

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

Public Services-Revised Scales of Pay 1993-Automatic Advancement Scheme in the revised Scales of Pay 1993 – Recommendations of the Pay Revision Commissioner – Orders – Issued.

FINANCE AND PLANNING (FW-PC.II) DEPARTMENT.

G.O.(P).No.290.

Dated: 22-7-1993,
Read the following:-

- 1.G.O.Ms.No.117, Fin.&Plg.(FW.PRC.I) Dept. Dated 25-5-1981.
- 2.G.O.Ms.No.266, General Administration (Ser-A) Department, dated, 25-5-1981
- 3.G.O.Ms.No.284, Fin.& Plg.(FW.PRC.I) Dept. dated 6-11-1982.
- 4.G.O.Ms.No.297, Fin.&Plg.(FW.PRC.I) Dept.dated 25-10-1983
- 5.G.O.Ms.No.12, Fin.&Plg.(FW.PRC.I) Dept. dated 8-1-1985.
- 6.G.O.(P) No.2 Fin.&Plg.(FW.PRC.I) Dept., dated.4-1-1985.
- 7.G.O.Ms.No.91 Fin & Plg (FW.PRC.I) Dept., dated.18-3-1988.
- 8.G.O.Ms.No.381 Fin & Plg (FW.PRC.III) Dept., dated.25-10-1990.
- 9.G.O.Ms.No.45 Fin & Plg (FW.PC.II) Dept., dated.15-2-1993.
- 10.G.O.(P)No.162 Fin & Plg (FW.PC.II) Dept., dated.20-05-1993.

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ORDER:

In the G.O 1st read above, orders were issued introducing a Scheme of Automatic Advancement for the benefit of those State Government Employees who are drawing pay in the Revised Pay Scales of 1978 falling under Grades-I to XVIII other than teaching staff of the Schools, Junior and Degree Colleges who have put in ten or fifteen years of service in a scale without getting promotion to a higher post. The pay Revision Commissioner 1986 among other things has recommended for the continuation of Automatic Advancement Scheme. In addition, he has recommended for extension of the scheme to the employees drawing pay upto Grade XVIII in the Revised Pay Scales 1986. He has also introduced another level of Advancement after completion of 22 years of service. In the G.O. 6th read above, orders were issued revising the Automatic Advancement Scheme as recommended by the Pay Revision Commissioner, 1986. Keeping in view the various situations that arose in the course of implementation of the scheme, various clarification and amendments were issued from time to time.

2. In the G.O. last read above orders were issued based on the recommendations of Pay Revision Commissioner, 1993, implementing the Revised Pay Scales 1993 to the State Government employees with effect from 1-1-1993 with monetary benefit from 01-04-1993. While issuing the above orders, it was indicated that separate orders would be issued for implementation of the recommendations of the Pay Revision Commission, 1993 in respect of Automatic Advancement Scheme.

3. The Pay Revision Commissioner, 1993 has recommended for continuance of Automatic Advancement Scheme with following modification.

- 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 25-10-83 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 FRs may be amended to limit the benefit of FR 22(B) only to those who have not got any benefit from Automatic Advancement Scheme.
- vi) Revised rules on Automatic Advancement Scheme may be implemented from the date of issue of these orders.

4. Government have accepted the recommendations of the Pay Revision Commissioner, 1993. The following orders were accordingly issued governing the Revised Automatic Advancement Scheme, as recommended by the Pay Revision Commissioner, 1993.

