provides cashless treatment to all Telangana State Government employees/pensioners and their dependent family members through a network of empanelled hospitals of Arogya Sri Trust. It seeks to replace the medical reimbursement system under APIMA Rules 1972 with cashless treatment.
- b) It provides for creation of wellness centres. The wellness centres will do the basic investigations; provide outpatient treatment as per requirement and recommend for inpatient treatments for major ailments through a network of empanelled hospitals. The G.O is exhaustive in listing out the investigations provided in the wellness centres, the outpatient services provided in the wellness centres and the cases to be referred to high end super specialty hospitals.
- c) It lists out ailments/conditions for emergency admission in super specialty hospitals.
- d) It has a detailed annexure listing the package prices for different procedures in non-NABH and other NABH hospitals.
- e) The G.O also provides list of empanelled hospitals, mode of payment etc.

1. **In G.O.Ms.No.101 HM & FW (A2) Department, dated: 01.12.2015** orders were issued enhancing

the ceiling limit of reimbursement from Rs.1.00 Lakhs to Rs.5.00 Lakhs and from Rs.2.00 Lakhs to Rs.7.50 Lakhs for major ailments applicable to Police personnel and their dependents, under Arogya Bhadratha Scheme being maintained by the Police Department.

2. **This G.O.Ms.NO.74 HM& FW (K1) Department, dated: 15.03.2005** provides reimbursement of medical bills to the employees which has been cleared by Insurance agency in case where the employee has insured himself on his own.

**14.04** Study of the above G.Os clearly indicates the intention of the Government, to provide medical care to its employees/pensioners at any cost. The latest G.O. in 2017 envisages to provide cashless treatment to its employees/pensioners. In spite of that the employees/pensioners are facing difficulties in receiving timely medical treatment in emergency/ critical cases. The missing link in this system needs identification to instill confidence in the employees/pensioners and provide for the timely medical services.

**14.05 Discussion with Aarogyasri Health Care Trust (AHCT):-** The Commission had a discussion with AHCT officials. Though the G.O.Ms.No.97 HM &FW (A1) Department, dated: 07.06.2017 envisages two separate trusts, one for the general public and the other for the employees, at present a single trust is looking after needs of both, the general public and the employees. Regarding the Aarogyasri Scheme for the general public there are pending bills from the designated hospitals leading to lukewarm response from these hospitals to treat the Aarogyasri sponsored candidates. The budgetary/ financial constraints and the depleted workforce available with this trust seem to be the impediment in taking up the employees'/pensioners' cases in a comprehensive manner in providing required medical facilities through the Trust.

**14.06 Discussion with Aarogya Bhadratha Trust:-** After elaborate discussion with the management team from Aarogya Bhadratha, the Commission observed that:

- a) The Aarogya Bhadratha scheme formulated by the Police Department to provide medical care to its personnel is able to achieve its goal to a great extent.
- b) The Trust is headed by the Director General of Police and the management of the trust is entrusted to a retired police officer of the

rank of Superintendent of Police, who has the required empathy and zeal to serve the Police personnel.

- c) The Police personnel are contributing a fixed amount towards the corpus of the trust which is being used for immediate clearing of the medical bills from the hospitals, without waiting for reimbursement from the Government. Generally, the clearance of bills by Government takes some time and the private hospitals which run like commercial organisations have neither the patience nor the financial muscle to bear the delay in clearance of their bills. Since the Trust takes care of that aspect through the corpus created by collecting monthly subscription from its members which gets replenished as and when Government reimburses the medical bills from hospitals, the system is running smoothly and hospitals have no hesitation in accepting cases referred by the Aarogya Bhadratha Trust.
- d) The trust management is nimble footed and takes quick decisions. In emergency cases oral permission of head of trust is taken and immediate medical care is provided to emergency cases.
- e) The scheme applies to the serving police personnel and their dependents only.

#### **B. Visit to wellness Centre:-**

After a detailed study of the Government instructions, discussion with Aarogyasri Trust and Aarogya Bhadratha Trust, visit to wellness centre and discussion with employees/pensioners, the Commission feels that the intention of the government is very clear on the subject of providing medical facilities to its employees/pensioners. The Government has even contemplated to provide cashless treatment to its employees. The problem appears to be the lukewarm attitude, at times, of the hospitals to treat the cases referred by the Aarogyasri Trust due to delay in clearance of their bills. The solution to the issue would be to create a corpus in the Trust by collecting monthly contribution from employees/pensioners which works like a buffer as in case of Aarogya Bhadratha to which the Associations of Employees / Pensioners have volunteered to contribute.

#### **The Commission recommends the following;**

- i. To set up a separate Trust as envisaged in G.O.Ms.No.97 HM & FW (A1) Department, dated: 07.06.2017 to provide cashless treatment to its members.
- ii. Separate corpus for the Trust by collecting monthly subscription from its members.



### C. Employees Health Insurance Scheme Trust Board:

**TRUST BOARD:-** Since the Trust is entrusted with the huge task of providing proper health care to its more than 5 lakh employees / pensioners and their families, it has to have the top level executives of the State Government in its Board to guide and supervise the functioning of the Trust.

The Board may be constituted with:

- |      |                                    |   |                       |
|------|------------------------------------|---|-----------------------|
| i.   | Chief Secretary to Government      | - | Chairman of the Trust |
| ii.  | Health Secretary                   | - | Vice Chairman         |
| iii. | Finance Secretary                  | - | Member                |
| iv.  | Director of Medical Education      | - | Member                |
| v.   | CEO of the Trust                   | - | Member Secretary      |
| vi.  | Two representatives from employees | - | as Members            |
| vii. | One representative from pensioners | - | as Member.            |

**Executive Body of the Trust:-** Executive functionaries of the Trust will be performing the onerous task of coordinating the medical requirements of its members (including families), hospitals, finance department to achieve the desired results. It may comprise of:

- i. CEO-A retired AIS Officer/Retired Additional/Joint/Deputy Secretary level officer who should be very hard working, sincere and has empathy for needy people.
- ii. One Doctor.
- iii. One Insurance Executive who has dealt with health insurance and clearance of medical bills.

**Corpus for the Trust:-** As of now AHCT, at times, is too hands tied as they are not able to clear the pending medical bills of the hospitals. In any case Government is committed to reimburse the medical bills and also to clear the medical bills, but due to time lag in clearing the bills, the AHCT is not able to get the patients admitted into hospitals. By creating a corpus, as in the case of Aarogya Bhadratha, which will work as a revolving fund and overcome the deficiency of funds. The hospitals will be reimbursed from the corpus as soon as the bills are presented by them and later the same would be recouped from the reimbursement made by the Government.

Presently, Government is reimbursing about Rs.300 Crores – Rs.350 Crores per annum to employees/pensioners towards their medical treatment. In spite of that there is a wide spread feeling among the employees/pensioners that medical care is not generally available or there is great difficulty in availing medical treatment in super specialty hospitals for serious ailment/life threatening diseases etc. As the corpus created for the Trust would resolve major issues making medical care universally available to all its members, the Government may have to spend Rs.700 Crores – Rs.800 Crores per annum towards medical care of employees/pensioners and their families so that they will have the satisfaction of getting timely cashless treatment.

The employees/pensioners have offered to contribute **1% of their basic pay every month towards the corpus fund of the Trust.** This would generate about Rs.150 Crores – Rs.200 Crores per annum as corpus fund. In 3 to 4 years the Trust would have a corpus of about Rs.700 Crores – Rs.800 Crores. Till that time the medical bills of hospitals cleared by the Trust need to be reimbursed by Finance department expeditiously. After 2/3 years, the Trust would be in a position to absorb any delay in reimbursement by the Government and that would ensure smooth/free flow functioning of the Trust.

The G.O.Ms.No.101 HM & FW (A2) Department, dated: 01.12.2015 may be extended to cover all employees under the trust. In fact after issue of G.O.Ms.No.97 HM & FW (A1) Department, dated: 07.06.2017 this is not necessary. But, as on date bills beyond Rs.2.00 Lakhs going to Screening Committee and different interpretation by different people, it may be necessary to extend G.O.Ms.No.101 HM & FW (A2) Department, dated: 01.12.2015 to cover all employees under the trust.

#### **D. COVERAGE OF CPS RETIRED EMPLOYEES**

The employees appointed under CPS are also covered in the present proposal by collecting 1% of their basic pay per month. Since they are under Contributory Pension Scheme, after their retirement they won't get any monthly pension from Government and as such 1% of the basic pension can't be collected as in the case of normal pensioners.

Keeping in view the above, it is recommended that the CPS retired employees may be covered under EHS by collecting an appropriate amount in lumpsum at the time of retirement.

## **II. Payment of Medical Allowance:**

**14.07.** Almost all the associations of employees and pensioners have requested for an increase in the payment of medical allowance to meet the day to day medical expenses. The enhancement in quantum of allowance requested for differed from Rs.500/- p.m, to Rs.1000/-p.m from different associations.

**14.08.** It is possible for the employees in service, to go to the Government Hospitals/Dispensaries and have consultation/obtain medicines required for their ailments. But it is not possible for the Pensioners/Family Pensioners to have such a facility in view of their advanced age and difficulties in their mobility. As such the Pensioners/Family Pensioners deserve sympathetic consideration in the matter. The PRC 2014 recommended payment of Medical Allowance of Rs.350/- p.m. to the Pensioners/Family Pensioners.

**14.09. Considering the increase in the cost of medical consultation, the Commission recommends an increase in the medical allowance to the pensioners/family pensioners from Rs.350/- to Rs.600/- per month. This shall be disbursed along with their monthly pension.**

\* \* \* \*

## CHAPTER XV

### DECLARATION OF POSTS AS GAZETTED

#### Introduction:

**15.01** Gazetted Officers are executive / managerial level ranked public servants of India. Authority for a gazette officers to issue an official stamp comes from the President of India or the Governors of States. To that effect, they are de jure representatives and delegates of the Indian State and the President. If a person's name is published in the Gazette of India or any State Government Gazette, he / she is called Gazetted.

**15.02** The Gazette of India and State Gazette are official Government publications, which publish the appointments or promotions of certain government officials. An officer or public servant, who is appointed under the seal of the Governor at State Level or by the President of India at the national Level (and in the Union Territories), requires being listed in the Indian Gazette or State Government Gazette and is considered to be a Gazetted Officer. Such officers, among other functions, have the power to verify the documents for academic, immigration and other purposes.

**15.03** The Central Government (of India) or any State Government classifies public employees into Group – A (Gazetted / Executive), Group – B (Gazetted), Group – B (Non Gazetted), Group – C and Group – D. Earlier classification was Class – I (Gazetted), II (Gazetted), II (Non – Gazetted), III and IV. Class I or Group – A is the highest rank class and the Class IV or Group D is the least. The Government of India have merged Group – D into Group – C. Class I and II (Gazetted) belong to the class of officers whose transfers, appointments, promotions and superannuation are published on a yearly basis in the official gazette of State or Union Government. Defence Personnel are categorized as Commissioned Officers, Junior Commissioned Officers and Other Ranks. Commissioned Officers in Indian Armed Forces are counter parts of All India Services / Group – A Services.

#### **Government of India Hand Book reference regarding Gazetted Status :**

1. Group A posts and Group B executive posts should ordinarily be given gazetted status.

2. Group B ministerial posts may be given gazetted status only on very special considerations, such as, the following:-

- a. The officer has commissioned or gazetted officers under his orders.
- b. The officer performs duties of a technical character requiring special qualifications.

[The office is periodically left in charge of the office during the absence of his superior on tour and has to dispose of business and to deal with gazetted officers or businessmen/ on behalf of his superior.]

3. Group C posts to be treated as a rule, as non-gazetted.

### **Gazetted Status: observations of 1993 Pay Revision Commission:**

**15.04** 1993 Pay Commission has pointed out that a Gazetted Officer should act as a part of the management setup of the Government and should normally contain only those posts where the Officers are called upon to take important decisions. They went on to add that “to be eligible for being conferred this status the duties and responsibilities attached to the post should be on par with the duties and responsibilities of the senior organized services of the State Government. Such a requirement could be judged on the basis of the level of responsibility, jurisdiction, span of control, whether the person is required to act as Head of large and important office, scope of exercise of discretion and extent of contact with the public.” The above description of what a Gazetted post should be is fairly comprehensive

### **PRC Recommendations (2010) :**

**15.05** The Government requested the 9<sup>th</sup> PRC to evolve Principles / norms / criteria / guidelines for making any category of post as gazetted and give suggestions on the recommendations made by Shri N.Rangachary Committee (Anomalies Committee 2008) in respect of categories proposed for making gazetted and also in respect of the categories on which the administrative departments proposed for making certain categories of posts as gazetted.

### **15.06 The extracts from the observations of the PRC 2010:**

“The Commission has noticed a tendency among officers to seek Gazetted status more as a status symbol than as an opportunity to enable them to effectively discharge their duties and translate Government policies into concrete actions. There is a competition among the various functionaries to acquire the status. Though initially the status was given without improvement in salary the assignment of a higher scale by 2005 PRC for those who were conferred Gazetted

status had also generated large demand for Gazetted status. They hope that at some stage the Government or a PRC would grant them a better scale. The declaration of Gazetted status in one Department for a particular category of employees automatically generates demands for a similar treatment in other departments as a whole. The classic case is that of Superintendent where many officers have forwarded the proposals for making the posts Gazetted as the Anomalies Committee, 2008 recommended Gazetted status to this category in cases where the Administration supported such a proposal.”

“Gazetted status is something that we inherited from the Colonial past and is unique perhaps to this Country. They were mostly officers appointed by the Crown. Initially Gazetted officers used to be few in number and so important as to find a mention in the official gazette every time they are appointed, promoted or transferred. In view of the proliferation of the Gazetted Officers there is no mention about any of them in the Gazettes issued by the Government now. If the original concept of making a mention about the transfers, promotions, appointments of Gazetted Officers in the Official gazette is to continue, we would perhaps require an exclusive Department to deal with it and a printing press which will work over time in issuing the Gazettes.”

“The 9<sup>th</sup> Pay Commission (2010) has been charged with the responsibility of evolving the principles and the guidelines for making a post Gazetted. **The Commission feel that the following criteria should form the basis for making an assessment about the need or otherwise of making a post Gazetted.**

1. The statutory powers vested in the post;
2. The area of jurisdiction over which the officer exercises control;
3. Powers of independent decision making vested in the post;
4. The position the officer occupies in the departmental hierarchy;
5. The level at which the officer interacts with other officers in the discharge of duties.
6. The Scale of Pay attached to the post.”

