

11th PAY REVISION COMMISSION

QUESTIONNAIRE

BACK GROUND

Salary or Pay is a pre-determined monetary compensation paid at fixed intervals to the employees by the employer in return for the work performed. In a typical formal organization the employees also enjoy certain benefits from out of the service conditions under which they are employed viz. Career Advancement Scheme, Retirement Benefits, Special Allowances etc. Since we are living in dynamic times the structure of the pay packet as well as some of the service conditions need to be periodically revised and adjusted to adequately take care of the changing working environment, e.g. rise in the cost of living, increasing demands of the job performed, need for up-gradation of employees skill levels as well as the evolving aspirational levels of the employees. To examine these aspects, the Andhra Pradesh State Government has been constituting Pay Revision Commissions at 5/6 yearly intervals. The 11th such PRC was recently constituted by the Government to inter alia determine the principles which should govern the emoluments and service conditions of the employees of the State Government, Local Bodies, Aided institutions, Non-teaching staff of State Universities, Work Charged employees and full-time contingent employees duly taking into account the total package of the benefits available to them.

The core components of the pay/pension packet of a Government employee consist of (1) Basic Pay, (2) Dearness Allowance/Dearness Relief and (3) House Rent Allowance and City Compensatory Allowance depending upon the station (not applicable to pensioners). While Basic Pay/Pension and Special Allowances get revised periodically once in 5/6 years based on the recommendations of the PRC and the decision of the Government thereon, Dearness Allowance/Relief (DA/DR) provides for a concurrent compensation to take care of the fluctuations in the cost of living index as captured in the twelve monthly moving average of the All India Consumer Price Index for the Industrial Workers and computed by the Labour Bureau, Shimla. The House Rent Allowance (HRA) takes care of the expenditure incurred by the employee on housing and City Compensatory Allowance takes care of higher cost of living in selected cities. The Special Allowances render a financial support to the employees for performing jobs of special or arduous nature or those involving elements of risk and employees who deserve special support e.g – Differently Abled employees. Needless to say, all components of the pay and allowances packet need to be reviewed comprehensively in a holistic manner so as to take care of the changing working environment.

The State of Andhra Pradesh had earlier constituted ten Pay Revision Commissions. An Anomalies/Regrouping Committee followed the 1986 Pay Revision while Anomalies Committees followed the 1993, 1999, 2005 and 2010 Pay Revisions.

The concept of Master Scale was first time introduced by the 1993 Pay Revision Commission. The Pay Scales identified for different categories of posts are only

2 segments of the Master Scale. The subsequent Pay Revision Commissions have also found merit in adopting and continuing the concept of Master Scale. Among others, the last (10th) Pay Revision Commission recommended for :-

- * A minimum pay of Rs.13000/- and maximum pay of Rs.1,10,850 and thus the ratio between minimum and maximum worked out to 1:8.527
- * Continuance of the Master Scale with progressively rising increments (in absolute terms).
- * Continuance of the Automatic Advancement Scheme on completion of 6, 12, 18 and 24 years.
- * Continuance of Special Pays and other allowances keeping in view the rationale adopted by the earlier Commissions.
- * Sanction of five stagnation increments.

Now the following QUESTIONNAIRE is designed to elicit your views on the pay structure and related matters which come under the purview of terms of reference of the 11th Pay Revision Commission.

11th PAY REVISION COMMISSION

QUESTIONNAIRE PART I

PAY, ALLOWANCES AND OTHER SERVICE CONDITIONS A. GENERAL PRINCIPLES GOVERNING PAY SCALES AND ALLOWANCES

1. Minimum and Maximum Pay

The Ninth and Tenth State PRCs as well as the Seventh Central PRC have laid emphasis on determining a Minimum Pay which enables a Government employee to live with reasonable level of material comfort and dignity for his/her family. For this purpose the Commissions have relied upon the norms prescribed by the Indian Labour Conference (ILC) for determining a need-based Minimum Wage. To this, the Tenth State PRC have added a percentage component to neutralize the expenditure on new items such as on transportation, recreation, festivals etc. In the context of the above, the PRC would like to know your considered views on the following issues:

- (a) What should be the basis for determining the Minimum and Maximum Pay

Fifteenth Indian Labour Congress (ILC) set norms based on the minimum need of a family to life prescribed by Dr. Aykroyed. It considered three consumer units are there in an average family. They consider male as 1 unit, his wife as 0.8 units and two children as 0.6 units each. 15th ILC prepared a table defining the minimum needs of a family and other required minimum expenditure. We decided the minimum pay for an employee on basis of these norms based on the prices of different commodities in the towns/ cities of Andhra Pradesh on 1-7-2018. Actually the prices of commodities varies in different towns and cities of Andhra Pradesh. There is a huge differences in prices among shopping malls and ordinary traditional stores. We considered all these things and took average prices to decide average monthly expenditure of a family.

The Paris conference, ILC and the International and National organisations recommended that minimum pay of any structure should serve the minimum needs of a family, considering employee is the only bread winner. Hence we have prepared the following table on the basis of above recommendations.

Commodity	Per Day in Kgs	Per Month/ *3CU in Kgs.	Cost per Kg In Rs	Total Cost per Month in Rs
Rice/wheat	475 Grams	42.750	52	2223-00
Pulses	80 Grams	7.200	100	720-00
Vegetables	100 Grams	9.000	50	450-00
Leafy Vegetables	125 Grams	11.250	40	450-00
Other Vegetables	75 Grams	6.750	50	337-50
Fruits	120 Grams	10.800	120	1296-00
Sugar & Jaggery	56 Grams	5.040	50	252-00
Edible Oils	50 Grams	4.500	120	540-00
Milk	200ml	18 Lits	60	1080-00
Fish		2.500	300	750-00
Meat	-	5.000	500	2500-00
Eggs		90 (N)	5	450-00
Detergents		-	-	600-00
Clothing		5.5Mts	300	1650-00
Total				13298-50
**Add Miscellaneous			@20% 2659.70	
Total				15958.20
***Add Addl. Expenditure			@25% 3989-60	
Total				19947.80
****Add Other Expenditure			@20% 3989.60	
Grand Total				23937.40

Note

* 3 CU=3 Consumption Units of a Family

** Miscellaneous charges towards Fuel, Electricity, Water etc.

*** Additional expenditure towards Education, Medical Treatment, Recreation, Festivals, Ceremonies etc.,

**** Additional other expenditure towards food (Food Habits are changed drastically since 1957 . People used to take dry fruits, nuts and other high protein foods nowadays . They are costlier), modern technological devices like Mobiles, Laptops, Tabs and other electronic gadgets, internet, cable/dish TVs. And transport expenditure also increase largely due to increase in the prices of petrol and diesel.