- i) These orders shall come into force from 1-8-1993.
- ii) These orders shall be applicable to all those who are drawing pay in Grade I to XXI i.e., upto and inclusive of the Revised Scale of Rs.3880-130-4400-160-5200-190-6150-230-7300-280-8140 including the Non-teaching staff of Aided Schools, Junior Colleges and Degree Colleges and Aided Polytechnics. However, these instructions are not applicable to the teachers working in schools and Junior Lecturers working in Junior Colleges, in respect of whom orders will be issued separately.
- iii) All amendments, clarificatory instructions and orders issued or to be issued in connection with the implementation of the scheme introduced through the Government Order first read above shall be applicable to this scheme, except where anything is specifically provided to the contrary.
- iv) Wherever orders are required to be issued in respect of employees other than Government employees, the Administrative Departments of Secretariat concerned with those employees shall issue necessary orders in this regard in consultation with Finance and Planning (FW) Department.
- v) On completion of eight years of service which counts for increments, an employee is eligible to be placed in the Special Grade Scale, in Revised Pay Scales 1993, as indicated in Schedule-III to the Revised Pay Scales 1993, appended to the Rules notified in the G.O. last read above and annexed to this order.
- vi) On completion of 16 years of service which counts for increments, an employee shall be eligible to be placed in the scale of the post next above the post held by him which happens to be the promotion post under the relevant service rules, provided he is fully qualified to be promoted to such promotion post, provided also that such a post should be in the regular line and outside the regular line. This scale shall be called the "Special Promotion Post Scale".
- vii) In case an employee is holding a post for which there is no promotion post under the relevant service rules, he shall be eligible to be placed, on completion of 16 years of service in the scale of pay next above the Special Grade Post which he holds. This scale shall be called the "Special Adhoc Promotion Post Scale". In case of all Last Grade Posts in the scale of Rs.1375-2375 and Rs.1425-2525 the Special Adhoc Promotion Post Scale shall be Rs.1535-2840, as indicated in the Appendix to this order. The service rendered in the categories of Attender, Dafedar and Jamedar put together or the service rendered in the categories of Attender and Record-Assistant put together as the case may be shall be continued to be reckoned for purpose of Automatic Advancement Scheme as ordered in G.O. 6th read above read with G.Os. 7th, 8th and 9th read above.
- viii) Fixation of pay on appointment to Special Grade/Special Promotion Post Scale/Special Adhoc Promotion Post Scale shall be under F.R.22(a)(i) read with FR 31(2).
- ix) On completion of 24 years of service which counts for increments, an employee shall be eligible to be sanctioned one increment in the existing scale i.e., Special Promotion Post Scale /Special Adhoc Promotion Post Scale as the case may be. This is in addition to the normal increment. In respect of employees whose date of normal increment is different from the date of completion of 24 years of service, the date of next increment shall

accrue after completion of one year of service from the date of drawal of increment allowed on completion of 24 years of service.

- x) Consequent on the implementation of Master Scale, the fixation of pay on appointment to Special Grade / Special Promotion Post / Special Adhoc Promotion Post will accrue full increment as against half increment earlier, and if an employees is directly promoted to a post, his pay is fixed under FR22(B) and the employee will be benefited by two increments. As a result of introduction of Master Scales, the benefit would be more in respect of employees who are promoted while holding Automatic Advancement grades when compared to the benefit to those promoted directly without getting the benefit under Automatic Advancement Scheme. Government have decided that fixation of pay of an employee who is holding Special Grade / Special Promotion Post when he is promoted to the post under Service Rules, shall be fixed under FR22(a)(i) in modification of the orders issued ;in G.O. 6th read above.
 - xi) The existing orders governing appointment to Special Promotion Post II / Special Adhoc Promotion Post II are withdrawn with immediate effect.
5. i) Employees who are already enjoying the benefits of Special Grade on completion of 10 years of service under existing scheme are not eligible for the benefit indicated in para 4(v) above. They shall be eligible for appointment to the Special Promotion Post / Special Adhoc Promotion Post as the case may be on completion of 16 years of service in that particular category as ordered in para 4 (vi)/4(vii) above. To be more specifi, if an employee has completed 11 years of service on the date of issue of these orders and enjoying Special Grade, the orders in para 4(v) do not apply. He shall be eligible for appointment to Special Promotion Post / Special Adhoc Promotion Post on completion of 16 years of service including the service rendered in Special Grade Post i.e., after 5 years.
- ii) Employees who are already enjoying the benefits of Special Promotion Post-I / Special Adhoc Promotion Post-I on completion of 15 years of service under existing scheme are not eligible for the benefit indicated in para 4(vi)/4(vii) above. They shall be eligible for the benefit indicated in para 4(ix) above on completion of 24 years of service in that particular category. To be more specific, if an employee has completed 17 years of service on the date of issue of these orders and enjoying Special Promotion Post / Sepcial Adhoc Promotion Post-I the orders in para 4(vi)(vii) do not apply. He shall be eligible for benefit envisaged in para 4(ix) above on completion of 24 years of service including the service rendered in Special Promotion Post-I / Special Adhoc Promotion Post-I i.e., after 7 years.
- iii) Employees who are already enjoying the benefits of Special Promotion Post-II / Special Adhoc Promotion Post-II on completion of 22 years of service under existing scheme are not eligible for the benefit indicated in para 4(ix) above.
6. The employees who are already drawing Special Promotion Post-II / Special Adhoc Promotion Post-II scales shall continue to draw the scales as personal to them.
7. The employees who are already enjoying Automatic Advancement Scales on promotion to the regular channel of posts or appointment to further automatic advancement post shall be governed by the new set of rules as the old scheme will no longer be in operation from the date the modified scheme comes into force. In respect of those employees who were eligible to be appointed to the Special Grade / Special Promotion Post-I/Special Adhoc Promotion Post-I/ Special Promotion Post-II / Special Adhoc Promotion Post-II, but not appointed so far, they shall be governed by the old rules for appointment to the above post from the respective dates of eligibility and therefore, on their appointment their pay shall be regulated according to the rules in force at that time i.e., their pay shall be fixed under FR 22(a)(i) on appointment to the Special Grade / Special Promotion Post-I / Special Adhoc Promotion Post-I /Special Promotion