“As regards the statutory powers, the officer should have the power to invoke the provisions of a statute, issue necessary notices and pass orders on the basis of the replies received to those notices. If he is not the authority to pass the orders, he should, at least, have the power to file the cases in the appropriate courts or make a reference to his immediate superior authority who, in turn, should be able to initiate action on such proposals.”

“In respect of jurisdiction, it would be preferable to have the jurisdiction covering at least a Revenue Division for small departments.”

“So far as the independent decision making power is concerned, he should be able to exercise discretion and arrive at conclusions and take decisions and not merely submit papers to a higher authority seeking orders.”

“As regards his position in the departmental hierarchy, it should be, at least, the third level promotion for the individual concerned. This, in effect, means that when a person gets his third promotion in his career in the service in which he was recruited, he would move into a Gazetted Post. The exceptions, of course, would be those Group II Services where the recruitment takes place at the second level in a hierarchy in which case it could be the 2<sup>nd</sup> level promotion post.”

“So far as interaction with other officers is concerned, the job should be such that he would be able to interact on an equal basis with other Gazetted Officers at Mandal level like the MRO, Mandal Development Officer.”

“As regards the Scale, he should have minimum of Rs.8385 – 19125 (2005).”

“The Commission believe that the above mentioned criteria could form the basis for a judgment on whether the post deserves Gazetted Status. It is not necessary that all the six should get reflected in the job. If, at least, three of the six criteria are satisfied and if the department feels that the services of a person in that post can be better utilized by conferring Gazetted status, the proposals for making the post Gazetted should be taken up for consideration. We would also like to add that a mere compliance with these broad parameters should not lead to a claim for conferring the Status. The further test is whether it would add to his ability to discharge his duties more effectively and how this post compares with those in other Departments.”

“One of the aspects that requires to be taken into consideration while considering the post as Gazetted is the stipulation relating to reservation of a certain percentage of the posts filled by direct recruitment to the local candidates. According to A.P. Public Employment (Organization of Local Cadre and Regulation of Direct Recruitment) order, 1975 (Presidential Order) which was re-notified in G.O.Ms.No.674, GA (SPF) Department, dt:20/10/1975, about 70% of the non-gazetted posts, above the cadre of Junior Assistant are reserved for locals in direct recruitment under para 8(2) of the

Presidential Order. When a post is made gazetted, they become state wide posts and lose their original character. This will affect the interests of the local candidates. The Government reviewed the position and in order to maintain reservation in direct recruitment for locals administrative orders were issued to preserve the local character of these posts even if some of the posts which were Non-Gazetted are made Gazetted subsequent to the Presidential order of 1975. It is not clear whether such an administrative order would be sufficient or any further notification is required to be issued. It would be better to get the legal position verified before any orders are issued making posts Gazetted.”

“As indicated earlier the administrative system is based on the requirements of an earlier era and there is need for replacing the existing management system by a new managerial order. The trend appears to be to move away from the concept of Gazetted status for employees and organize them into distinct cadres based upon their pay structure and the tasks assigned to them. There seems to be some merit in following this pattern as it would remove the high profile symbol of Gazetted Status which an employee entering Government service hopes to acquire one day in his career. Even now each employee getting into Government service has a pre-determined growth path charted out for him in his Department with a distinct salary structure and an appropriate title for the post in an established hierarchy. The officers have to look at the progression in their hierarchy rather than look at an artificial Gazetted Status which has nothing to do with the functions performed by them. **The Commission suggested that the State should move away from the present pattern of treating employees as Gazetted or Non-Gazetted and classify them into Senior Management Services, Junior Management Services, Support Services and office sub-ordinate service.** If attestations etc., are required as is now being done by the Gazetted Officers, the first two categories could be authorized to attest copies etc.”

The Superintendent is often a second level promotion post for those who directly joined as Junior Assistants. The post in itself, has a supporting role and hardly any independent decision making powers. There is very limited interaction with others involved in the decision making process. **The Commission felt that none of them deserve Gazetted Status and this applies equally to the 5 cases where the Anomalies Committee, 2008 had recommended Gazetted Status.**

**The PRC 2010 has recommended the following posts for conferring Gazetted Status:**



1. Municipal Commissioner, Grade III - Municipal Administration Dept.
2. Pharmacy Supervisor - DME, DH & FW
3. Assistant Engineer - All Engineering Departments
4. Sub Registrar, Grade II & I - Registration Department
5. Assistant Motor Vehicle Inspector - Transport Dept.
6. Sub Inspector / RSI - Police Dept.
7. Manager, Text Book Press - Text Book Press

Based on the above, Government have already issued orders in respect of the following posts for conferring Gazetted Status:

1. Assistant Engineer's in I&CAD Department vide G.O.Ms.No.84, Dt:14.06.2011.
2. Pharmacy Supervisor in HM&FW Department vide G.O.Ms.No.298, Dt:10.10.2011.
3. Assistant Motor Vehicle Inspector in TR&B Department vide G.O.Ms.No.113, Dt:05.12.2012.

**15.07 Several associations have requested the 1<sup>st</sup> PRC of Telangana (2018) to confer Gazetted Status to the following posts :**

Sl.No.	Name of the Post	Name of the Department / Association	Pay Scale	Remarks
1	Superintendent	B.C. Welfare Department	28940-78910	Requested to upgrade as Administrative Officer and to Award Gazetted Status.
2	Superintendent	S.C.D. Department	28940-78910	Requested to upgrade as Administrative Officer and to Award Gazetted Status.
3	Superintendent	Tribal Welfare Department	28940-78910	Requested to upgrade as Administrative Officer and to Award Gazetted Status.
4	Health Educator (General)	Directorate of Health	28940-78910	Re-designate the post of Health Educator as Deputy Health Education Officer and to assign Gazetted Status.

5	Lab Technician Gr-II	Directorate of Health	21230- 63010	Requested for Gazetted Status on completion of 24 years of Service.
6	Librarian	Ayush Department	23100 – 67990	Requested to award Gazetted Status
7	Head Nurse	Director of Medical Education	29760- 80930	Requested to award Gazetted Status
8	Nursing Tutor Gr-II	Director of Medical Education	29760- 80930	Requested to award Gazetted Status
9	Food Safety Officer (formerly Food Inspector Non – Gazetted)	Institute of Preventive Medicine	28940- 78910	Requested to recommend the Gazetted Status to the post of Food Inspector (Non – Gazetted)
10	Assistant Project Officer	Adult Education Department	29760- 80930	Requested to assign Gazetted Status.
11*	Superintendent	Panchayat Raj	28940- 78910	Requested to assign Gazetted Status.
12	Sr. Technical Officer	Osmania University	28940- 78910	Requested to assign Gazetted Status.
13	Superintendent	Ground Water Department	28940- 78910	Requested to upgrade as Junior Administrative Officer and Award Gazetted Status.
14	Deputy Statistical Officer	Department of Economics and Statistics	28940- 78910	Requested to assign Gazetted Status
15	Protocol Officer	Protocol Department	31460- 84970	Requested to assign Gazetted Status
16	Assistant Commercial Tax officer	Commercial Taxes	28940- 78910	Requested to assign Gazetted Status
17	Superintendent	Survey Settlements & land records	28940- 78910	Requested to assign Gazetted Status
18	Industrial Promotion Officer	Industries	31460- 84970	Requested to assign Gazetted Status
19	Veterinary Live Stock Officer	Animal husbandry Dept.	29760- 80930	Requested to assign Gazetted Status

20	Town Project Officer-I	CDMA (Urban Poverty Alleviation)	31460-84970	Requested to assign Gazetted Status
21	Town Project Officer-II	CDMA (Urban Poverty Alleviation)	28940-78910	Requested to assign Gazetted Status
22	Excise Sub Inspector	Prohibition & Excise Department	26600-77030	Requested to assign Gazetted Status
23	Sheristadar / Head Clerk	Consumer Redressal Commission	28940-78910	Requested to assign Gazetted Status
24	Inspector	Legal Metrology	28940-78910	Requested to assign Gazetted Status
25	Superintendent	Works Accounts Department	28940-78910	Requested to assign Gazetted Status
26	Deputy Analytical Officer	Intelligence Department	31460-84970	Requested to assign Gazetted Status

**15.08** The Government has, among others, made a reference to the Pay Revision Commission to review the necessity to continue Gazetted status to various posts and suggest any alternative methods; if Gazetted status to be continued suggest the modalities / guidelines to accord Gazetted Status to the Non – Gazetted posts, having regard to the relevant recommendation of the earlier PRCs in the matter.

**15.09** After detailed examination and keeping the guidelines laid down by the PRC 2010, this Commission endorsed the criteria as recommended by the PRC, 2010 with certain modifications:

1. The statutory powers vested in the post;
2. The area of jurisdiction over which the officer exercises control;
3. Powers of independent decision making vested in the post;
4. The position the officer occupies in the departmental hierarchy;
5. The level at which the officer interacts with other officers in the discharge of duties.
6. The Scale of Pay attached to the post. (31460-84970)

**15.10** In view of the above criteria, this Commission recommends **Gazetted Status** to the following two Categories.

<b>Sl. No.</b>	<b>Name of the Category</b>	<b>Department</b>	<b>Existing Pay Scales</b>	<b>Revised Scale</b>
1.	Deputy State Tax Officer (formerly Assistant Commercial Tax Officer)	Commercial Taxes Department	28940-78910	<b>42300-115270</b>
2.	Industrial Promotion Officer (Technical)	Industries Department	35120-87130	<b>51320-127310</b>

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## **CHAPTER-XVI**

### **PENSIONARY BENEFITS**

**16.01** One of the terms of reference of the Commission is it to examine the existing pension structure and to make recommendations on changes if

any, which are desirable and feasible. A large number of associations of pensioners and serving employees have furnished their views on the existing pension structure and put forth several demands before the Commission for a change therein. Even some individuals have also approached this Commission making various suggestions. Important among the demands made are to adopt 20 years of service as qualifying for full pensionary benefits, to enhance the quantum of additional pension to the aged pensioners and extending the benefit from the age of 65 years onwards, to take into account the amount of D.A. along with pay for the purpose of calculation of Retirement Gratuity and to increase the ceiling of Retirement Gratuity from 12 Lakhs to Rs.20 lakhs.

**16.02** The State Government employees are at present governed by the Telangana Revised Pension Rules, 1980 and also the Telangana Civil Service (Commutation) Rules. The State Government is broadly following the Rules of Government of India in the matter of pension. However, keeping in view the existing rules and the requests made by the associations and individuals the following recommendations are made on each item.

**1. Consolidation of Pension/ Family Pension & Dearness Relief thereon**

**16.03** The amount of pension / family pension is being consolidated from 1-7-92 onwards by adopting the same formula as applicable to refixing of the pay of employees in the Revised scales of pay as recommended by the PRCs. i.e., adding D.R. and fitment percentage on par with serving employees and arriving at the consolidated basic pension/consolidated basic Family Pension. The associations have requested for continuing the same practice of consolidation of pension by adding D.R. as on 1-7-2018 and fitment at rates varying from 51% to 69%.

**16.04** Following the earlier practice, **the Commission recommends to consolidate the pension/ family pension from 1-7-2018 onwards applying the formula adopted for the refixation of pay in the case of revision of scale of pay of employees in service, i.e. by adding the amount of Dearness Relief as on 1-7-2018 admissible on the basic pension/ family pension and to recommend fitment. The revised amount may be termed as Revised consolidated basic pension w.e.f.1-7-2018/Revised consolidated basic family pension w.e.f. 1-7-2018.**

**16.05** The Commission further recommends to pay the Dearness Relief on such revised Consolidated Basic Pension / Revised consolidated basic Family Pension w.e.f. 1-7-2018 at the same rates as are applicable to serving employees.

## 2. Quantum of Pension

**16.06** At present the pension is calculated with reference to the length of qualifying service, subject to a maximum of 33 years, and basing on the average emoluments subject to the minimum pension of Rs.6,500/- p.m.

**16.07** The associations have requested the following:

- a) To allow full pension after 20 years of service instead of 33 years on par with Government of India employees.
- b) To maintain parity in pension between old retirees and those retired after 01-07-2018.
- c) The pension should not be less than 50% of the minimum of the revised scale of pay of the post from which the employee retired. Another request is for enhancing the pension ranging from 66% to 75% of last pay drawn.
- d) Additional quantum of pension at 10% of pension from the age of 65 years onwards.
- e) Fitment of 51% to 69% may be allowed.

**16.08** The Government of India, as a result of the recommendations of 6<sup>th</sup> CPC, allowed full pension to its employees after completion of 20 years of continuous service and also issued orders granting additional quantum of pension for those attaining the age of 80 years onwards as shown below:

Age of Pensioner/ Family Pensioner	Additional quantum of pension
From 80 years to less than 85 years	20% of revised basic pension/ Family Pension
From 85 years to less than 90 years	30% of revised basic pension/ Family Pension
From 90 years to less than 95 years	40% of revised basic pension/ Family Pension
From 95 years to less than 100 years	50% of revised basic pension/ Family Pension
100 years or more	100% of revised basic pension/ Family Pension

**16.09** The main thrust of the recommendation of the 6<sup>th</sup> Central Pay Commission in allowing 50% of the last pay drawn as pension after completion of 20 years of service is that a Government Servant should have the option of

a mid career change without losing the benefit of pension in case he had put in atleast 20 years of service in Government. This has to be viewed also in the context of their recommendation that certain positions in the Government should be thrown open to the market to encourage those who are inclined to join Government at fairly high level positions and in order that serving Government employees are not denied the benefit of applying for those posts it was recommended that they could apply for such positions and if selected they should resign from their existing positions and accept contract appointment. In the absence of a provision for pension for past service there would be hesitation for the serving employee to compete for those posts. The Associations in our state, on the other hand, have argued that there is need for a more liberal dispensation for pension as the entry age for Government Service has been enhanced and very few people become eligible for full pension due to late entry into Government service.

**16.10** The age relaxations are often offered by the Government to make up for delay in initiating the recruitment process. If the recruitment is held annually, as is the case with Government of India, the need for age relaxation ceases. The tendency to avoid direct recruitment due to financial constraints does not lead to real economy but results in postponement of recruitment process giving rise to bunching of recruitment with large batches competing for positions and the consequential cadre management problems. Since the posts at certain critical levels cannot be kept vacant the vacancies are often filled by promotion leading to litigation at a later stage on issues relating to seniority etc. The solution to the problem lies in regularly conducting the annual recruitment process.