**** So the minimum Wage Should be fixed at Rs. 24,000/-

(b) Based on above what should be the Minimum Pay: - and Maximum Pay-

Minimum Pay: **Rs. 24000/-** and

Maximum Pay: **Rs.1,73,720/-**

(c) Ratio between the Minimum and Maximum Pay **1: 7.2**

What is the rationale?

In a democratic country income inequalities should be reduced gradually.

So we propose some reduction in the ratio between Minimum and Maximum Pay .

2. Scale of pay:

As you are aware every post carries a scale of pay with a minimum of the scale, annual increments and maximum. At present the concept of Master Scale is in vogue and every individual pay scale is a segment of the Master Scale. However a pay scale determines the minimum and maximum pay applicable to any particular post and affords a measure of horizontal comparison among employees occupying posts across different Departments. Hence successive Pay Revision Commissions and Anomalies Committees have been analyzing the pay scales.

- (a) Please indicate your views on the fixation of pay-scale for each category of post.

A separate Pay Scale should be given to each category

- (b) In your view what should be the parameters for determining the pay scale for a particular category?

Parameters for determining the pay scale to different categories

- 1. Consumer price Index and ILC norms*
- 2. Nature of work*
- 3. Span of study to acquire minimum qualifications required for the particular post*
- 4. Responsibility of the job and risk factor*

- (c) If you are representing a Service Association or heading a department what scales do you suggest for the categories you are representing or the categories under your control based on the parameters mentioned above. Give justification.

*Teachers, as the moulders of the tomorrow's nation builders to be given high social status and live pay and allowances to live peacefully without any disturbances and to attract more intelligent and efficient persons to this noblest profession and to serve the nation by teaching with devotion in a right direction Teachers should have separate identity when compared to other employees. Keeping in view of the Qualifications, work load and responsibilities, and the recommendations of Chatopadhyaya commission and the recommendations of **seventh central pay Revision commission**. better pay structure should be given to the teachers in the present Pay Revision.*

3. Master Scale:

- (a) Do you suggest continuation of Master Scale concept? - Yes
- (b) If yes, do you suggest continuation (Tick any of the box indicating your view).

As it is with modifications

- (c) In case you advocate for continuation with modifications what modifications you would like to suggest?

We propose Master Scale and Minimum pay basing on the current prices and as per ILC norms and recommendations of 7th Pay Revision Commission of Central Government and the rate of Increment as 3%. And also we propose that the Increment should be calculated at every stage of the Master Scale.

Existing Master Scale	Proposed 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)	24000- 720 – 24720 – 740 - 25460 – 760 – 26220- 790-27010 -810 -27820- 840- 28660 -860 -29520 - 890-30410 -910 – 31320- 940 -32260 -970- 33230 - 1000-34230-1030 - 35260 – 1060-36320 -1090 -37410 - 1120-38530 -1160 - 39690– 1190 -40880-1230-42110 -1260-43370-1300 - 44670 - 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510-1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910-2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800-111160 -2860-114020-2920-116940 -2980-119920-3040 - 122960-3100-126060- 3160-129220 -3230-132450-3310 - 135760-3390-139150- 3470-142620 -3560-146180-3650-149830-3740-153570-3830-157400 -3930-161330-4030-165360-4130-169490 - 4230-173720 (72)

Corresponding Scales

Scales in RPS, 2015 (Rupees)

Proposed Scales for 11th PRC (Rupees)

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)	24000- 720 -24720 - 740 - 25460 - 760 -26220- 790-27010 - 810 -27820- 840- 28660 -860 -29520 - 890 - 30410 -910 - 31320- 940 -32260 -970- 33230 - 1000-34230-1030 - 35260 - 1060-36320 -1090 -37410 - 1120-38530 -1160 - 39690- 1190 -40880-1230-42110 -1260-43370-1300 - 44670 - 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170 (30)
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)	24720 – 740 - 25460 – 760 – 26220- 790-27010 - 810 -27820- 840- 28660 -860 -29520 - 890-30410 -910 – 31320- 940 - 32260 -970- 33230 - 1000 - 34230-1030 - 35260 – 1060-36320 -1090 -37410 - 1120-38530 -1160 - 39690– 1190 -40880-1230-42110 -1260 - 43370-1300 - 44670 - 1340-46010 -1380 - 45390 -1420 48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870 (30)

Scales in RPS, 2015 (Rupees)		Proposed Scales for 11th PRC (Rupees)
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)	25460 – 760 – 26220- 790-27010 - 810 -27820- 840- 28660 - 860-29520 - 890-30410 -910 – 31320- 940 - 32260 -970- 33230 - 1000-34230-1030 - 35260 – 1060-36320 -1090 -37410 - 1120 38530 -1160 - 39690– 1190 -40880-1230-42110 -1260 -43370-1300 - 44670 - 1340-46010 -1380-45390 -1420 - 48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510-1660-58170-1700-59870- 1740 - 61610 -(30)
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)	27010 - 810 -27820- 840- 28660 -860 -29520 - 890-30410 -910 – 31320- 940 - 32260 -970- 33230 - 1000-34230-1030 - 35260 – 1060-36320 -1090 -37410 - 1120 - 38530 -1160 - 39690– 1190 -40880-1230-42110 -1260 -43370-1300 - 44670 - 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740 - 61610 -1780 -63390-1820- 65210 (30)
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)	27820- 840- 28660 -860 -29520 - 890-30410 -910 – 31320- 940 - 32260 -970- 33230 - 1000 - 34230-1030 - 35260 – 1060-36320 -1090 -37410 - 1120-38530 -1160 - 39690– 1190 -40880-1230-42110 -1260 -43370-1300 - 44670 - 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740 61610 -1780 -63390-1820- 65210-1860-67070(30)
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)	28660 -860 -29520 - 890-30410 -910 – 31320- 940 - 32260 - 970- 33230 - 1000-34230-1030 - 35260 – 1060-36320 -1090 - 37410 - 1120-38530 -1160 - 39690– 1190 -40880-1230-42110 -1260 -43370-1300 - 44670 - 1340-46010 -1380-45390 -1420 48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580 - 54890 -1620 -56510- 1660-58170-1700-59870- 1740-61610 -1780 - 63390-1820- 65210-1860-67070- 1900-68970 (30)
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)	30410 -910 – 31320- 940 - 32260 -970- 33230 - 1000-34230-1030 - 35260 – 1060-36320 -1090 -37410 - 1120-38530 -1160 - 39690– 1190 -40880-1230-42110 -1260 -43370-1300 - 44670 - 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890 (30)
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)	33230 - 1000 - 34230-1030 - 35260 – 1060-36320 -1090 - 37410 - 1120 - 38530 -1160 - 39690– 1190 -40880-1230-42110 -1260 -43370-1300 - 44670 - 1340-46010 -1380-45390 -1420 48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740-61610 -1780 - 63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080 (30)
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)	34230-1030 - 35260 – 1060-36320 -1090 -37410 - 1120-38530 -1160 - 39690– 1190 -40880-1230-42110 -1260 -43370-1300 - 44670 - 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240 (30)
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)	36320 -1090 -37410 - 1120-38530 -1160 - 39690– 1190 -40880-1230-42110 -1260 -43370-1300 - 44670 - 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740 61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 - 1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 - 79080-2160- 81240-2210-83450- 2260-85710(30)

Scales in RPS, 2015 (Rupees)		Proposed Scales for 11th PRC (Rupees)
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)	38530 -1160 - 39690- 1190 -40880-1230-42110 -1260-43370-1300 - 44670 - 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510-1660-58170-1700-59870- 1740-61610 -1780 -63390-1820-65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380 (30)
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)	40880-1230-42110 -1260-43370-1300 - 44670- 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510-1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 (30)
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)	42110 -1260 -43370-1300 - 44670 - 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580 54890 -1620 -56510- 1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760 (30)
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)	44670 - 1340-46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940 (30)
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)	46010 -1380-45390 -1420-48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 (30)
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)	48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 (30)
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)	51770-1540-53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260 85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920-116940 (30)
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)	53310 - 1580-54890 -1620 -56510- 1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920-116940 -2980-119920 (30)

Scales in RPS, 2015 (Rupees)		Proposed Scales for 11th PRC (Rupees)
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)	56510- 1660-58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980-72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940-2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920 116940 -2980-119920-3040 - 122960-3100-126060(30)
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)	65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790-2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920-116940 -2980-119920-3040 - 122960-3100-126060- 3160-129220 -3230-132450-3310 - 135760 (28)
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)	68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560-100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920-116940 -2980-119920-3040 - 122960-3100-126060- 3160-129220 -3230-132450-3310 - 135760-3390-139150- 3470-142620 (28)
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)	76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920-116940 -2980-119920-3040 - 122960-3100-126060- 3160-129220 -3230-132450-3310 - 135760-3390-139150- 3470-142620 -3560-146180(25)
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)	81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920-116940 -2980-119920-3040 - 122960-3100-126060- 3160-129220 -3230-132450-3310 - 135760-3390-139150- 3470 142620 -3560-146180-3650-149830 (24)
XXIV	46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-98440 (30)	88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920-116940 -2980-119920-3040 - 122960-3100-126060- 3160-129220 -3230-132450-3310 - 135760-3390-139150- 3470-142620 -3560-146180-3650-149830-3740-153570 (24)
XXV	49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770 (28)	95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920-116940 -2980-119920-3040 - 122960-3100-126060- 3160-129220 -3230-132450-3310 - 135760-3390-139150- 3470-142620 -3560-146180-3650-149830-3740-153570-3830-157400 (20)
XXVI	52590-1360-53950-1460-58330-1560- 63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-103290 (27)	100320-2620-102940- 2680 - 105620 -2740-108360- 2800-111160 -2860-114020-2920 -116940 -2980-119920-3040 - 122960-3100-126060- 3160 - 129220 -3230-132450-3310 - 135760-3390-139150- 3470 - 142620 -3560-146180-3650-149830-3740-153570-3830 -157400 (18)
XXVII	56870-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-105810 (25)	108360- 2800- 111160 -2860-114020-2920-116940 -2980-119920-3040 - 122960-3100-126060- 3160-129220 -3230-132450-3310 - 135760-3390-139150- 3470-142620 -3560-146180-3650-149830-3740-153570-3830-157400 -3930-161330 (16)

Scales in RPS, 2015 (Rupees)		Proposed Scales for 11th PRC (Rupees)
XXVIII	61450-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-105810 (22)	116940 -2980-119920-3040 - 122960-3100-126060- 3160 129220 -3230-132450-3310 - 135760-3390-139150- 3470 142620 -3560-146180-3650-149830-3740-153570-3830 157400 -3930-161330 (13)
XXIX	66330-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-108330 (20)	126060- 3160-129220 -3230-132450-3310 - 135760-3390- 139150- 3470-142620 -3560-146180-3650-149830-3740- 153570-3830-157400 -3930-161330-4030-165360 (11)
XXX	73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-108330 (16)	139150- 3470-142620 -3560-146180-3650-149830-3740- 153570-3830-157400 -3930-161330-4030-165360-4130- 169490 - 4230-173720 (8)
XXXI	80930-2020- 84970-2160-91450-2330-100770-2520-110850 (13)	—
XXXII	87130-2160-91450-2330-100770-2520-110850 (10)	—

Proposed Scales for Teachers

Category of Post	Existing Scale	Proposed Scale
SGT and its equivalent cadres	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)	38530 -1160 - 39690- 1190 -40880-1230-42110 -1260 43370-1300 - 44670 - 1340-46010 -1380-45390 -1420 48810-1460 - 50270 - 1500 -51770-1540-53310 - 1580 54890 -1620 -56510- 1660-58170-1700-59870- 1740 61610 -1780 -63390-1820- 65210-1860-67070- 1900 68970 -1940 -70910-1980- 72890-2020-74910- 2060 76970 -2110 -79080-2160- 81240-2210-83450- 2260 85710 -2310 -88020-2360- 90380
School Assistants	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)	51770-1540-53310 - 1580-54890 -1620 -56510- 1660- 58170-1700-59870- 1740-61610 -1780 -63390-1820- 65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920-116940
Grade II Head Masters MEOs	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)	65210-1860-67070- 1900-68970 -1940 -70910-1980- 72890-2020-74910- 2060-76970 -2110 -79080-2160- 81240-2210-83450- 2260-85710 -2310 -88020-2360- 90380-2410-92790- 2460-95250 -2510-97760-2560- 100320-2620-102940- 2680-105620 -2740-108360- 2800- 111160 -2860-114020-2920-116940 -2980- 119920-3040 - 122960-3100-126060- 3160-129220 - 3230-132450-3310 - 135760

(d) Are the existing 32 grades of scales of pay adequate? - No

(e) If 'No', how many grades of scales do you suggest?