**16.11** The Government of India, in the 6<sup>th</sup> Pay Revision Commission has allowed full pension to employees retiring after 20 years of service vide Office Memorandum vide F.No.38/37/08-P&PW (A), Ministry of Personnel, Public Grievances and Pensions, GOI, dt:02.09.2008. The Commission recommends that full pension may be allowed to the State Government employees retiring after 20 years of service. However, the existing provision of service weightage of 5 years with regard to the Government employees retiring in less than 20 years of service will continue.

### **3. Parity in pension between old and new retirees/Additional Quantum of Pension:**

**16.12** A major demand of the Association is that there are wide disparities in the pension drawn by those who retired at different points of time though they occupied the same position and enjoyed the same status when they were in service and these should be equalized. This demand has been

rejected by successive Pay Revision Commissions on the ground that it would amount to introduction of the concept of 'One rank one pension' and the cost of such revision was beyond the means of the Government.

**16.13** On this issue, the PRC 2010 felt that instead of following the elaborate routine of refixing pension as was attempted after the 5<sup>th</sup> and 6<sup>th</sup> Central Pay Commissions, the pension of those who are above 75 years may be refixed in the following manner:

<b>Age of the pensioners</b>	<b>Additional quantum of pension</b>
From 75 years to less than 80 years	15% of basic pension
From 80 years to less than 85 years	20% of basic pension
From 85 years to less than 90 years	25% of basic pension
From 90 years to less than 95 years	30% of basic pension
From 95 years to less than 100 years	35% of basic pension
100 years or more	50% of basic pension

**16.14** Similarly, the PRC 2010 recommended that the same percentages of additional quantum of pension may be allowed to the family pensioners also.

**16.15** The PRC 2014 recommended the following enhanced rates of Additional quantum of pension.

<b>Age of the pensioners</b>	<b>Additional quantum of pension</b>
<b>From 70 years to less than 75 years</b>	<b>15% of basic pension</b>
<b>From 75 years to less than 80 years</b>	<b>25% of basic pension</b>
<b>From 80 years to less than 85 years</b>	<b>35% of basic pension</b>
<b>From 85 years to less than 90 years</b>	<b>45% of basic pension</b>
<b>From 90 years to less than 95 years</b>	<b>55% of basic pension</b>
<b>From 95 years to less than 100 years</b>	<b>65% of basic pension</b>
<b>100 years or more</b>	<b>75% of basic pension</b>

**16.16** The State Government did not accept the above recommendation and continued the recommendations of PRC 2010. As indicated in the table at para 17.12.

**16.17** The Government of India, as a result of the recommendations of 6<sup>th</sup> CPC, issued orders granting additional quantum of pension for those attaining the age of 80 years onwards as shown below:



<b>Age of Pensioner/Family Pensioner</b>	<b>Additional quantum of pension</b>
From 80 years to less than 85 years	20% of revised basic pension/ Family Pension
From 85 years to less than 90 years	30% of revised basic pension/ Family Pension
From 90 years to less than 95 years	40% of revised basic pension/ Family Pension
From 95 years to less than 100 years	50% of revised basic pension/ Family Pension
100 years or more	100% of revised basic pension/ Family Pension

**16.18** The above Additional Quantum of Pension / Family Pension is being continued even after the 7<sup>th</sup> CPC. Keeping in view the representations of the pensioners and what is being adopted by Government of India the Commission recommends the following Additional Quantum of Pension / family pension for the state Government pensioners/ family pensioners.

<b>Age of the pensioners</b>	<b>Additional quantum of pension</b>
<b>From 75 years to less than 80 years</b>	<b>15% of basic pension</b>
<b>From 80 years to less than 85 years</b>	<b>20% of basic pension</b>
<b>From 85 years to less than 90 years</b>	<b>30% of basic pension</b>
<b>From 90 years to less than 95 years</b>	<b>40% of basic pension</b>
<b>From 95 years to less than 100 years</b>	<b>50% of basic pension</b>
<b>100 years or more</b>	<b>100% of basic pension</b>

**16.19** The Commission also recommends that the additional quantum of pension / family pension may be worked out on the pension / family pension that would be consolidated with effect from the date of introduction of revised scales after merging dearness relief and fitment suggested elsewhere in this report.

**16.20** The Dearness Relief admissible from time to time shall be allowed on the total of basic pension and Additional Pension.

#### **4. Qualifying Service**

**16.21** The maximum qualifying service is restricted to 33 years as per the existing rules for the purpose of computation of pension.

**16.22** The associations requested the following:

- (a) To take into account the entire service without restricting it to 33 years for purpose of arriving at the total qualifying service for calculation of pension.
- (b) To count the service in un-aided post also for arriving at the qualifying service.

**16.23** As regards (a), the formula for determination of pension has been evolved after considerable thought and it was accepted in Government of India and in most State Governments that pension cannot exceed 50% of the basic pay. Further Government of India, as per the report of 6<sup>th</sup> CPC, decided that a Government servant is entitled to full pension after completion of 20 years of qualifying service. This Commission has recommended elsewhere in this report extending this benefit of full pension to employees who have completed 20 years of qualifying service. **Since as per the decision of Government of India full pension cannot exceed 50% of last pay drawn, as such any service beyond 33 years as per existing rules and beyond 20 years as recommended now will not increase the pension beyond 50% of the last pay drawn. Therefore, this Commission is of the opinion that the existing formula for calculation of pension need not be modified.**

**16.24** As regards (b), at present the service put in by an employee in aided post only counts for pension. The salary for the period of service in unaided post is not being met from State funds which is one of the conditions for eligibility for pension. **Therefore, it is not correct to count the service in unaided post also for arriving at the qualifying service. The Commission is, therefore, not inclined to recommend to count the service in unaided post for arriving at the qualifying service.**

## **6. Anticipatory Pension**

**16.25** As per rule 51 (A) of TSRPRs 1980, anticipatory pension shall be drawn by the Head of Office concerned irrespective of the fact whether the pension papers have been sent to the Accountant General or not and disburse the same to the pensioner. The amount of anticipatory pension is 4/10<sup>th</sup> of the last drawn pay provided the Govt. servant who has put in 33 years of qualifying service by the time of retirement. If the Govt. servant has put in less than 33 years of qualifying service, the Anticipatory Pension shall be such proportion of 4/10<sup>th</sup> as 33 years bears to the qualifying service put in by the Govt. servant. As per the above rule, the anticipatory pension works out to 80% of the service pension if the qualifying service is 33 years.

**16.26** Based on the recommendations of PRC 2010, orders were issued vide G.O.Ms.No.186, Finance (Pension-I) Department, dated.24-05-2010 amending Rule 51 of Revised Pension Rules 1980, which is as follows:

- I. For the words “if the Government servant has put in 33 years of qualifying service, 4/10<sup>ths</sup> or, if the Government servant has put in less than 33 years of qualifying service, such proportion of 4/10<sup>ths</sup> as 33 years bears to the qualifying service put in by the Government servant, of the last drawn emoluments which count towards pension” occurring in the main rule (A) the following words shall be substituted “90% of the pension as worked out by him”.
- II. Add the following after sub-rule (e); as “(f) In cases where the anticipatory service pension could not be finalised due to non-availability of details of the service, the Head of the Office, may after obtaining a declaration from the concerned employee about the length of the service countable towards pension and about the balance of recoverable advances, together with the interest thereon, from out of records available with the employee, decide the amount of Anticipatory Service Pension”.

**16.27** Subsequently, in PRC 2014 the Commission has recommended that the existing provision of Anticipatory Pension is adequate and it needs no further revision. Hence, the orders issued in G.O.Ms.No.186, Finance (Pension-I) Department, dated.24-05-2010 are still in force.

**16.28** In view of the above circumstances, the Commission is of the view that the same may be continued. However, if due to delay on administrative grounds (other than disciplinary cases) full pension is not released within 2 years from the date of retirement, it shall be released immediately after expiry of 2 years.

## **8. Quantum of Family Pension**

**16.29** According to rule 50 of TSRPRs, 1980 the Enhanced Family Pension is 50% of pay last drawn.

**16.30** The following requests were made by the Associations.

- (a) The quantum of enhanced Family Pension may be increased from 50% to 66% i.e., 2/3<sup>rd</sup> of last pay to meet the increasing financial liabilities due to high rates of inflation.
- (b) The enhanced family pension should be 70% and normal family pension should be 50%.
- (c) The enhanced family pension shall be allowed upto 10 years, instead of 7 years.

**16.31** The service pension itself is subject to maximum of 50% of pay last drawn. If Family Pension is to be considered at 75% or 60% of pay last drawn, it would be more than service pension drawn by the employee and as such this request cannot be accepted.

**16.32** According to the Government of India Pension Rules, the normal Family Pension is 30% of the pay last drawn and the enhanced family pension is 50% of the pay last drawn. **The Commission is of the view that the present dispensation is reasonable and recommended to continue the existing rates of normal/ enhanced family pension.**

## **9. Period up to which enhanced family pension is payable**

**16.33** As per rules, the Enhanced Family Pension at 50% of the pay last drawn is payable to the Family Pension beneficiary for a maximum period of either 7 years from the date following the date of death of employee/ pensioner or till the employee / pensioner would have attained the age of 65 years had he been alive, whichever is earlier. **The Commission recommends that if a Government servant dies while in service, the enhanced family pension shall be payable for a maximum period of either 10 years from the date following the date of death of employee/ pensioner or till the employee / pensioner would have attained the age of 65 years had he been alive, whichever is earlier.**

## **10. Family pension to whom payable**

**16.34** As per the existing rules, the Family pension is payable to:

- (i) The spouse until her remarriage or death whichever is earlier.
- (ii) The son till he attains the age of 25 years or starts earning a sum of Rs.6500/- p.m. from all sources whichever is earlier.
- (iii) Unmarried daughter till death or her marriage or till she starts earning a sum of Rs.6500/- p.m. from all sources whichever is earlier.
- (iv) Mentally / physically disabled (definitions as per the Persons With Disabilities Act, 2006 as amended from time to time) children (son or daughter) for their life time, even after their marriage.
- (v) Widowed/ divorced daughter until her remarriage or till she starts earning a sum of Rs.6500/- p.m. from all sources whichever is earlier.

**16.35** The association has requested to include widowed daughter-in-law in the list of Family Pension beneficiaries.

**16.36** As regards the request made above, the Commission recommends to include widowed daughter-in-law in the list of family pension beneficiaries until her remarriage or starts earning a sum of Rs.9,500/- p.m. from all sources whichever is earlier.

**16.37** As regards the amount of ceiling mentioned at (ii), (iii) & (v), the Commission recommends to enhance the ceiling from Rs.6500/- p.m. to Rs.9,500/- per month.

**16.38** Orders have already been issued vide G.O.Ms.No.315, Finance (Pension-I) Department, 07.10.2010, for the payment of family pension to the childless widow even after her remarriage. The Commission is of the view that no further modifications are required in the matter.

**16.39** Regarding (iv) Several Associations have requested for sanction of family pension to disabled married daughter on par with disabled married son. Further the department of WCD&SC have proposed to consider extending this benefit to the disabled married daughter.

**16.40** Government of India have issued clarification vide O.M.No.1/33/2012-P&PW(E), dated:16.01.2013 stating that “an unmarried son or an unmarried or widowed or divorced daughter, except a disabled son or daughter, shall become ineligible for family pension under this sub-rule from the date he or she gets married or remarried.

**16.41** Further Government of Andhra Pradesh has issued orders vide G.O.Ms.No.221 Finance (HRM.V) Department, dated.21.11.2016 for (vi) the disabled son or daughter shall be eligible for family pension even after marriage.

**16.42** Therefore, the Commission recommends that this benefit may be extended to disabled daughter even after marriage in Telangana State, on par with the beneficiaries of O.M.No.1/33/2012-P&PW(E), dated:16.01.2013 of Government of India.

#### **14. Minimum Service pension/ Family Pension**

**16.43** The existing minimum pension is Rs.6500/- which is 50% of the minimum of existing master scale i.e., Rs.13000/-.

The associations have requested as follows.

- (a) It may be fixed at 50% of the minimum of the proposed master scale.
- (b) Some of the Associations have requested to fix the same ranging from Rs.10,000/-p.m. toRs.30,000/-p.m.
- (c) The minimum pension and family pension may be fixed / allowed at Rs.15,000/- or minimum pay of the master scale to be allowed from 1-7-2018 whichever is higher.

**16.44** This Commission is of the view that it is desirable to continue to fix the minimum pension/ family pension at 50% of the minimum of the proposed master scale. The proposed minimum of the Master scale is Rs.19,000/-. **The Commission, therefore, recommends that the minimum pension/ family pension may be fixed at Rs.9,500/- p.m.**

## **15. Financial Assistance**

**16.45** At present, Financial assistance is admissible to such of the survivors to whom neither service pension nor family pension is admissible i.e., teachers and Non-teaching Staff of Aided Educational Institutions and Ex-District Boards who retired or died while in service prior to 01-04-1961. Further Financial assistance was sanctioned only to such of the persons who are not eligible for either service pension or family pension.

**16.46** Based on the recommendations of PRC 2014, Government have issued orders vide G.O.33, Finance (HRM.V) Department, dt:7.4.2015 sanctioning an amount of Rs.6500/- p.m. towards Financial Assistance.

**16.47** The following requests were made by the associations.

- (a) Financial Assistance may be enhanced equivalent to minimum pension along with D.R.
- (b) To enhance to Rs.15000/- along with D.R.

**16.48** **The Commission recommends to enhance Financial Assistance from Rs.6500/- p.m. to Rs.9,500/-p.m. without Dearness Relief (DR).**

## **16. Retirement Gratuity**

**16.49** As per the existing Rule 46 of TSRPRs 1980, the formula for calculation of Retirement Gratuity is as follows:

- (a)  $\frac{1}{4}^{\text{th}}$  of the emoluments for every completed six monthly periods of Qualifying service., or
- } Whichever

- (b) 16 ½ times of pay last drawn or is less  
(c) Maximum of Rs. 12.00 lakhs.

The Associations have requested to enhance the limit of Retirement Gratuity from Rs.12.00 lakhs to Rs.20.00 lakhs on par with GOI.

**16.50** As per the existing rules DA will not form part of emoluments for calculating gratuity and interest is payable on the delay in the payment of Gratuity at 4.5% per annum for the period beyond 3 months and upto 1 year and at 5% P.A. beyond 1 year if the delay is on account of administrative lapse or for reasons beyond the control of the concerned employee.