They may be reduce to 30. Those who are in the higher cadre and at the edge of the Master Scale are getting higher salaries. Hence we propose to reduce the existing 32 grades to 30.

4. Fitment:

(a) In the Central Government, during the earlier pay revisions fitment used to be allowed for fixation of pay in the Revised Pay Scales. So is the case with the State Government. In the light of the above, what is your opinion on fitment?

To fix the Pay, fitment should be allowed

(b) Should it be (Tick your choice)

i) A percentage of pay

ii) Increments based on service

(c) Quantum/percentage of fitment Rs. _____ / 54%

5. Increment

(a) State Government employees are now getting annual increments at a rate starting from 3.00% at the lowest point in the Master Scale and then tapering off to 2.5% at its highest level. Do you think this is appropriate?

- No

(b) If your opinion is "No" then what should be the quantum of increment? The rationale behind your suggestion may please be indicated.

Quantum of Increment should be 3% for employees who are at the lower end of the Master Scale. 3% should be given at each stage atleast up to 30 stages, 2.5% should be given at each stage to last 12 or 15 stages, in between quantum of increment should be gradually lowered from 3% to 2.5%.

- (c) Is it desirable to introduce differential rate of increment linking it to performance?

- No

- (d) If “Yes”, then what should be the mechanism followed to assess performance?

6. Common Categories

The common categories are those categories of posts which exist in almost all departments with similar nature of duties and qualifications such as posts belonging to the Andhra Pradesh Last Grade Service, Andhra Pradesh Ministerial Service etc.

- (a) Do you suggest continuation of categorization of Common Categories?

-Yes. Teachers scales are regrouped in three categories in 1982. We want to continue these three categories.

- (b) If yes do you suggest continuation (Tick any of the box indicating your view)

As it is with modifications

- (c) In case you advocate for continuation with modifications what would be the modifications you suggest such as bringing some more posts in the fold of Common Categories?

7. Stagnation increments

- (a) According to one school of thought, the system of shifting an employee, when he/she reaches the maximum of pay scale, to the next pay scale is a good practice as it will give a sense of satisfaction to the employee that he/she is in a better scale and also continues to draw increments uninterruptedly. In the light of this, do you support sanction of stagnation increments or shift to the next scale on reaching the maximum of the scale? (Tick any of the box indicating your view)

Stagnation increments Shift to next scale

- (b) If you support sanction of stagnation increments whether the existing provision of five increments is proper?

- Yes

- (c) If “No” how many increments do you suggest?
- (d) In case you advocate continuation of stagnation increments with modifications what would be the modifications you suggest?
- (e) Should sanction of stagnation increments be continued even after the introduction of Automatic Advancement Scheme at reduced intervals of 6/12/18/24 years, which serves the larger interest of the employees?
-Yes
- (f) In case you support shifting to next scale, please give your justification.
- (g) Please indicate the number of employees under your control who are receiving more than three and who have exhausted five stagnation increments.

8. Outsourcing staff:

- (a) Do you support the policy of outsourcing of certain categories of staff in addition to the staff working under Work Charged establishment, Daily Wage and Contingent (full time/part time) establishment?

-No

- (b) If yes do you suggest continuation (Tick any of the box)

As it is with modifications

- (c) In case you advocate continuation with modifications what modifications would you like to suggest for such outsourcing of services?

B. AUTOMATIC ADVANCEMENT SCHEME

Government have introduced the Automatic Advancement Scheme in 1981. The successive PRCs have recommended for continuance of the scheme suggesting some modifications and the scheme is being implemented accordingly. The Central Government has also been implementing the Modified Assured Career Progression (MACP) Scheme which is similar to the Automatic Advancement Scheme in vogue in the State Government, the frequency of promotion however being less (10/20/30 years)

9. (a) In view of the above, do you suggest continuation of Automatic Advancement Scheme? —

-Yes

(b) If “Yes”, do you suggest continuation (Tick any one of the box indicating your view)

As it is with modifications

(c) In case you advocate continuation with modifications what modifications you would like to suggest?

It should be revised to 5/10/15/20/25 years

10. (a) Do you feel the revised AAS frequency of 6/12/18/24 years is appropriate?

-Yes

-If “Yes”, do you suggest continuance

As it is or with modifications

(b) Nature of modification suggested, if any

In place of 6/12/18/24 years scales we propose 5/10/15/20/25 year scales.

11. (a) Do you support the existing system of limiting the automatic promotion scales to the Special Grade after 6 years, SPP-IA/SAPP-IA (after 12years), SPP-IB/SAPP-1B (after 18 years) and SPP-II/SAPP-II (after 24 years)?

-No

(b) If “no”, what are your suggestions?

We propose - in the place of present system the following scales in AAS should be given.

Special Grade	- After 5 years	
SPP I A	- After 10 years	} in the same scale
SPP I B	- After 15 years	
SPP II A	- After 20 years	} in the same scale
SPP II B	- After 25 years	

C. SPECIAL PAYS AND COMPENSATORY ALLOWANCES & MEDICAL FACILITIES ETC.

As a general principle, while assigning a pay scale to a particular post the entry level qualifications, nature of duties assigned, jurisdiction and span of control etc. are taken into consideration. Another school of thought is that the pay scale should be assigned for normal duties only but when the job requires some duties which is out of the ordinary, e.g. demands special skills or work of arduous nature or involves risk or where the employee has to work in remote areas etc. there should be compensation by way of special pay or special allowance.

12. (a) Do you support sanction of Special Pay?
- Yes

(b) If “Yes”, indicate the category(s) of post(s) for which Special Pay is suggested, reason(s) therefor and quantum of such Special Pay.

Special Pay to be sanctioned to the teachers of all categories to buy books and Magazines and to go to Educational Tours to update their knowledge in the field of their subjects.

Rs. 1000/-, Rs. 1500/-, Rs. 2000/-, should be sanctioned as special pay to category III, II, I teachers respectively

(c) Or should the pay structure alone take care of it, and if so what should be that pay structure, category-wise?