**16.51** The Commission finds no valid reason to change the existing formula for calculating the amount of Retirement Gratuity and the gratuity may be continued to be calculated at the rate of 1/4<sup>th</sup> of emoluments for every completed six monthly periods of qualifying service or 16½ times of the monthly emoluments whichever is less as per the existing rules only.

**16.52** Basing on the recommendation of 5<sup>th</sup> Central Pay Commission, the Government of India issued orders to count D.A. also for determining the amount of Retirement Gratuity. The same principle is being followed in respect of Government of India even after the scales of pay of the employees of Government of India were revised w.e.f.1.1.2006 basing on the recommendations of 6<sup>th</sup> Central Pay Commission. It is further ordered by the Government of India, to take into account the Grade pay also in addition to D.A. along with basic pay for purpose of calculation of Retirement Gratuity basing on the recommendation of 6<sup>th</sup> Central Pay Commission. As such the Commission feels that it is reasonable to allow D.A. also for arriving at the amount of Gratuity admissible. **The Commission endorses the recommendation of PRC 2014 that the amount of D.A. admissible as on the date of retirement/ on the date of death of the employee while in service, may be treated as “emoluments” in addition to the basic pay for purpose of arriving at the amount of Retirement Gratuity admissible.**

**16.53** Keeping in view the increase in the pay structure, the Commission recommends enhancing the maximum limit of Gratuity, from the existing Rs.12.00 lakhs to Rs.16.00 lakhs.

## **17. Quantum of Commutation**

**16.54** At present the maximum commutation permissible is 40% of the service pension. The associations have requested to recommend the enhancement of commutation of pension from 40% to 50% of the pension.

**16.55** At present the maximum commutation permissible is 40% in the Govt. of India also. **This Commission is of the view that the existing ceiling of 40% is adequate.**

## **18. Restoration of commuted portion of the pension**

**16.56** As per the existing rules, restoration is permissible only after completion of 15 years from the date on which the reduced pension is being disbursed.

**16.57** Some of the associations have requested to restore the commuted portion of pension after 12 years, on the ground that the entire amount will be realized in about 12 years. Another request is for restoration of the commuted portion of pension after 10 years.

**16.58** In the case of pensioners of Govt. of India, the restoration of the commuted pension is permissible after 15 years from the date of commutation. **Therefore, the Commission recommends continuing the existing time period of 15 years for the restoration of commuted pension and revising it as and when Government of India modifies the period for restoration.**

## **19. Voluntary Retirement**

**16.59** As per Rule 43 of T.S.R.P. Rs 1980, employees are permitted to seek voluntary retirement after a qualifying service of 20 years (excluding the period of E.O.L. availed on any ground other than for prosecuting higher studies).

**16.60** Several associations have requested to reduce the period from 20 years to 15 years for purpose of voluntary retirement.

**16.61** PRC 1999 observed that any further reduction in the period of service for voluntary retirement is likely to create difficulties in the retention of trained manpower besides casting upon Government the additional liability as was observed by the 5<sup>th</sup> Central Pay Commission in this regard.

**16.62** Retirements, in general, cause vacancies and it takes a long time for Government to fill up the vacancies. The problem gets acute if the service specified for voluntary retirement is further reduced. Vacancies cause disruptions which is not conducive for efficient discharge of Government functions. **This Commission feels that the existing provisions are adequate and no change is required.**

## **20. Enhancement of age of superannuation**



- 16.63** Government of India employees superannuate at the age of 60 years. A good number of major states have the superannuation as 60 years (i.e. Andhra Pradesh, Karnataka, Punjab, Gujarat, Maharashtra, Uttar Pradesh, Bihar, Chhattisgarh, etc.).
- 16.64** The longevity of people in general and Government employees in particular is increasing, thanks to better health care, nutrition and consciousness of health. Thus the productive age is also increasing.
- 16.65** New recruits to the Government are joining the service at higher age due to age relaxation. Two more years in service helps them settle their children before they superannuate. A large number of vacancies in certain important posts exist in various departments. Retirement would deplete the strength of the departments. While retaining the talents for 2 years, Government may take action to fill up the important posts on priority in this period.
- 16.66** The Class-IV employees of the State are also superannuating at the age of 60 years as per the existing rules.
- 16.67** **Therefore, the Commission recommends to extend the superannuation age to 60 years on a regular basis which will be applicable to all the employees who are on rolls and those who would be recruited.**

## **21. Date of Retirement**

**16.68** The employees' associations have requested to make a recommendation to the effect that if the date of birth of any employee happens to be first of a month such employee may be allowed to retire on the last day of that month.

**16.69** The attainment of the age of retirement is normally reckoned based on the date of birth. For purpose of convenience, the end of the month is taken into account for purpose of retirement in Government. If the date of birth of any employee happens to be the first day of any calendar month he will be completing 58/60 years on the last day of the previous month. Since the month is taken as the basis for retirement it would amount to extending the service for one more month if the proposal is accepted. The State Government pattern is also in line with the practice followed in Government of India.

**16.70** In view of the above, **the Commission recommends to continue the existing provision that an employee shall retire on the last**

**day of the previous month, if his date of birth happens on the first day of a calendar month.**

## **22. Processing of Pension Papers**

**16.71** As per the existing procedure, the service book of every employee who completed 25 years of Qualifying Service has to be sent to the A.G., Telangana for verification of service. The employee has to submit the pension forms 18 months in advance of the date of retirement. The Head of Office/ Head of the Department should process the papers and send them to the A.G., Telangana 6 months before the date of retirement.

**16.72** Government is issuing instructions from time to time on the speedy settlement of pension cases. In G.O.Ms.No.365 Finance (Pen-I) Dept. dt:11.11.2008, orders were issued constituting a committee of officers together with the representatives of employees Association to examine and settle the problems of the pensioners.

**16.73** There was a suggestion that the pension proposals may be ordered to be sent to A.G., Telangana /State Audit by the Head of the Office in all cases. This has not been possible as the existing procedure stipulates that while forwarding the pension proposals to the A.G., Telangana/State Audit the pension sanctioning authority has to sign the sanction order contained in part-II(B) of the revised pension forms ordered in G.O.Ms.No.263 Finance & Planning (FW.PSC) Dept. dt: 23-11-1998. Based on this sanction, the A.G. Telangana/ State Audit will straight away issue the P.P.O./G.P.O., if the pension proposals are found to be in order.

**16.74** Orders were issued by the Government in G.O.Ms.No.208, Finance (PSC) Department, dated:04.06.2010, delegating powers to concerned Regional/ Zonal Officers to accord sanction for pension in respect of all the Gazetted Officers working under their control. The Head of the Department is authorized to accord sanction for pension cases in respect of Regional/Zonal Officers only. If in any department there are no Regional/Zonal Officers, but only District level officers, the cases of pensions of such District Level Officers may be sanctioned by the Head of the Department.

**16.75** **An attempt was made earlier to develop a comprehensive System of Personnel & Financial Management to track the record keeping work and also updating of the records of the individuals. If the system is digitalized after taking into account actual requirements of personnel management and also the financial outflows towards the employees deployed, would help in speeding up the process of issuing of pension payment orders to retiring employees. Secondly, it will also help in taking timely action in disciplinary matters**

**and regularizing the leaves and other service matters of the employees. Thirdly, it will reduce the human interface in data management system and resulting reduction of errors and omissions, if not eliminating the same. The Commission recommends that the incomplete work taken up earlier may be re-visited and taken to the logical end to get the stated advantages.**

### **23. Procedure for claiming Family Pension after the demise of the spouse**

**16.76** As per the existing provisions contained in T.S.R.P.Rs, 1980, Family pension is payable to the spouse until the death or remarriage whichever is earlier. Thereafter, it is payable to the son until he attains the age of 25 years or starts earning his livelihood whichever is earlier. In the case of daughter, it is payable until her marriage, or attaining the age of 25 years or till she starts earning her livelihood. If the son/unmarried daughter are not eligible then it is payable to the widowed/divorced daughter till their life or till she starts earning or remarriage whichever is earlier.

**16.77** In the application form for pension, the retiring employee has to furnish the list of family members, along with the descriptive rolls of the pensioner and the spouse or if there is no spouse, the other eligible family pension beneficiary. The pensioner does not furnish the descriptive rolls of all the other family pension beneficiaries. Basing on the information available in the list of family members & the descriptive rolls, the A.G.,T.S./ DAOs of State Audit are indicating the name of the family pension beneficiary and the amount of family pension admissible in the event of death of the pensioner at the time of issue of authorization for the payment of service pension.

**16.78** The payment of family pension arises only after the demise of the pensioner. Therefore, after the demise of the service pensioner, the pension disbursing officers can straightaway start paying family pension to the family pension beneficiary to whom authorization was already issued by the A.G.,T.S. This is done immediately on receipt of simple application from the family pension beneficiary duly enclosing the death certificate of the pensioner. In cases, where such family pension beneficiary either predeceases the pensioner or in cases when he/she becomes ineligible for family pension either due to death or due to other conditions imposed in the rules, the family pension is payable to the remaining family pension beneficiaries if they are otherwise eligible as per rules. For this purpose, the authorization of A.G.,T.S./DAO State Audit is necessary authorizing the payment of Family Pension to that beneficiary. As such, in cases where the Family Pension Beneficiary to whom authorization was already issued by the A.G,T.S./DAO of State Audit, either predeceases the pensioner or becomes ineligible for the Family Pension, the other eligible Family Pension beneficiary

has to submit an application form together with the descriptive rolls, in quadruplicate, and death certificate in case of death, to the A.G.,T.S./DAO of state Audit, through the Pension sanctioning authority, for issuing fresh authorization to the Pension Disbursing Officer. At present, this procedure is not incorporated in the procedure for processing pension papers contained in Annexure I to the T.S.R.P.Rs, 1980. The clarifications issued in Circular Memo No.743/147/PSC/2009, dt.29-05-2009 in the matter of payment of family pension do not cover these detailed procedures.

**16.79** The 2010 Commission therefore, recommended that detailed instructions be given for the issue of fresh authorization to the Pension Disbursing Officer to pay Family Pension to the other eligible family pension beneficiary. This will be done in such cases where the Family Pension beneficiary to whom authorization has already been issued by the A.G., T.S. / DAO of State Audit, either predeceases the pensioner or becomes ineligible for the Family Pension. This will be applicable only in cases where there are no other persons eligible to receive Family Pension as per rules. The other eligible Family Pension Beneficiary has to submit an application form together with the descriptive rolls, in quadruplicate, and death certificate in case of death of the Pensioner/ Family Pensioner, as the case may be, to the A.G., T.S./DAO of State Audit, through the Pension Sanctioning Authority, for issuing fresh authorization. The 2010 Commission further recommended to get those instructions incorporated in Annexure I to T.S. Revised Pension Rules 1980.

**16.80** Based on the recommendations of PRC 2014, Government have issued orders amending the TSRPRs 1980 vide G.O.Ms.No.122, Finance (HRM.V) dt:21.09.2016 regarding the procedure for claiming family pension after the demise of the family pensioner/ pensioner (where spouse of the service pensioner has pre-deceased the pensioner). The Commission feels that since the instructions were already incorporated as mentioned above and no further action is required.

**24. Communication of revised basic pension/Family Pension to the Pensioners:**

**16.81** Based on the recommendations of PRC 2014, Government have issued orders vide G.O.Ms.No.123, Finance (HRM.V) dt:21.09.2016 constituting committees at District and State level for communication of basic pension/ family pension as and when it is revised. The Commission feels that the instructions were already incorporated as mentioned above, hence, no further action is required.

## **25 Grievances of pensioners / family pensioners:**

**16.82** Certain issues have come to the notice of the Commission regarding processing of pension papers and sanction of pension. The Commission recommends that the District Level Committees constituted vide G.O.Ms.No.123, Finance (HRM.V) dt:21.09.2016, may be headed by Collector/Joint Collector along with Treasury officials and members of the pensioners associations to monitor and expedite the sanction of pension by minimizing the administrative delays. The State level Committee may also review, monitor and expedite the sanction of pensions, in addition to the existing functions mentioned in G.O.Ms.No.123, Finance (HRM.V) dt:21.09.2016.

**16.83** Certain representations have been received by the Commission regarding the following issues:

- i) It is informed that no revised orders are issued on the family pension, in RPS 2015, to the dependent children of the deceased government employees who are drawing two family pensions (if both parents are government employees) by limiting to 50% of the maximum pay. Hence, they requested to issue orders as and when the pay scales are revised, from time to time.
- ii. Re-sanction of family pension to the dependent unmarried daughter whose family pension ceased after attaining the age of 25 years before issue of G.O.Ms.No.315, Finance (Pension-I) Department, dt:07.10.2010.
- iii. Sanction of family pension to the dependent widowed/divorced daughter under Category-II, after the demise of the service pensioner / family pensioner, in terms of G.O.Ms.No.315, Finance (Pension-I) Department, dt:07.10.2010.
- iv. Sanction of family pension to dependent daughter whose husband was missing for more than 7 years, who is childless or left with minor children or physically/ mentally challenged children, provided, she was dependent on the service pensioner after missing of her husband.

**16.84** On examining the above issues, the Commission recommends the following:

- a. Regarding the request at point no. (i) above, the Commission recommends to issue a G.O., as and when pay scales are revised, for sanction of family pension to the dependent son/daughter of the deceased government employees, who is eligible to draw two family pensions (if both parents are government employees) by limiting the total family pension to 50% of the maximum pay of master scale.
- b. Regarding the request at point no. (ii) above, since the pension was already sanctioned up to the age of 25 years of the dependent unmarried daughter and ceased on completing the age of 25 years, the pension may be revived with prospective effect, subject to continuance of dependency as un-married daughter.
- c. Regarding the request at point no. (iii) above, if the dependent widowed/ divorced daughter's name was not included in the pension proposals because she became widow/ divorced after the demise of the service pensioner/ family pensioner (spouse), such cases may be considered after getting the enquiry conducted through the District Collector concerned as to the genuineness of the claim, subject to fulfillment of other eligibility conditions.
- d. Regarding the request at point no. (iv) above, family pension may be sanctioned to dependent daughter who is childless or left with minor children or physically/ mentally challenged children, after getting the enquiry conducted in terms of Appendix-I of Revised Pension Rules of 1980, into the missing case of the husband, eligibility of the dependent daughter and subject to fulfillment of other eligibility conditions laid down therein. The Revised Pension Rules, 1980, may be amended accordingly.