13. Dearness Allowance

At present the State Government is sanctioning Dearness Allowance twice a year, on first January and first July, as in the case of Central Government employees. The successive PRCs have been recommending a conversion formula to ensure that the quantum of Dearness Allowance sanctioned is commensurate with what is sanctioned by the Government of India in respect of the Central Government employees.

Do you feel the present system is apt? If not, please indicate suitable suggestions/modifications.

Present system of sanctioning dearness allowance twice in a year as in case of Central Govt. Employees holds good.

14. City Compensatory Allowance (CCA)

(a) Do you feel that the present system of City Compensatory allowance based

on pay ranges and classification of cities is adequate or inadequate? If inadequate, please indicate suitable suggestions / modifications.

Inadequate - city compensatory allowance should be enhanced to 40 %

- (b) Based on the recommendations of 6th C.P.R.C and endorsed by the 7th C.P.R.C., the Central Government employees are being sanctioned Transport Allowance duly abolishing CCA. Do you feel Transport Allowance may also be sanctioned to the State Government employees in lieu of CCA. If so, indicate suitable suggestions / modifications.

15. House Rent Allowance (HRA)

- (a) At present HRA is being paid based on classification of cities/ towns on population basis and subject to a maximum ceiling. Do you feel that the existing classification of cities/towns is alright for sanction of House Rent Allowance?

-No

- (b) If "No", what classification of cities for the purpose of House Rent Allowance would you like to suggest for various places?

Regarding House Rent Allowances - along with classification and quantum of HRA should be modified as House Rents are very high not only in the CRDA region but also in all towns and cities of Andhra Pradesh due to high rise in real estate values. So we are proposing following classification.

- | | |
|--|-----|
| 1. Amaravathi (including Vijayawada, Guntur & villages and towns cum under CRDA & Visakhapatnam municipal Corporation. | 30% |
| 2. All municipal Corporations and Municipalities having population above Two Lakhs | 25% |
| 3. Municipalities having population above one Lakh | 20% |
| 4. All other Municipalities and Nagara Panchayats | 18% |
| 5. All other Villages | 15% |

16. (a) Do you feel the existing rates of House Rent Allowance are adequate?

- No

- (b) If “No”, suggest the rate or quantum of H.R.A to be paid at various places and the justification there of.

Regarding House Rent Allowances - along with classification and quantum of HRA should be modified as House Rents are very high not only in the CRDA region but also in all towns and cities of Andhra Pradesh due to high rise in real estate values. So we are proposing following classification.

- | | |
|--|-----|
| 1. Amaravathi (including Vijayawada, Guntur & villages and towns cum under CRDA & Visakhapatnam municipal Corporation. | 30% |
| 2. All municipal Corporations and Municipalities having population above Two Lakhs | 25% |
| 3. Municipalities having population above one Lakh | 20% |
| 4. All other Municipalities and Nagara Panchayats | 18% |
| 5. All other Villages | 15% |

17. (a) In the State the prescribed classification of cities/ towns for the purpose of application of rates of HRA is also admissible to the places located within 8kms. distance from the periphery of the qualified cities/towns. Do you advocate continuance of the existing system?

-No

- (b) If “No”, what is your suggestion on this?
Towns and villages which are in 8 KM radius from the Municipalities / Corporations are considered to sanction HRA on par with those Municipalities / Corporations. We propose the radius should be enhanced to 10 Km.

18. LTC and other Allowances:

- (a) Do you feel that the existing system of Leave Travel Concession is appropriate?

-No

- (b) If “No”, suggest modifications, duly justifying the same.

Leave Travel Concession should be given every year to the teachers, as they have tour important historical places, museums, science centres, national parks etc. to acquire knowledge.

19. (a) Do you think the present system of sanction of Tour T.A., Daily Allowances, Transfer T.A, F.T.A, other than Special Pay or perquisites either in cash or in kind is adequate?

-No

- (b) Do you think the present system of sanction of Uniform Allowance, Risk Allowance, Conveyance Allowance, any Special Allowance etc. other than Special Pay or Perquisites, either in cash or in kind, and their quantum is adequate?

Not adequate

- (c) If “No”, suggest modifications duly justifying the same.

All allowances should be increased 100%

20. Medical facilities:

- (a) Do you think the existing medical facilities available under the Employee Health Scheme (EHS) which envisages cashless treatment on the basis of Employee Health Cards in respect of Government employees is adequate?

-No

- (b) If no, indicate your suggestions for their modification duly justifying them.

Medical reimbursement packages are not adequate and could not meet the requirements of the employees. Abolish medical reimbursement and Govt. should strengthen EHS and include OP, Checkup facility in the scheme.

- (c) Do you have any other alternative suggestions to improve the Medical facilities for the employees?

Government should establish atleast five multi speciality hospitals in every District. Free treatment should be available in these hospitals. EHS amounts paid by the Government will automatically go to the hospitals and they can survive on their own to some extent.

21. Obsequies Charges

- (a) Is the quantum of obsequies charges being paid at present, in the case of death of a government employee, adequate?

-No.

- (b) If “No” suggest any modifications with justification

Quantum of obsequies charges should be enhanced from Rs 20,000/- to 30,000/-

PART II

PENSION STRUCTURE

One of the terms of reference of the Pay Revision Commission (PRC) is to examine and review the existing structure of benefits for pensioners and make recommendations which may be desirable and feasible.

At present the A.P. Revised Pension Rules, 1980, as amended from time to time, govern the pensionary benefits. Government have been sanctioning Pension based on the last pay drawn. The minimum qualifying service to get pension is 10 years. Government allows a weightage of up to 5 years for superannuation pension and for voluntary retirement. In either case, the maximum qualifying service is 33 years for getting full pension i.e. 50% of pay drawn at the time of retirement.

Basing on the recommendation of the Pay Revision Commission 2015 Government have reviewed the pension structure and granted a minimum pension of Rs.6500/- a month. The commutation of pension continues to be @ 40% of basic pension and no change was made in the existing provision regarding restoration of commuted portion of pension after 15 years. The maximum limit of Retirement Gratuity was recommended to be enhanced from Rs.8,00,000/- to Rs.12,00,000/- and the same has been accepted by the Government. For the purpose of calculating gratuity, Basic Pay as well as D.A. are being taken into account.

22. (a) In the light of the above, do you consider that the existing Pension scheme is sufficient ?

-No

(b) If “No” what modifications you would like to suggest?