## **26 Issue of ID cards to Pensioners**

**16.85** The pensioners' associations have requested to issue identity cards to enable them to secure the facilities if any extended by any organization and also to facilitate the easy identification of the pensioner by the pension disbursing authority.

**16.86** The Government have issued orders in G.O.Ms.No.206, Finance (PSC) Department, dated.04.06.2010, directing all the pension disbursing authorities to issue laminated Identity Cards to all the existing pensioners/family pensioner.

**16.87** The Commission has received representations from several individuals regarding the non-issue of ID cards despite the Government instructions. Therefore, the Commission recommends that the Government may review this subject at the appropriate level and the relief needed may be provided to the pensioners by issuing ID cards.

## **27 General Issues**

**16.88** The following requests were made by the Pensioners Associations:

1. To pay H.R.A./C.C.A to the pensioners.
2. To pay festival advance of Rs.2000/- once in a year.
3. To arrange for supply of essential commodities for the pensioners at concessional rates through fair price shops.
4. To construct old-age homes for the pensioners.
5. To allow 40% concession in T.S.R.T.C. buses to the pensioners.
6. Pilgrimage allowance to all the pensioners/family pensioners atleast once in 5 years by granting one month pension.
7. Allotment of house sites on 50% subsidized price.
8. Interest free loans for construction of houses.
9. Marriage loans for celebration of son's/daughter's marriage.

**16.89** The Commission is of the view that the above requests that are essentially facilities or provisions meant for serving employees, cannot be extended to pensioners.

## **28 Relief in case of death of pensioners who are in receipt of service pension:**

The pensioners' associations have requested to enhance the minimum death relief amount from Rs.20,000/- to Rs.50,000/-.

**16.90** In view of the general increase in the expenses, the obsequies charges in case of death of employees while in service was elsewhere recommended to be enhanced to Rs.30000/-. Accordingly, in case of death of a service pensioner/ family pensioner, this Commission recommends that the present minimum amount of Rs.20,000/- be enhanced to Rs.30,000/-

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## CHAPTER XVII

### Contributory Pension Scheme (NPS) from 1-9-2004

**17.01** The Government introduced new contributory pension scheme in respect of the employees who joined the service on or after 1-9-2004. This is based on the introduction of similar scheme by the Government of India in respect of its employees who joined the service on or after 1-1-2004.

**17.02** Majority of the associations have requested to abolish the Contributory Pension Scheme and to revive the old pension scheme.

**17.03** **The Commission is of the view that this issue does not come under the purview of the Commission.**

**17.04** The Associations have also represented that family pension may be extended to the employees under CPS in case of death of employee while in service. The Commission is of the view that in this distressed condition of the family, the request of the employees under CPS is genuine. Government of Andhra Pradesh have issued orders vide G.O.Ms.No.121, Finance (HR.V-Pensions, GPF) Dept., dt:18.07.2017 extending the benefit of invalidation pension and family pension to the state Government employees (NPS) and their family members in case of pre-matured exit due to invalidation/ death, with certain conditions.

**17.05** **The Commission recommends that invalidation pension / family pension may be extended to the employees of State Government and their family members, under the Contributory Pension Scheme.**

**17.06** The Associations have informed that GOI vide Gazette Notification F. No. 1/3/2016-PR, dt:31.01.2019, Department of Financial Services, Ministry of Finance have increased the employer's share @ 14% of (Basic Pay + D.A.) of employee against the employee's contribution of 10% of (Basic Pay + D.A.), w.e.f. 01.04.2019. The Associations have requested to extend the above benefit to State Government employees.

**17.07** **The Commission has examined the issue and recommends to adopt the above mentioned Gazette Notification increasing the employer's share to 14% of (Basic Pay + D.A.) in place of 10% of (Basic Pay + D.A.).**

**17.08** At present, under Revised Pension Rules, 1980, Death Relief (obsequies charges) is given to legal heirs of serving employees/ service pensioners/ family pensioners also. **Hence, the same may be extended to**



**retired CPS employees also on par with the pensioners/family pensioners under old pension scheme.**

**17.09 The Commission recommends extending this benefit to retired CPS employees also.**

**17.10** The retired CPS employee who are getting a nominal pension (i.e., less than minimum pension), from the PRAN account they may be extended the minimum pension as applicable in old pension scheme.

**17.11 The Pension benefits of CPS are totally a part of a different scheme of Government of India and do not come under the purview of Commission.**

**17.12** The CPS employees have requested that there are many cases where the CPS contributions were deducted from the salary of Government employee, but the amount was not remitted to CRA system or was remitted later, thereby they are losing interest. As such, for the delay of more than a month, Government shall pay interest equal to the interest rate of GPF on the employers share as well as employees' share.

**17.13 The Government should make every effort to ensure that there is no delay in crediting the amounts deducted from the salaries of the CPS employees towards the PRAN account. Further Government may regularly monitor this and fix a timeline for the authorities who are responsible for remitting this amount.**

**17.14** In some cases CPS contributions were not deducted from the salary of the Government employee for certain periods during 2004-2012. Hence the Associations have requested to credit the CPS contributions to the NPS account of the employees along with interest. The employees may be given an option to deposit the amount in lumpsum or in monthly installments from the salary of the employee.

**17.15 The Commission has examined the issue and recommends that the amount already deducted from the employees be deposited in the respective accounts along with Government contribution with interest due. In case, the CPS contribution has not been deducted from the salary of employees during 2004-2012, the same shall be collected from the salary of employees in lumpsum / installments and deposited in the PRAN account of the employees concerned along with the employer's share with interest, as per the rates applicable to GPF from time to time as specified by the Central Government in Gazette Notification F.No.1/3/2016-PR, dt:31.01.2019.**

**17.16** At present **Employees Health Scheme (EHS)** is applied to all the serving employees (including CPS employees) of State Government and Service Pensioners. **Hence the same may be extended to retired CPS employees also.**

**17.17** The issue of medical facility to the CPS employees is dealt the relevant chapter.

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## CHAPTER XVIII

### Work Charged Establishment and Full Time Contingent Employees

#### I. Work Charged Establishment:

**18.01** According to Para 58 of the Telangana Public Works Department code Work Charged Establishment is defined as follows:

*“Works establishment will include such establishment as is employed upon the actual execution, as distinct from the general supervision, of a specific work or of sub-works of a specific project or upon the subordinate supervision of departmental labour, stores and machinery in connection with such a work or sub-works; when employees borne on the temporary establishment are employed on work of this nature their pay should, for the time being, be charged direct to the work.”*

**18.02** Long back, Government had delegated powers to the Engineers to employ temporary staff to assist them in their routine duties and to keep a watch on the execution of work by the contractors. The establishment charges of such staff were charged to the works under petty supervision charges. Such employees are called Work Charged Employees. On completion of the work on one Project, they are supposed to be transferred to another ongoing project or to a new project depending upon the need. They are supposed to be temporary employees and the service rules that were applicable to the regular employees were not made applicable to them.

**18.03** Orders were issued in G.O.Ms.No.407, Public Works Department dated 27.3.1972, provincialising the services of the Work Charged Establishment of all categories and branches of Public Works Department including Public Works (Projects Wing) Department employed in maintenance work, who had put in ten years of service. They were also extended the benefits such as Leave Travel Concession, Joining time, Travelling Allowance etc., admissible to similar grades of employees in Government. Thereafter, the Government standardized the categories and pay scales of the Work Charged Establishment vide G.O.Ms.No.107, Public Works Department, dated 7.2.1974.

**18.04** The Government constituted a Committee vide G.O.Rt.No.577, General Administration Department, dated 6.2.1979 under the Chairmanship of Sri I.J.Naidu, IAS., the then Chief Secretary to Government to look into the demands of the Work Charged, NMR and Contingent employees. Government after examining the report of the said Committee and the demands of the Work Charged employees, issued the following orders in

G.O.Ms.No.212, Irrigation and Power Department, dated 29.3.1979 read with Memo.No.1300/PAC-II/79-1 Irrigation and Power Department, dated 23.4.1979:

1. All work-charged employees who have completed 10 years of total service be made eligible to all benefits like leave, pension etc., on par with Government employees;
2. All work-charged employees with more than 5 years of service be made eligible for the benefits now extended to provincialised work charged establishment under G.O.Ms.No.407, PWD, dated 27-3-1972 and
3. NMR workers be absorbed in work-charged establishment as and when vacancies arise.

**18.05** The Committee also recommended among other things that whatever concessions are admissible to temporary employees (Emergency employees) for absorption as regular employees may also be made applicable to work-charged employees for absorption into Government service. The Government accepted the recommendations of the Committee vide G.O.Ms.No.566, Irrigation and Power Department, dated 5-10-1979.

A clarification was also issued specifying the benefits that are admissible to work-charged employees consequent on the issue of the above orders.

**18.06** The Government issued orders in G.O.Ms.No.69, Irrigation and Power Department, dt.9-2-1981 that the work-charged employees who have completed 10 years of total service as on 29-3-1979 shall be eligible for regular or temporary appointment to Government posts (which constitutes direct recruitment) in the departments in which the work-charged personnel are working without the media of Employment Exchange, if they were originally appointed temporarily through the Employment Exchange, provided they satisfy the following conditions:

- (i) the technical and/or educational qualifications prescribed for the post by direct recruitment;
- (ii) the age qualification prescribed for direct recruitment (they are not allowed to deduct the service rendered under emergency provisions of rules for purposes of computing the age limit) and are selected by the competent authority/ Agency for appointment.

**18.07** Subsequently Government vide G.O.Ms.No.130, Irrigation and Power Department, dt.18-3-1981 ordered that all Work Charged Employees who had completed 10 years of total service be regarded as Government

Servants with effect from 20-3-1979 or such subsequent date as and when they complete 10 years of total service on their existing scale of pay and their present conditions of work. Consequent to this they are required to retire at the age of 58 years if they belong to superior service and 60 years if they belong to inferior service. Exercising of an option was also provided in the rules.

### **Change of Nomenclature:**

**18.08** Government in G.O.Ms.No.352, Irrigation and Power Department, dt.7-8-1981, consequent to issuance of orders in G.O.Ms.No.130, Irrigation and Power Department, dt.18-3-1981, ordered that the Work Charged Employees who became Government employees in pursuance of the orders issued in G.O.Ms.No.130, Irrigation and Power Department, dt.18-3-1981 of Engineering departments of State Government shall be designated as follows:

1. On Maintenance side as "Maintenance Establishment"
2. On Project Side as "Project Establishment"
3. Other establishments as "Works Establishment".

**18.09** The Construction Allowance, HRA, loans, bus pass concessions, drivers special pay, availing public holidays were extended to the Work Charged Employees who were regularized as Government servants. The CCA, Conduct Rules, grant of advances, family planning increment, maternity leave for female Work Charged Employees, compassionate appointments on medical grounds, payment of obsequies charges to the family of deceased Work Charged Employees, Conveyance Allowance, Automatic Advancement Scheme etc., were made applicable to them.

**18.10** The various submissions made by the Work Charged employees, their Associations and the decisions of the Commission are indicated below:-

(i) The Association requested for payment of salaries under the Head 010-Pay. **This request is not under the purview of Pay Revision Commission.**

(ii) The Association has requested for sanction of SPP-I and SPP-II benefits under A.A. Scheme without prescribing any qualifications. As per the rules under the scheme, the employees shall fulfill the qualifications prescribed for the promotional posts. **It cannot be recommended to sanction the SPP-I & SPP-II benefits without qualifications and hence the request is rejected.**

(iii) The Association have requested for sanction of Motor Cycle Allowance or Fixed Travelling Allowance. **Considering the nature of duties, this request cannot be considered.**

(iv) The Association has requested for sanction of permanent cadre strength to meet the workload. The work charged establishment has been created to attend to work attached to a specific project. Therefore there cannot be a permanent cadre strength. **The Commission does not agree with this request.**

(v) The Association has requested for change of designation of Work Inspector as Work Supervisor. **This request is not under the purview of Pay Revision Commission.**

(vi) The Association has requested to provide shoes, raincoats and gloves. **The Commission recommends that the Department may examine and take necessary action.**

(vii) The Association has requested to sanction Research Allowance to the work charged employees working in Research Labs. **This request cannot be considered.**

## **II. Full Time Contingent Employees:**

**18.11** Article 63 and 93 of T.S. Financial Code Volume-I stipulates the procedure for creation of temporary establishment. The Heads of Departments and others who are empowered to draw the contingent bills are authorized to employ unskilled workers at rates of remuneration laid down from time to time. Contingent employees are classified into two categories. The full time contingent employees are required to work for 8 (eight) hours a day while the Part time contingent employees, are required to work for 4 (four) hours or less per day.

**18.12** The issue of regularizing the services of full time contingent employees has first been addressed by a Committee constituted under the Chairmanship of Sri I.J. Naidu, IAS (Retd.), former Chief Secretary. Based on the recommendations of the Committee, Government issued orders in G.O.Ms.No.38, Finance and Planning (FW-PRC-VI) Department, dated 1-2-1980. As per these orders, all Full Time Contingent Employees created under specific Government orders and who have been continued for a period of 10 years or more and are required to be retained on a permanent basis be converted into regular employees in the last grade services. The orders also explicitly prohibited further appointment of Full Time Contingent Employees in all the Departments of Government and Local Bodies.

**18.13** Subsequently, Government issued orders in G.O.Ms.No.9, Finance and Planning (FW) Department, dated 8.1.1981 for conversion of full time contingent posts which have been in existence for a period of 5 years or more as on 1<sup>st</sup> April, 1981. This order has been followed by another order vide G.O.Ms.No.233, Finance Department, dated 19.8.1983, wherein it is ordered that all other full time contingent employees in Government, including those in Projects not covered by the earlier two orders, be paid a remuneration of Rs.290/- per month from the date of completion of 5 (five) years of contingent service as full time contingent employees. D.A, H.R.A and C.C.A were also admissible on this remuneration. This order has been modified by G.O.Ms.No.344, Finance Department, dated 13.11.1989 based on the agreement reached between the Government and the Joint Action Committee of the employees, increasing the remuneration to Rs.740/- per month in 1986 pay scales and permitting them to claim DA, HRA and CCA at rates applicable.

**18.13** Subsequently as per G.O.Ms.No.184, Finance Department, dated.28-6-1991, the full time contingent employees working in various projects who fulfilled certain conditions were converted into regular last grade Government employees in the last grade pay scale of Rs.740-1150.

**18.14** Government issued orders in G.O.(P).No.259, Finance Department, dt.18-6-1993, for conversion of fulltime contingent employees into regular Government posts in the Last Grade Service in the scale of Rs.1375-2375 who were already governed by the orders issued in G.O.Ms.No.233 and 344 subject to conditions laid down therein.

**18.15** The full time contingent employees who could not be converted into last grade posts were drawing the minimum basic pay of Rs.740/- p.m. and D.A, H.R.A and C.C.A at the revised rates in the successive PRCs. Their pay was not revised to Rs.1375 in 1993 revision and to Rs.2550 in 1999 revision.

**18.16** The full time contingent employees made a representation to the Pay Revision Commission, 1999 for enhancement of remuneration as applicable to the last grade employees. The Pay Revision Commission did not make any recommendations in respect of Full time Contingent Employees and recommended for continuation of status quo.

**18.17** The Pay Revision Commission, 2005 obtained the information regarding the number of employees involved who were 7607 in number as on 1<sup>st</sup> January, 2000. As per the Director of Treasuries and Accounts, the total number of full time contingent employees is 4330 and there were 805 vacant posts as on 01-01-2004. The PRC, 2005 recommended a minimum

remuneration of Rs.3850/-p.m. to full time contingent employees (minimum pay of last grade services) and also recommended that they may be paid H.R.A, D.A and C.C.A as applicable. Accordingly orders were issued in G.O(P).No.238, Finance (PC-III) Department, dated:23-9-2005.

**18.18** The Government enacted Act-2 of 1994 for prohibition of irregular appointments in the offices and establishments under the State Government with effect from 25-11-1993. Based on the judgment of Supreme Court of India, the State Government formulated a scheme vide G.O.Ms.No.212, finance & planning (FW, PC- III) Dept., Dated. 22-04-1994 for regularization of services of NMR/ daily wages and on consolidated pay employees who completed 5 years of service as on 25-11-1993, subject to fulfillment of certain conditions stipulated therein.

**18.19** Further, in response to several representations of Part Time Employees Association for regularization of services of part time employees the Government have issued orders in G.O.Ms.No.112, Finance & Planning (FW, PC-III) Department, dated: 23-7-1997 for regularization of services of part time contingent employees who have completed 10 years of service as on 25-11-1993, subject to fulfillment of certain conditions stipulated therein.

**18.20** The proposals regarding regularization of services of full time contingent employees and part time contingent employees is not within the purview of PRC and only Government can take a decision. At present, wages of the unskilled workers paid from contingencies in the Government offices as per G.O.Ms.No.370, Finance (P.C.III) Department, dated 30/12/2010 with effect from 30/12/2010, which are as follows:

- |  |     |                      |
|--|-----|----------------------|
| a. Casual Labourer/ Daily worker                           | --- | Rs.100/- per day.    |
| b. Full time contingent worker/<br>Consolidated pay worker | --- | Rs.2600/- per month. |
| c. Part time worker  | --- | Rs.1623/- per month. |

**18.21** The PRC 2014 recommended a remuneration of Rs.13,000/- p.m., and HRA, DA and CCA to the full time contingent employees whose services were not regularized and already drawing a remuneration of Rs.6700/- p.m. on par with Last Grade Employee with admissible HRA, D.A and CCA as applicable.

**18.22** Statement showing the particulars of Work Charged /NMRs/Daily Wage/Full time/Part time/Contingent employee and Contract/Outsourcing personnel.

Category	No. of employees (approx.)	Remuneration in RPS 2010	Remuneration in RPS 2015	Other benefits extended	Recommended	Remarks
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Work Charged Establishment	2293	Various Categories	Various Categories	HRA, DA, CCA & leave benefits, AAS	Allowances may be given as a percentage of what they are drawing now	
Full time contingent employees as per G.O.Ms.No171, dt.13-05-2010	1354	6700	PRC 2014 recommended Rs.13000/- but orders were not issued.	HRA, DA,CCA	Minimum pay of the revised pay scales	
Full time contingent worker	1971	2600	5000	Nil	Rs.10,000/- p.m.	
Part time contingent worker	210	1623	4000	Nil	Rs.8,000/- p.m.	
NMR/ Casual Labourer/ Daily wage	5128	1623	4000	Nil	Rs.8,000/- p.m.	
Contract employees (50400) / Outsourcing employees (58128)		Rs.6700/- to Rs.7740/-	Rs.12000/- -	15 CLs		Orders issued vide G.O.Ms.No.14 Finance (HRM-I) Department, dt.19-02-2016
		Rs.7960/- to Rs.10020/-	Rs.15000/- -			
		Rs.10900/- to Rs.13660/-	Rs.17500/- -			

**18.23** The Associations have requested the following:

- i. Payment of salaries to NMR employees working under I&CAD and R&B Departments on par with the NMR employees working in RWS Department.
- ii. Sanction of HRA, Medical Aid and obsequies charges to the NMR employees.

**18.24** Regarding item-i above, NMR workers cannot be sanctioned regular pay scales. The remuneration/ daily wages shall be regulated as recommended in table 18.22. This holds good for all the NMRs working in various Engineering Departments including RWS Dept.

**Regarding item-ii:**

**18.25 The Commission recommends the following benefits to the Full time/Part time Contingent employees/ Daily Wage and NMRs joined before the cut-off date i.e., 25-11-1993.**

- a) **CASUAL LEAVE:** Fifteen (15) days of Casual Leave per year.
- b) **EX-GRATIA:** An ex-gratia of Rs.5.00 lakhs (Rupees five lakhs only) for accidental death and Rs.2.00 lakhs (Rupees two lakhs only) for natural death.
- c) **MATERNITY LEAVE:** Paid maternity leave for (180) days equivalent to the wages/ remuneration drawn by them.
- d) **AGE OF SUPERANNUATION:** This would be on par with Government employees.
- e) **FUNERAL CHARGES:** An amount of Rs.15,000/- (Rupees fifteen thousand only) towards Funeral charges (Obsequies charges) to the deceased.
- f) **HEALTH CARE:** They may be given the EHS / Aarogyasri card to take care of their health.

**18.26 The request for sanction of HRA to these categories cannot be considered.**

#### **Home Guards:**

**18.27** There are about 17,512 Home Guards now working with Police Department and ancillary departments and performing variety of jobs such as Electrician, Computer Operator, Driver, Cook, Plumber and Dhobi etc., in addition to assisting the Police Department in the management of Law and order, Traffic and Crimes. The Home Guards are appointed under the Home Guards Act 1948 as Volunteers in Home Guards Voluntary Organization after following a process of selection by the Superintendent of Police. These Home Guards are being paid daily allowance of Rs.300 with effect from 18.1.2014. They are paid for the days actually worked. Many of them are on continuous duties for the last 20 years. However, they have no prospects either of promotion or of direct entry into the Government service excepting an age relaxation of 5 years to 10% of the posts of Constables directly recruited under open category. There is no social security provided to the Home Guards, as they are neither covered by the Government Rules nor they fall under the category of organized/un-organized workers. The Home Guards have requested the Pay Revision Commission to recommend to the Government, for a substantial increase in allowances to the level of minimum pay and also

to open window for the seniors amongst them to get entry into the regular post of constable subject to fulfilling minimum prescribed qualifications.

**18.28** The PRC 2014 observed that the rate of honorarium of Rs.300/- per day sanctioned to the **Home Guards** was barely sufficient to meet the minimum needs of an employee and recommended its suitable enhancement.

**18.29** Government vide **G.O.Ms.No.14, Home (Ser.III) Dept., dt:31.01.2018** enhanced the honorarium to Rs.675/- per day.

**18.30** The Commission is of the view that Government have enhanced the honorarium to Rs.675/- per day which is hardly a year back and does not require upward revision at this point of time.

\* \* \* \* \*

## CHAPTER - XIX

### REVIEW OF THE EXISTING HUMAN RESOURCE OF ALL DEPARTMENTS IN TUNE WITH THE CONTEMPORARY REQUIREMENTS INCLUDING CONTRACT / OUTSOURCING PERSONNEL

**19.01** The Telangana State has seen rapid progress in the last two decades (including the development that took place in the combined State). The progress was triggered mainly with the opening up of the economy in the early 1990s and the spurt in the growth of Information and Communication Technology. The rapid growth in Information and Technology sector resulted in large employment opportunities to the educated youth who have started their careers with a decent pay. This also has resulted in huge growth in real estate and service sector which necessitated the infrastructure development by the Government both in twin cities and in the districts. Opening up of the economy and spread of Information and Communication Technology in several sectors of the economy resulted in a new requirement of qualifications and skills for the persons to be employed both in Government and in private sector. A large number of IT training institutions that have come up in Hyderabad is indication of change of job requirements in the last three decades.

**19.02** Government have introduced Information and Communication Technology in various departments and they have made head-way in this direction. The nature of demand of the human resources of the country and also the State have also changed.

**19.03** The main features and requirements of the changing economy are:

- (1) Government role is more as a facilitator;
- (2) Strengthening the regulatory framework including land and law and order;
- (3) The stability in the Government and the continuity of policies and implementation mechanism resulting in ease of doing business;
- (4) Transparency and speed in decision making and quick response to the issues arising thereof;
- (5) The capacity to handle Information Technology and resultant issues;
- (6) Responsiveness towards the RTI Act;
- (7) Strengthening the delivery mechanism of various services and welfare programmes provided by the Govt. in

departments such as revenue, education, health, drinking water supply, sanitation, roads, electricity, etc.;

(8) Accountability and sensitivity on the part of the employees.

**19.04** Deployment of human resources to meet such requirement is neither a one time job nor an over-night job. It is necessary for the Govt. to formulate proper policies in this direction so that deficiency in implementation is minimized, if not eliminated. The Govt. should be in a position to meet the expectations of the society, i.e. business, industry, agriculture and the common man.

**19.05** Therefore Government needs to make proper assessment of staff requirement and the qualifications thereof so that appropriately qualified staff is positioned in the Govt. system. The positive outlook of the Governments over the years towards employees resulted in the pay and allowances of the Government employees very competitive vis-a-vis the private sector. Added to this, with the stability, security and gradual growth in salaries and other perks, Govt. job is in a great demand today. Number of applications that are received against the Govt. jobs are more than 100 times the number of jobs available. In these circumstances unemployed and the youth aspiring for the jobs should also understand that the Govt. job cannot be taken for granted without performance.

**19.06** Regarding the recruitment of new staff, it is necessary for the Govt. to estimate the requirement of the staff for the next 10 years basing on the present and the projected responsibilities of the Govt. in the changing economy. This is necessary keeping in view the formation of new Telangana State and creation of several new Districts, Revenue divisions, Mandal and Panchayats. Man requirements, their qualifications, competence and also the remuneration that would be provided to them besides growth prospects have to be estimated. An important requirement is the capacity building of the Govt. employees. The single most factor which contributes to the deficiency to deliver the Govt. programmes, is the lack of motivation among Govt. Employees. Increase in salaries not enough to motivate the employees. With the changing job requirement, Govt. employees have to become change agents and the officers have to take the role of the leadership. Continuity of objectives and goals and periodical review and monitoring of the same and taking corrective steps can result in a quiet efficiency as can be seen in most of the developed countries. This also would not result in one time mass drives of various programmes as we are witnessing in the last two decades.

**19.07** Government needs to allocate 2% to 5% of the budget of each department to ensure an intensive and continuous training to the existing employees and proper orientation and training to the new recruits. Bulk of the Govt. employees are at the lower rung of the Government. They hardly

have any training. These employees need to be motivated to contribute to the overall development of the State by giving proper training. Bangaru Telangana can be brought about only when the human resources of the State are effectively put to the task of development. The Govt. can show the way in this so that the others in the private sector may follow the same.

**19.08** While this is being so, Govt. will have to look at the problem of quality in Government at two levels. Training and capacity building of the existing employees is one of the aspects and other being similar capacity building to be done to the new recruits and persons engaged by outsourcing. If we have to develop a well oiled machinery to meet the challenges of the State economy, proper training, capacity building and sensitization of the existing employees and new entrants in the Government system are necessary.

**19.09** The Human Development Index of the Telangana is lowest compared to the other southern States. It is somewhere in the middle range in the entire country. No country had ever developed without developing their human resources as witnessed in Japan or Israel. Both these countries lack natural resources but the development in these countries is attributable to the excellent quality of the human resources developed in an assiduous manner. Telangana State has been formed with a great ambition to develop its people by utilizing its natural resources and to become one of the most advanced States in the country. Several programmes and projects have been taken up by the Govt. to reach this goal. This goal can be achieved by skilled human resources, wherever they work, whether in the Govt. or in the private sector.