Present pension scheme should be modified maximum qualified service to get full pension should be reduced to 30 years from present 33 years. weightage allowing after superannuation pension are voluntary retirement should be increased to 8 years. 10th PRC also recommended to increase this to 8 years but Government does not issue orders.

23. (a) Do you think the present structure and quantum of pension, family pension, and retirement gratuity require any modification?

-Yes

(b) If “yes” what modifications would you like to suggest?

Family pension should be enhanced to 40% from present 30%. The maximum ceiling of 16.5 times as retirement gratuity should be enhanced to 20 times

- (c) Whether the existing ceiling on Retirement Gratuity is adequate or do you suggest any enhancement?

Existing ceiling of retirement gratuity should be enhanced to Rs. 20 lakhs

24. (a) Is the present limit regarding commutation of pension and the time prescribed for its restoration appropriate?

-No

- (b) If “No” what modifications do you suggest?

At present commuted portion of the pension is being restored after 15 years. We are proposed that it should be restored after 12 years.

25. (a) Does the present scheme of Voluntary retirement require any modification?

-No

- (b) If “Yes” suggest modifications.

26. (a) Is the weightage of 5 years of service allowed on superannuation/voluntary retirement justified?

-No

- (b) Suggest modifications, if any.

Weightage of 8 years of service should be allowed.

27. Additional Quantum of Pension:

- (a) Do you feel that the additional quantum of pension allowed above the age of 75 years to 100 years or more is adequate?

-No

If “No”, suggest the modifications.

Average life expectancy rate in India is 67 years as per 2011 census. So very few people can survive after 75 years of age. Hence we are proposing that additional quantum of pension to the pensioners should be changed as follows.

Our Proposals

<i>After attaining 70 years of age -</i>	<i>55%</i>
<i>72 years -</i>	<i>60%</i>
<i>74 years -</i>	<i>65%</i>
<i>76 years -</i>	<i>70%</i>
<i>78 years -</i>	<i>75%</i>
<i>80 years -</i>	<i>80%</i>
<i>82 years -</i>	<i>85%</i>
<i>84 years -</i>	<i>90%</i>
<i>86 years -</i>	<i>95%</i>
<i>88 years -</i>	<i>100%</i>

(Additional quantum is to be raised @ 2% per annum.)

28. Is the quantum of death relief i.e., a lumpsum amount equal to one month's pension subject to minimum of Rs.15,000/- to the pensioners/ nominees paid at present adequate?

-No

If "No" what are the suggestions you would like to make?

Quantum of death relief ie. one month pension subject minimum of Rs. 15,000/- is to be enhanced to Rs. 30,000/-

29. (a) The pensioners are being compensated towards the rise in the cost of living by way of Dearness Relief on pension/family pension at the same rate as sanctioned to the serving employees. Is it adequate?

-Yes

- (b) If "No" suggest modifications?

30. (a) Do you think the existing procedure for verifying service, submission of pension papers, issue of PPO/GPO by A.G. etc. require any modification?

-No

- (b) If "Yes" suggest modifications?

31. (a) Do you consider the quantum of anticipatory/provisional pension is adequate?

-Yes

- (b) If "No" suggest modifications?

32. (a) There is a need to provide medical facilities to the pensioners who have served the Government. Do you consider that the existing medical facilities are adequate?

-No

- (b) Do you feel that the Health Card System is convenient? Indicate your view.

EHS should be strengthened

- (c) If "No", suggest modifications duly justifying the same.

Medicines on free of cost should be supplied for chronic diseases.

- (d) Do you have any other suggestions for extending better medical care to pensioners?

Medical Allowance should be raised from Rs 300/- to Rs 1000/- on par with Central Govt. Pensioners.

33. Financial Assistance:

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. As per the recommendations of 10th PRC, a minimum of Rs. 6,500/- p.m. is being sanctioned as Financial Assistance without Dearness Relief.

Do you feel that the above Financial Assistance is adequate?

-No. As they are very few in number, the survivors should be given minimum pension with admissible DA on humanitarian grounds.

Do you consider this facility as redundant since there may not be any survivor now from out of those who were in service prior to 1961 for he /she would have retired on attaining the age of superannuation of 55 years and the present age would be more than 111 years.

-No

PART III

GENERAL AND MISCELLANEOUS MATTERS

34. With the increasing educational and awareness levels of the recipients of Government services there has been greater demand for better and more efficient service delivery. There is urgent need for the Government employees to familiarize themselves with the advancements in the fields of information, communication and technology so as to leverage them to professionalize their work. Naturally the compensation package and service conditions of the State Government employees have to be attractive enough to attract the young and talented. In the light of the above position,

- (a) Do you feel that the existing pay structure and the service conditions would attract such talented young personnel?

-No

- (b) If “No” suggest measures to be taken to attract such talented young personnel?

The present pay structure is not attracting talented young people. Young people are not preferring Government service as they are getting much higher wages in private sector. Further every one want to go to foreign countries to earn more and they see their future on foreign soils. To utilise the human resources and young talent available in the state Government has to establish industries using our enormous National resources.

35. (a) Do you think the existing compensation package/ ex-gratia to the kith and kin of those Government employees who unfortunately lose their lives or limbs due to accidents /extremist activities, while performing their official duties, is adequate?

-No

- (b) If “No” suggest measures for improving the same?

Compensation to be enhanced 100%.

36. Please suggest measures

- i) To reduce Govt. expenditure
- ii) To improve the State’s financial resources
- iii) To meet the growing liability on pension
- iv) Creation of Pension Fund and its investment.

We are proposing to abolish contributory pension system

37. Do you have any other suggestions to improve the economic status of the serving employees/pensioners with means/ measures on which the P.R.C can deliberate? (please furnish details with due justification)

- *Government should provide housing near to the work place*
- *Commodities to be supplied at reasonable prices.*
- *Prices should be controlled.*
- *Free Education for the children of employees should be provided up to Post Graduate level .*
- *Free Medical Services should be provided to the family members of the Employees/Pensioners.*

38. (a) Do you feel that the amount of advance being paid to the employees for purposes of purchase of site/purchase of ready built house/purchase of site cum-construction of a house/construction of a house on the site already owned/for undertaking repairs, additions, extensions to the house already owned by the employee, is sufficient?

-No

(b) If “No” what suggestions would you like to make?

Advance for house construction to be doubled.

(c) Do you consider that the maximum number of installments of recovery of the principal/interest is justified?