**Contract and outsourcing employees:**

**19.20** Contract and outsourcing employees numbering about 1,00,000 are working in the Govt. It is necessary to provide them proper wages/remuneration/ compensation so that they have a respectable livelihood and to live with dignity. The Government have issued GOs periodically enhancing their remuneration. The latest orders vide G.O.Ms.No.14, Finance (HRM-I) Department, dated 19.02.2016 grouped the employees and fixed their remunerations as follow:

S.No.	Contract/Outsourcing Category	Present Remuneration
I	1.Office Subordinate 2.Watchman 3.Mali 4.Kamati 5.Cook 6. Cycle Orderly	

	<ul style="list-style-type: none"> <li>7. Chowkidar</li> <li>8. Lab Attender</li> <li>9. Dafedar</li> <li>10. Jamedar</li> <li>11. Roneo/Xerox Operator</li> <li>12. Record Assistant</li> <li>13. Sharoff / Cashier</li> <li>14. Lift Operator</li> <li>15. All other categories of services similar to posts carrying the scale of pay in RPS 2010: Rs.6700-20110, Rs.6900-20680, Rs.7100-21250, Rs.7520-22430 and Rs.7740-23040</li> </ul>	Rs.12,000/- per month
II	<ul style="list-style-type: none"> <li>1. Driver</li> <li>2. Junior Assistant</li> <li>3. Junior Steno</li> <li>4. Typist</li> <li>5. Telephone Operator</li> <li>6. Store Keeper</li> <li>7. Photographer</li> <li>8. Electrician</li> <li>9. Mechanic</li> <li>10. Fitter</li> <li>11. Lab Assistant</li> <li>12. Cinema/Film/Audio Visual /Data Entry Operator</li> <li>13. Supervisor</li> <li>14. Librarian</li> <li>15. Manager</li> <li>16. All other categories of services similar to posts carrying the scale of pay in RPS 2010: Rs.7960-23650, Rs.8440-24950, Rs.9200-27000, Rs.9460-27700, and Rs.10020-29200.</li> </ul>	Rs.15,000/- per month
III	<ul style="list-style-type: none"> <li>1. Senior Assistant</li> <li>2. Senior Steno</li> <li>3. Senior Accountant</li> <li>4. Translator</li> <li>5. Computer Operator / DPO</li> <li>6. All other categories of services similar to posts carrying the scale of pay in RPS 2010: Rs.10900-31550, Rs.11530-33200, Rs.11860-34050, Rs.12550-35800, Rs.12910-36700 and Rs.13660-38570.</li> </ul>	Rs.17,500/- per month

**19.21** A large number of unemployed youth are aspiring for employment. The Commission is of the opinion that the issues to be

addressed in respect of contract and outsourcing employees needs a serious consideration. **The Commission recommends the following:**

### **Recruitment:**

**19.22** The Government is engaging qualified youth for various jobs indicated in above through contract and outsourcing. This practice is going on for more than two decades. The Hon'ble Supreme Court in one of the judgment dated 26/10/2016 on contract employees in Civil Appeal No.213 between State of Punjab and Others Vs. Jagjit Singh and Others on the litigation of equal pay for equal work ordered that *“there can be no doubt, that the principle of ‘equal pay for equal work’ would be applicable to all the concerned temporary employees, so as to vest in them the right to claim wages, at par with the minimum of the pay-scale of regularly engaged Government employees, holding the same post.”* The Hon'ble Supreme Court further observed that *“We have extracted the aforesaid paragraph, so as not to make any inference on our own, but to project the determination rendered by the Constitution Bench, as was expressed by the Bench. We have no hesitation in concluding, that the Constitution Bench consciously distinguished the issue of pay parity, from the issue of absorption/regularization in service. It was held, that on the issue of pay parity, the High Court ought to have directed, that the daily-wage workers be paid wages equal to the salary at the lowest grade of their cadre. **The Constitution Bench expressed the view, that the concept of equality would not be applicable to the issue of absorption/regularization in service. And conversely, on the subject of pay parity, it was unambiguously held, that daily-wage earners should be paid wages equal to the salary at the lowest grade (without any allowances).*** Accordingly, contract/outsourcing employees may be paid the minimum of the scale of equivalent post. Therefore, equivalency has to be established. However, a proper agreement to engage their services both for contract and outsourcing jobs would be necessary to meet the ends of justice and equity. Several departments have also drafted contract agreements for engaging the qualified persons directly whereas there is an agreement with outsourcing agencies for drawing people on outsourcing basis. It is necessary that a standard agreement is formulated for these two categories separately. At present there is no systematic approach in taking these employees either on contract or on outsourcing basis. This issue needs to be addressed immediately. **The Commission proposes the following:**

- (1) Govt. may notify the number of persons required for various categories of posts with the outsourcing agencies. The agencies have to maintain a list of persons in a serial order like in the employment exchanges and nominate them for a common test for taking either on contract or on outsourcing basis. Outsourcing Agency can do preliminary scrutiny on



aspects like age, qualifications, job skills, etc. before they nominate the names which can be in the ratio of 1:3. Govt. may organize certain tests for such persons and finalize the list of candidates to be taken in various departments. The tests for different categories can be organized by GAD at State Headquarters (State level) and by the District Collector at district level, in each of the districts, for speedy disposal of the matter. Basing on the examination, a final list can be sent to various departments. They, in turn, will enter into agreements with them basing on a modal agreement which may be finalized in consultation with Law Department and Advocate General. The agreements with the contract employees and secondly with the outsourcing agency need to be drafted to meet the principles of natural justice, orders or Supreme Court and to finally vetted by Law Department and Advocate General. A modal agreement used by Forest Department and APARD are included which can be further modified as per requirement.

(2) At present the contract and outsourcing people are getting the following benefits:

- (a) 15 Casual Leaves;
- (b) Maternity leave for 120 days without pay;
- (c) All Public Holidays;
- (d) Enrollment to the ESI;
- (e) Contribution to the Employees Provident Fund.

**19.23 The Commission recommends the following remuneration to different categories of outsourced personnel:**

Sl. No.	Contract/ Outsourcing Category	Existing Remuneration	Equivalent Category in Govt.	Proposed/ Revised Remuneration
I	1.Office Subordinate 2.Watchman 3.Mali 4.Kamati 5.Cook 6. Cycle Orderly 7. Chowkidar 8. Lab Attender 9. Dafedar 10.Jamedar	Rs.12,000/- per month	Group-IV	Rs.19,000/-

	11. Roneo/Xerox Operator 12. Record Assistant 13. Shroff / Cashier 14. Lift Operator 15. All other categories of services similar to posts carrying the scale of pay in RPS 2014: Rs.13000-40270, Rs.13390-41380, Rs.13780-42490, Rs.14600-44870 and Rs.15030-46060			
II	1. Driver 2. Junior Assistant 3. Junior Steno 4. Typist 5. Telephone Operator 6. Store Keeper 7. Photographer 8. Electrician 9. Mechanic 10. Fitter 11. Lab Assistant 12. Cinema/Film/AudioVisual /Data Entry Operator 13. Supervisor 14. Librarian 15. Manager 16. All other categories of services similar to posts carrying the scale of pay in <b>RPS 2014</b> Rs.15460-47330 Rs.16400-49870 Rs.17890-53950 Rs.18400-55410 Rs.19500-58330	Rs.15,000/- per month	Group-III	<b>Rs.22,900/-</b>
III	1. Senior Assistant 2. Senior Steno 3. Senior Accountant 4. Translator 5. Computer Operator / DPO 6. All other categories of services similar to posts carrying the scale of pay in <b>RPS 2014:</b> Rs.21230-63010, Rs.22460-66330, Rs.23100-67990, Rs.24440-71510,	Rs.17,500/- per month	Group-III(A)	<b>Rs.31,040/-</b>

Rs.25140-73270 and Rs.26600-77030.			
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**19.24** They may be given enhancement of Rs.1000/- (Rupees one thousand only) every year until the pay scales are revised in future as in the case of Home Guards who are also not Government employees.

**Other benefits for outsourcing employees:**

- 1) Except earned leave, they should get all the facilities of regular employees including **paid maternity leave of 6 months as per the law to the women contract/outsourced employees;**
- 2) They should be enrolled for EPF, ESI as per law;
- 3) Minimum educational qualification shall be graduation for Junior Assistant and equivalent posts and a good proficiency in using computer and MS Office/Internet browsing, etc;
- 4) They should be given basic training, basing on the requirements of the department to which their services are being drafted.
- 5) They may be extended the bus pass facility as applicable to Govt. employees;

**CONTRACT PERIOD AND REVIEW:**

**19.25** Basing on the requirement the tenure shall be at least for two (2) years. The performance should be assessed thereafter. If the performance is found to be extremely bad, the contract directly or through outsourcing agency should be discontinued, or else, the contract should be extended. The process of assessment, engagement or disengagement has to be done in a very transparent manner.

**Training and Capacity Building:**

**19.26** All the persons who are working now and to be engaged in future on contract/outsourcing shall be given basic training in drafting, file management, word processing, using of MS Office and electronic file processing in which they are working either by the HRD Institute or by the TSIPARD or their respective training institutions wherever available.

**Contract employees at the higher level other than the above:**

**19.27** Government have been taking employees at a slightly higher level on contract basis and also to meet the specific skills and knowledge based requirement. This can be continued basing on the proper assessment of the need. Engaging such personnel should be done by the Committee of Secretaries consisting of Secretary (GAD), Secretary (Services) and Finance Secretary. They also should be engaged with a specific contract agreement vetted by the Law Department and Advocate General.

### Contract employees in Intermediate and Higher Education:

**19.28** A large number of lecturers are working in Intermediate and Higher Education Departments on contract basis. They are being paid minimum of the pay scale. The motivation level of these contract lecturers is at a low level, consequently, affecting the quality of education. Government have issued various orders appointing contract lecturers as indicated below:

Sl. No.	Category	No. of persons	Previous remuneration/ Honorarium 2010 (Rs.)	Existing remuneration 2014 (Rs.)	Recommended remuneration	Remarks
1	Junior Lecturer	3687	18030	37100	<b>Rs.54,220/-</b> (Minimum of the pay scale in the revised pay scale)	G.O.Rt.No.162, Higher Education Department, dt.16-06-2017
2	Polytechnic Lecturer	435	19050	40270	<b>Rs.58,850/-</b> (Minimum of the pay scale in the revised pay scale)	G.O.Rt.No.172, Higher Education Department, dt.05-07-2017
3	Degree Lecturer	926	20680	40270	<b>Rs.58,850/-</b> (Minimum of the pay scale in the revised pay scale)	G.O.Rt.No.149, Higher Education Department, dt.01-06-2017
4	Part Time Junior Lecturers working on hourly basis	63	Rs.150/-per hour (Rs.10,800 per month)	Rs.300/-per hour (Rs.21,600 per month)	<b>Rs.400/- per hour (Rs.28800/- per month)</b>	G.O.Rt.No.274, Higher Education Department, dt.06-09-2017
5	Guest faculty working in Degree Colleges working on hourly basis	390	Rs.100/- per hour (Rs.7,200 per month)	Rs.300/-per hour (Rs.21,600 per month)	<b>Rs.400/- per hour (Rs.28800/- per month)</b>	G.O.Rt.No.54, Higher Education Department, dt.22-03-2018

6	Part Time Lecturers working on minimum time scale	195	Rs.18030 + DA (in RPS 2010)	Rs.37100 + DA (in RPS 2015)	<b>Rs.54,220/- + D.A.</b> (Minimum of the pay scale + D.A. in the revised pay scale)	G.O.Rt.No.213, Higher Education Department, dt.01-08-2017
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**19.29** The Commission is of the opinion that the Government should fill the posts of lecturers through a regular recruitment. Whenever this recruitment is taking place, persons who are already working in junior colleges, degree colleges may be given suitable weightage during the selection process. They have to be recruited in regular posts basing on the qualifications, standards, etc. required for such posts on regular scale of pay. Others who are not selected may be continued in the present practice of minimum of the scale of pay corresponding to the post that they are holding, subject to availability of vacancies.

**19.30** Similarly, the approach can be adopted for recruitment to posts in Group-III or Group-IV in any point in future and due age relaxation can be given to those who are already working in the Government either as Group-III or as Group-IV categories. It may not be out of place to mention here that due to relaxation of the age, people are being recruited directly even with 40 plus years of age. Therefore age may not be a serious consideration for recruitment of contract and outsourcing employees by giving due age relaxation whenever such recruitment is done. Government have a reason to continue them in the present system of engagement, the above proposals to pay the minimum pay equivalent to the post in the revised pay scales and other recommendations. A promotion to the next stage of such posts, i.e., Junior Assistant to Senior Assistant or Senior Assistant to Superintendent with appropriate designation could be considered with experience of 8 years, a system may be evolved for upgrading the career in a transparent manner. Thus, the minimum pay disparity between regular and contract/outsourcing employees can be rationalized and the other facilities recommended above to the contract/outsourcing employees can be given so that they too work with dignity and with a reasonable livelihood in terms of the present circumstances.

**19.31** Govt. in GO Ms.No.1058, GA (Spl.A) Dept., dated 15.4.2019 have issued the separate terms and conditions which are in the nature of the administrative reforms and the above issues will be dealt at greater length as part of that report basing on those terms and conditions. The recommendations in this report are essentially to enable the Government to take a decision in respect of these categories of employees along with the regular employees and pensioners.

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## CHAPTER – XX

### HUMAN RESOURCES

**20.01** The State of Telangana was formed on 02-06-2014 with 10 districts as per the AP Re-organisation Act, 2014. It has an area of 1,12,077 Sq. Kms. and a population of 3.52 crores as per the census of 2011. It ranks 12<sup>th</sup> in the country in terms of area and population. The Government of Telangana created 21 new districts on 11<sup>th</sup> October, 2016 taking the number of districts to 31 and later on, two more districts, Mulugu and Narayanpet were created on 17<sup>th</sup> February, 2019 taking the total number of districts to 33.

#### Administrative Units

**20.02** The 33 districts of Telangana have 584 Revenue Mandals and 71 Revenue Divisions. Each Mandal is headed by a Tahsildar and each Revenue Division is headed by a Revenue Divisional Officer. A Revenue Village remains the administrative unit.

#### Backward Districts

**20.03** At the time of bifurcation 9 out of 10 districts had already been declared to be the backward districts except Hyderabad district. Thus, 32 out of 33 districts fall under the category of backward districts, except Hyderabad, where challenges of governance will be more.