-Yes

(d) If “No” what are your suggestions?

(e) Do you consider that the rates of recovery of interest/penal interest are adequate

-Yes

(f) If ‘No” indicate your suggestions.

39. (a) Do you feel that the quantum of advance being paid to the employees for the purchase of conveyances,(viz.) motor car, motor cycle/scooter, moped and bicycle is adequate?

-No

(b) If “No” what suggestions you would like to make?

Advance for the purchase of conveyance should be doubled.

(c) Do you consider that the maximum number of installments of recovery of the principle/interest is sufficient?

-Yes

(d) If “No” what suggestions you would like to make?

(e) Do you consider that the rates of recovery of interest/penal interest are adequate?

-Yes

(f) If “No” indicate your suggestions

40. (a) Do you feel that the quantum of advance being paid to the employees, for the celebration of marriage of themselves/sons/daughters is sufficient?

-No

(b) If “No” what are the suggestions you would like to make?

Advance for the marriage should be quadrupled.

(c) Do you consider that the maximum number of installments of recovery of the principal/interest is sufficient?

-Yes

(d) If “No” what suggestions you would like to make?

(e) Do you consider that the rates of recovery of interest/penal interest are adequate?

-Yes

(f) If “No” indicate your suggestions.

41. (a) Do you feel that the amount of advance being paid to the officers for the purchase of personal computer is sufficient ?

-No

(b) If “No” what suggestions you would like to make?

Advance for the purchase of computer should be doubled. This facility shall be extended to teachers also.

- (c) Do you consider that the maximum number of installments of recovery of the principal/interest is sufficient?

-Yes

- (d) If “No” what suggestions you would like to make?

- (e) Do you consider that the rates of recovery of interest/penal interest are adequate?

-Yes

- (f) If “No” indicate your suggestion.

42. (a) Do you feel that the amount of festival advance being paid to the employees is adequate?

-No

- (b) If “No” what suggestions you would like to make?

Festival advance shall be doubled.

- (c) Do you consider that the maximum number of installments of recovery of the principal is sufficient?

-Yes

- (d) If “No” what suggestions you would like to make?

43. (a) Do you feel that the amount of education advance being paid to the employees is sufficient?

-No

- (b) If “No” what suggestions you would like to make?

Educational advance shall be doubled.

- (c) Do you consider that the maximum number of installments of recovery of the principal/ is sufficient?

-Yes

(d) If “No” what suggestions you would like to make?

44. What should be the cap on the total amount of loans that a Government servant can take to avoid high level of indebtedness?

The loan amount should not be more than 20 months gross salary of the employee

45. (a) Do you feel that the existing amount of reimbursement of tuition fees paid by the employees in respect of their children is adequate?

-NO

(b) If “No” what suggestions you would like to make?

Tuition fees is not adequate. It should be enhanced to Rs. 25,000/-

46. (a) Do you consider that the existing system of concessional bus pass facility to certain categories of employees to travel by A.P.S.R.T.C. buses in notified municipal corporation areas is sufficient?

-No

(b) If “No” what are the modifications you would like to suggest?

Bus passes should be given to the teachers.

(c) Do you feel that it is necessary to extend similar facility to the employees working in other cities/towns in the state where A.P.S.R.T.C. is operating city services?

-Yes

(d) If “yes” suggest the cities/towns you would like the facilities to be extended?

In all municipal corporations of Andhra Pradesh where city bus services run by APSRTC.

PART IV

HUMAN RESOURCES TO MEET CONTEMPORARY REQUIREMENTS

There is a continual transformation in the functioning of Government Departments due to increased focus on Economic Development and Public Welfare, emphasis on transparency and accountability and time bound delivery of citizen centric services. Information and Communication Technology is now extensively being used in Government Departments to monitor programmes. In order to respond to the new and emerging challenges, Government Departments need to undertake review of existing Human Resources to workout effective organizational strategy for the future. Given the challenges faced by the government and the tasks on hand, please comment on the following aspects of human resources in your Department.

47. (a) Whether the manpower availability in your Department is adequate to meet the present day work requirement ? Please state for each category separately.

<u>Name of Category</u>	<u>Sanctioned</u> (No.)	<u>Availability</u> (No.)	<u>Requirement</u> (No.)
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- (b) What steps are required to rectify the problem of excess /shortfall of staff?
Please state for each category separately with a brief explanation.

- i) Direct/ lateral recruitment
- ii) Hiring on contract basis
- iii) Hiring through outsourcing
- iv) Re-deployment
- v) De-centralization and Delegation of authority
- vi) Re-organization of staff/field units
- vii) Outsourcing of services / activities to professional agencies
- viii) Training and skill up-gradation of existing staff
- ix) Use of Information and Communication Technology (ICT)
- x) Improve mobility
- xi) Closure/ merger of non-functional / under-functioning units
- xii) Privatization of units
- xiii) Any other

To give quality education to the children, one teacher should be provided to each class in primary schools and every high school should be provided teachers for all subjects irrespective of strength. Teacher Pupil ratio should be 1 : 20 in primary schools. Class, Teacher ratio should be 1: 20 in high schools.

48. Please state in brief the Programs / Schemes / Institutions of the Department which immediately require review of the man power deployed so as to improve service delivery and efficient working.

49. Presently recruitment is being done through DSC / APPSC or on contract or outsourcing basis. Should there be a change in the hiring policy of Government to attract persons of requisite talent for different categories of posts? Should lateral recruitment on a selective basis be resorted to, and if so for what levels/ categories of posts? Please state for each Category separately.

All recruitments should be made through DSC for teachers. Contractor and outsourcing methods shall be abolished in all departments.

50. Should the job description of Government functionaries at various levels, that was fixed long back, be redefined to clearly delineate new areas of responsibility and corresponding levels of accountability? And if so, should the recruitment rules for various levels of Government posts be also changed to prescribe higher qualifications as may be considered appropriate? Please give your views and the categories of posts for which these changes are required.

51. Should the Government, instead of hiring new personnel for work, as well think of outsourcing repetitive and non-regular type of services / activities to professional agencies for timely performance according to prefixed standards, on payment basis. If so, please suggest the services / activities of the department that can be outsourced.

52. In order to avoid procedural delays and consequent public harassment, should the documentation and procedural compliance required for obtaining public services be outsourced to professional agencies, while retaining their regulation and decision making authority within the Government Department? If so, for which public services can such outsourcing be thought of?