#### Human Resources available in the State

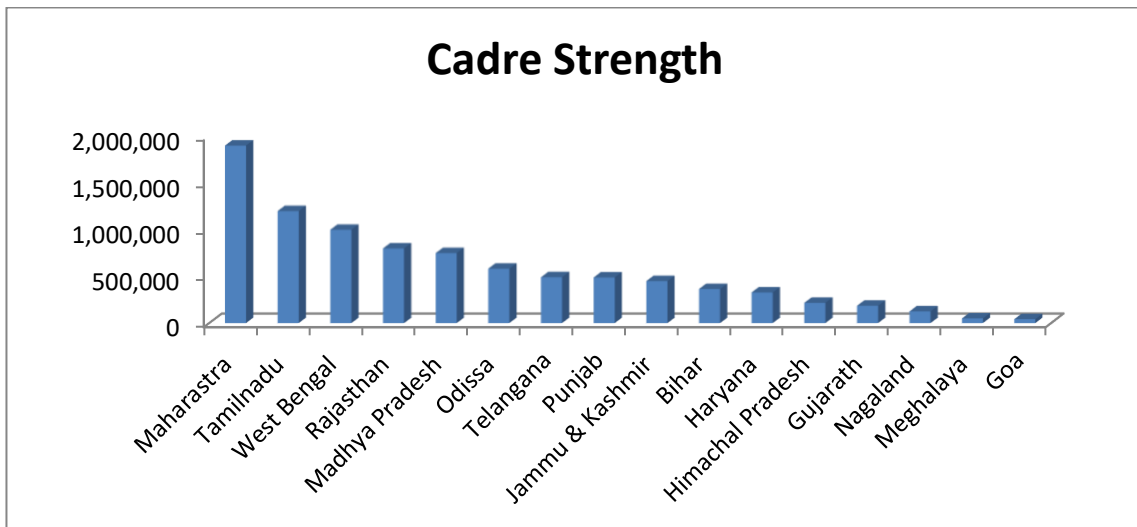
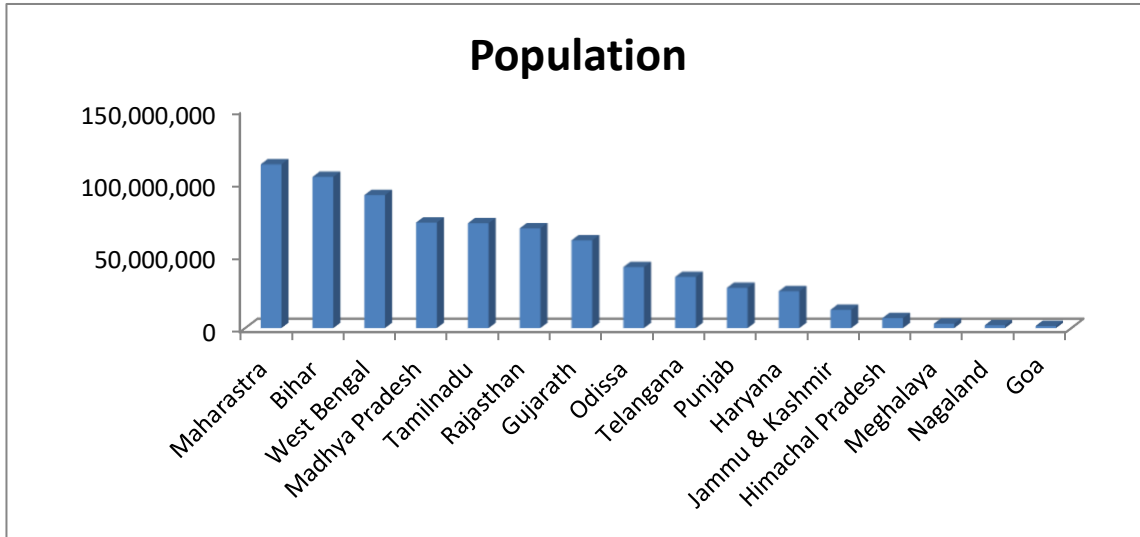
**20.04** The administration comprises of 32 departments of which one department, i.e. Rain Shadow Area Development Department has become defunct. The sanctioned strength of the employees across the departments is 4,91,304 against which about 3,00,178 employees are working. The highest number of employees i.e. 1,37,651 is sanctioned in School Education Department against which 1,13,853 are working. The second highest number of employees is sanctioned in Home Department whose cadre strength is 98,394 against which 61,212 are working. The third highest number of employees sanctioned is in HM&FW Department comprising of 52,906 against which 22,336 are working. The sanctioned strength of Revenue Department is 27,786 against which 19,825 are working. In Panchayat Raj & Rural Development Department the sanctioned strength is 26,201 against which 13,573 are working. Thus, the sanctioned strength of employees in the above noted five departments is 3,42,938 against which 2,30,799 are working. The share of these five departments comes to 69.80% of the total cadre

strength sanctioned for the State and the number of employees working in these five departments comes to 2,30,799 which accounts for 76.88% of the total working strength in the State.

### **Population, Work Force Ratio**

**20.05** It may be noted that only 61% of the sanctioned strength in the State is working. Thus, as against a population of 3.52 crores, the sanctioned strength is 4,91,304 which is in the ratio of 1.395% or 1.40%. In other words, for every 1000 people in the State 14 posts are sanctioned, but the actual number of employees working being 3,00,178, the ratio of Government employees actually available for every 1000 persons is 8.5 employees. The population, cadre strength/working strength of government employees of other states are shown below.

Sl. No	State	Population	Government Employees	
			Cadre Strength	Ratio
1	Maharashtra	1123,72,972	19,00,000	1.69
2	Tamilnadu	721,38,958	12,00,000	1.66
3	West Bengal	913,47,736	10,00,000	1.09
4	Rajasthan	686,21,012	8,00,000	1.17
5	Madhya Pradesh	725,97,565	7,50,000	1.03
6	Odissa	419,47,358	5,83,000	1.39
7	Telangana	352,00,000	4,91,304	1.40
8	Punjab	277,04,236	4,89,224	1.77
9	Jammu & Kashmir	125,48,926	4,50,000	3.59
10	Bihar	1038,04,637	3,65,000	0.35
11	Haryana	253,53,081	3,28,370	1.30
12	Himachal Pradesh	68,64,602	2,17,142	3.16
13	Gujarat	603,83,628	1,85,575	0.31
14	Nagaland	19,80,602	81,000	4.09
15	Meghalaya	29,64,007	50,210	1.69
16	Goa	14,57,723	41,878	2.87



## Expectations of the people

**20.06** With the formation of the new State, the expectations of the people have gone high and in order to meet the expectations, the work force has to have empathy and respect towards common man, while discharging the duties.

## Representations of concerned citizens

**20.07** The Pay Revision Commission has received representations from a few concerned citizens who have pointed out that attitude of the work force, more particularly, at the cutting edge level, is leading more to adding to the grievances of the people rather than redressing them. The concerned citizens have complained that the system of governance is not up to the mark and is characterised by:



- 1) Lack of respect for the common man and treating the citizens with contempt.
- 2) Inefficiency arising out of lack of knowledge of the subject matter the employees deal with;
- 3) Passing the buck that leads to inordinate delays;
- 4) Poor decision making capacity and corruption at grass root level.

**20.08** They have emphasised on the Pay Revision Commission to pay attention to these issues while making recommendations to the Government and suggested that any pay hike should be linked to efficient delivery at the cutting edge level so that the grievances of the citizens will be minimised and citizen satisfaction is enhanced.

### **Employees' perception of the problems of Governance**

**20.09** The employees represented by their associations have mentioned the following problems that are coming in the way of improving the efficiency of the administrative machinery:

- (a) Increased Workload;
- (b) Large number of vacancies;
- (c) Lack of mobility to reach out to the people;
- (d) Issues related to the travel expenses while on official tour.

**(a) Increased Workload:** The employees have expressed their concern about the increased workload across the departments which, according to them, have to be handled by the existing work force in place. As a result, they are not able to deliver all 'Government to citizen' services effectively.

**(b) Large number of vacancies:** The employees associations have also pointed out that large numbers of vacancies are existing in almost all the departments and this situation, coupled with enhanced workload, is adding to their difficulties in rendering satisfactory services to the citizens.

**(c) Lack of mobility to reach out to the people:** It is a common complaint of almost all the field level executives starting with the Revenue Inspector upwards that the Government need to provide them vehicles or at least to support them in buying their own vehicles and by providing adequate finances to meet the travel claims. Fixed Travelling Allowance (FTA) is the common demand. There are certain departments like Labour Department

where providing vehicles/hired vehicles to their field staff may result in increased mobility which, in turn, will result in increased revenues for the State. The grievances with regard to non-passing of TA bills on time is causing hardship to the employees because while undertaking tours they incur expenditure on transport from their own pocket and this expenditure is reimbursed after a very long time and sometimes it is not reimbursed for want of budget. They have requested for a Fixed Travelling Allowance which should be paid along with the salary so that they will be in a position to improve their mobility and discharge their duties with greater outreach to the people.

**20.10** The grievances of the employees appear to be genuine and they deserve to be redressed on priority. The Commission recommends providing FTA to all the touring employees suitably re-designing the FTA structure taking all the factors into consideration like geographical area, number of days of journey in a month, Government transport/ hired transport arranged.

### **Governance Issues**

(i) While the issues raised by the concerned citizens constitute the basic malaise afflicting all the departments by and large, but the maximum heart burning to the citizens is caused in Revenue, Home, MA&UD, PR&RD, largely, at the Panchayat Secretary and Sarpanch level. These issues need to be taken for the basic concern towards improving the administrative system. In this regard, employees have also made their representations and explanations.

(ii) **Leveraging ICT:** The Government have already leveraged Information and Communication Technology (ICT) in the administrative machinery and the benefits of ICT in administration need to touch the common man who comes into contact with the Government machinery. But it is not happening for the reason that the employees have not been adequately trained in handling the computers and the Internet. This issue can be addressed by making assessment of the training needs of all the employees and chalking out a suitable IT training programme for all the employees and an appraisal of improvement in their capacity to handle the IT may be undertaken **post training**. Moreover, the training should be continuous throughout their career to ensure that they upgrade their knowledge and skills and also keep pace with the advances in the technology.

(iii) **Filling up the vacancies:** The gap between the sanctioned cadre strength and the actual cadre in place is rather big. The gap is actually about 39%. In other words, 39% of the sanctioned strength is vacant. While this gap has been sought to be bridged by taking 58,128 personnel on outsourcing basis and 50,400 personnel on contract basis thereby reducing the gap to 16.81% but this engagement is at the lowest level of Class IV and

Ill employees and they have hardly been given any training. They need to be given proper training in Government system so that they prove useful to the people.

### **Capacity Building and empowering the employees**

**(i) Multi-tasking needs:** Hitherto, we have had a set of employees who were confined to the job allotted to their sections and they would not stretch out beyond that. For example, a Junior Assistant would attend to writing the files and to preparing the drafts but he would not type the draft himself. For this purpose another class of employees was created called Typists/Stenographers who possessed the typing skills. In the present scenario, typewriters are not in use anywhere in the Government system and entire typing work is being done on computers and printers. But here again, the ministerial staff are not well versed with operating the key boards as the typist of olden days would do at his typing machine. So the typist of olden days has been replaced with the Data Entry Operator of present day who is the equivalent of typist. In this regard, Government may consider the capacity building of the employees at the ASO/ Junior Assistant in handling the keyboards and typing the drafts. The outsourced DEOs may be engaged depending upon the needs of the Department.

**(ii) Lack of knowledge of the subject matter:**

It has also been observed that the employees at various levels are deficient in:

- (a) Required knowledge of the subject they deal with;
- (b) Problem solving attitude;
- (c) Decision making capability.

**20.11** The issue of lack of knowledge of the subject and the department can be addressed by designing a suitable training module. Further, to inculcate the problem solving attitude and to empower them to be able to improve their decision making capability, special training modules that aim at changing the mindset of the employees and building up confidence in them may be designed and training imparted accordingly. The core object of training should be to infuse empathy for the common man and to develop responsiveness towards the citizens.

### **Human Resources Planning:**

**20.12** Government needs to allocate 2% to 5% of the budget of each department to ensure an intensive and continuous training of the existing employees and proper orientation and training of the new recruits. Bulk of the Govt. employees work at the lower rung of the establishment. They are

generally not exposed to any well designed training programme. These employees need to be given proper training to be motivated to improve the efficiency of service delivery so as to enhance the citizen's satisfaction.

1. In the report of PRC, 2014, detailed recommendations have been made which are valid even today. The relevant paras are extracted below:

*“As seen from the above, there are several areas on HR side which need to be looked into by the Government at various levels and solutions found on a continuing basis. These issues can no longer be side stepped if public expectations from Government are to be fulfilled. Human resources are the heart of any organizational system and more so in Governance. In our assessment, it is possible to deliver to people the benefit of progressive legislations and welfare programs many times more and thus fulfill public expectations better. To move forward in this direction, we suggest that on the pattern of financial budget, each department should alongside prepare an annual **Human Resources Development Plan.**”*

2. *The **HR Plan** should contain the details of vacancies in staff and officers and Recruitment Plan through APPSC / DSC or through Contract or Outsourcing; Training Plan for the officers / Staff at all levels; and Review of Service Rules and Career Planning to ensure prospects of at least two promotions in the career of a public servant.*
3. *Adequate budgetary provision should be made for support staff, mobility and Travelling Allowance for the Group-I & Group II executive officers at the field level.*
4. *For improved service delivery, the Departments should undertake on a continuing basis. Back office process re-engineering for delegation of power and simplification of procedure for decision making on issues involving public interface;*
5. *All executive staff directly involved in service delivery programmes should be provided mobile phones with CUG connectivity to quicken the process of decision making, problem solving and to monitor progress.*
6. *Government may incentivize all executive Officers in Group-I & II services to buy Laptop/ Note Book Computers with internet connectivity and own vehicles on loan from Commercial Banks, by partly subsidizing the interest on such loans and provide adequate budget to pay Travelling Allowance to these field officers on priority. In many Departments such as Labour for instance improved mobility of field staff will result in additional resource mobilization for the Government (Labour Cess), apart from achieving the main aim viz. prompt delivery of welfare benefits to and legal*

*empowerment of unorganized workers constituting 60% of the rural population.*

7. *There is a huge scope of leveraging the Information & Communication Technology (ICT) in improving the process of governance and enhancing the efficiency of Government employees. 'Mee-Seva', a 'Public Services Delivery program initiated by the Government in 2011 to provide smart, citizen centric, ethical, efficient and effective governance is the right step in this direction. The Commission recommends that all departments should continue to strive and bring increasing number of 'Government to Citizen' (G2C) services under the umbrella of Mee-Seva.*

**20.13** To facilitate this, back office processes involved in the delivery of G2C services should be periodically reviewed to simplify the procedures, delegate the authority and make available to field functionaries requisite organizational support. In Revenue Department, for instance, the powers of Tahsildar for issue of certain certificates like Nativity, Income, Birth & Death and Residence could be delegated to Deputy Tahsildars to quicken the disposal and utilise the saved time of Tahsildar for other important items of works. Equally important for smoothening the transition to the new processes is i) the involvement of employee' service associations in the change management; ii) orientation and training of field officers; and iii) provisioning of Notebook computer with internet facility and mobile phone to the key field level functionaries. Expenditure for this enablement could be partly met from the User Fee collected by the Mee-Seva Service Providers”.

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**CHAPTER-XXI  
FINANCIAL IMPLICATIONS**

**21.01.** The net additional expenditure on account of implementation of our recommendations is **Rs.2252 Crores** as indicated below:

Sl. No.	Particulars	(Rs. in crores)	
<b>A</b>	<b>Serving Employees</b>		
	Pay as a result of 10% Fitment and Fixation benefit	<b>1272</b>	
	House Rent Allowance	<b>135</b>	
	Other Allowances including City Compensatory Allowance and Special Pay	<b>170</b>	
	Total - Pay and Allowances		<b>1577</b>
<b>B</b>	<b>Pensioners</b>		
	Pension	<b>600</b>	
	Medical Allowance to Pensioners	<b>75</b>	
	Total – Pension & Medical Allowance		<b>675</b>
	<b>Total Additional Expenditure (A+B)</b>		<b>2252</b>

**22.02.** The figures of actual for the year 2018-2019 are taken as base as the new scales are evolved by merging the Dearness Allowance which existed as on 1.7.2018.

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