53. To allow public easy access to various Government services, should Government encourage call centers like 108, 100 etc. to record public demand and forward it to the concerned Department for time bound action? If so, please suggest the services in your Department that can be accessed by public through dedicated a Call Center system.

54. Whether the existing Citizen Charter is adequate? Does it require any improvements? If so suggest measures to improve.

55. Several new laws aiming to secure rights of the citizens are being enacted inter alia requiring public servants to perform new roles and to conform to new procedures while dealing with public. For effective implementation of such laws, should

there be a continuous programme of training, education and awareness creation for Government servants? Can you suggest such laws, programmes and schemes for which special training, education and awareness programmes are required to be conducted for better implementation?

56. Does your Department have requisite infrastructure for the periodic training of officers and staff at all level and for the education of stakeholders in respect of new laws/policies and programmes? Do you have any suggestions for improvement?

57. Do you have any further suggestion for the development of human resources in Government departments to meet people's expectations and enhance public delivery?

58. Introduction of on-line citizen services and Direct Benefit Transfer (DBT) minimize human interface and eliminate possible scope for corrupt practices. It also improves efficiency in Governmental functioning. Several areas of public governance have already been digitalized. Do you suggest any new areas/ services which can be offered on-line?

GENERAL

If you feel that any issue which is within the terms of reference of the Pay Revision Commission but not covered in the Questionnaire such issues may be identified and your views on such issue(s) may be sent to the Commission for consideration.

1. Stepping up of pay:-

10th Pay Revision commission in its report given opportunity to step up the pay of the senior to equal the pay of the junior. Government issued orders accordingly. But in the said G.O. stepping up of pay should be done to the employees of equal cadres only. This gave opportunity to anomalies. School Assistants who joined on the same date in different cadres viz – SA Maths, S.A. Bio. Science, S.A. Physical Science S.A. Social studies S.A. Telugu, and S.A. Hindi are getting different basic pays due to the stepping up of pay is being done to the employees of same cadre. Hence we propose you to stepping up facility should be given to the employees of same category instead of same cadre.

2. FR 22(b) provision should be continued

3. 6g(1) provision should be restored, 6g(1) should be availed in Automatic Advancement scheme also.

4. Automatic Advancement scheme.

Pay Revision commissioner of 10th PRC has recommended that where the service rules are relaxed to enable regular promotions, they should be automatically extended to get the benefits under Automatic Advancement Scheme. After that Government has issued orders accordingly vide G.O.Ms.No. 93 Dt. 3-4-2010. In the said G.O. 3 (Viii) (d) the same was incorporated.

Later Finance Department issued a clarification vide G.O.Ms.No. 03448/248/PC II/2011 Dt. 4-2-2012 saying that one has to pass departmental tests to get the Special Promotion Post II scale in Automatic Advancement Scheme, though they are getting promotion.

So we propose that exemption from Departmental Tests to be given to the teachers as they are getting promotion scarcely.

5. Full Dearness Allowance on Half Pay Leave:

Full Dearness Allowance on Half Pay Leave should be restored. Full D.A. on Half pay leave was given up to 2005 PRC Now we are proposing to restore the facility.

6. *House sites should be provided to all Employees prior to retirement.*
7. *Children of the teachers should be given free seats in Educational Institutions as in the case of RTC and Railway Employees.*
8. *Teachers shall be provided rent free quarters at the place of work as in the case of Residential Schools.*
9. *The Physical Education Teachers who are involved in coaching the school children for the participation in games and sports at Rural, Mandal, District, State and National level, Besides they are required to wear special dress and shoes while they are on duty. We therefore propose to pay Special Allowance @20% on the basic pay.*
10. *Teachers shall be granted study leave atleast two years in the career for improving their qualifications.*
11. *Previously Bad Climate Allowance was allowed to the Teachers, who are working in Agency Area. This facility was withdrawn in 1999 PRC. Hence we request to concede to restore bad climate Allowance to the Teachers/Employees who are working in Agency Area.*
12. *We propose to create Head Master Post in Upper Primary Schools with separate scale as in the case of Secondary School Head Master Allowance to be recommended to non panel Head Master working in Secondary School as in the case of Primary/Upper Primary Schools.*
13. **SPECIAL COMPENSATORY ALLOWANCE:**

At present Special Compensatory Allowance is allowed to the notified Tribal Areas, but this allowance is not paid to the certain hamlet villages of Revenue Village. All hamlets of notified Tribal Revenue Villages shall be allowed Special Compensatory Allowance. Certain Mandal Head Quarters are plain areas. Many villages of those mandals are notified Tribal Areas. So all these Tribal Villages should also be allowed Special Compensatory Allowance. Hill top hamlets/villages (no –mandals) should be allowed higher rates of Special Compensatory Allowance than the Mandal Head Quarters/Villages of the notified Tribal Areas.

14. Anomaly in D.A rates should be rectified

It is the common practice to fix the D.A Percentage by Comparing the % of D.A given to Central Govt. employees. But after 7th CPC there is an anomaly in fixing the D.A to State Govt. Employees.

Enhanced percentage DA to		
	Central Govt. employees	State Govt. employees
1-7-2016	2	3.668 (22.008 - 18.340)
1-1-2017	2	2.096 (24.104 - 22.008)
1-7-2017	1	State Govt. not Sanctioned
1-1-2018	2	”
1-7-2018	2	”

The anomaly arised above during this period should also be rectified inorder to merge the DA as on 1-7-2018.

15. **CHILD CARE LEAVE**

Child care leave for a period of 2 years to be sanctioned to women employees. This provision was given to Central Government Employees by the sixth Central Pay Revision Commission.

16. **Abolishing contract and outsourcing system**

Appointing employees on contract basis should be abolished and services of the contract employees shall be regularised.

17. *Outsourcing system should be abolished, as it is useful to the middleman who recruits employees and send to Government Offices, Schools etc. It is a form of siphoning public money to private sector. So it should be abolished and all the vacancies in various Government Departments shall be filled through Direct Recruitment.*

18. *11th PRC Recommendations should be implemented to the staff of Residential Schools under different societies and Model Schools.*

19. *Staff of KGBVs should be brought under 11th PRC and Scales to be sanctioned on par with staff of Residential Schools.*

(N. RAGHURAMI REDDY)

President

(P. PANDU RANGA VARA PRASADARAO)

General Secretary

(Ch. MANJULA)

Vice President

(B. A. SOLMANRAJU)

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Vice President