Post-II / Special Adhoc Promotion Post-II; on promotion from Special Grade/Special Promotion Post-I under regular channel of promotions shall be fixed under FR 22(b) and on promotion from Special Promotion Post-II the pay shall be fixed under FR 22(a)(i).

8. With regard to the recommendations referred to at para 3(iv) and (v), orders will be issued separately.

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

**A.R.JAYA PRAKASH
SPECIAL SECRETARY TO GOVERNMENT**

APPENDIX

Sl.No.	Category	Ordinary Grade Scale Rs.	Special Scale Rs.	SAPP Scale Rs.
1.	Attenders and other Last Grade posts in the Scale of Rs.1375-2375	1375-2375	1425-2525	1535-2840
2.	Dafedars	1425-2525	1475-2675	1535-2840
3.	Jamedars/Record Asst/Roneo Operators	1535-2840	1595-3020	1665-3200
4.	Drivers(LV)	1595-3020	1665-3200	1745-3420
5.	Drivers(H.V)	1875-3750	1975-4010	2075-4270

ANNEXURE

Grade	Ordinary Grade Scale in 1993 Pay Scales Rs.	Special Grade Scale in 1993 Pay Scales Rs.
I.	1375-25-1475-30-1625-40-1825-2075-60-2375	1425-25-1475-30-1625-40-1825-50-2075-60-2375-75-2525
II.	1425-25-1475-30-1625-40-1825-50-2075-60-2375-75-2525	1475-30-1625-40-1825-50-2075-60-2375-75-2675
III.	1475-30-1625-40-1825-50-2075-60-2375-75-2675	1535-30-1625-40-1825-50-2075-60-2375-75-2750-90-2840
IV.	1535-30-1625-40-1825-50-2075-60-2375-75-2750-90-2840	1595-30-1625-40-1825-50-2075-60-2375-75-2750-90-3020
V.	1595-30-1625-40-1825-50-2075-60-2375-75-2750-90-3020	1665-40-1825-50-2075-60-2375-75-2750-90-3200
VI.	1665-40-1825-50-2075-60-2375-75-2750-90-3200	1745-40-1825-50-2075-60-2375-75-2750-90-3200-110-3420
VII.	1745-40-1825-50-2075-60-2375-75-2750-90-3200-110-3420	1875-50-2075-60-2375-75-2750-90-3200-110-3750
VIII.	1875-50-2075-60-2375-75-2750-90-3200-110-3750	1975-50-2075-60-2375-75-2750-90-3200-110-3750-130-4010
IX.	1975-50-2075-60-2375-75-2750-90-3200-110-3750-130-4010	2075-60-2375-75-2750-90-3200-110-3750-130-4270
X.	2075-60-2375-75-2750-90-3200-110-3750-130-4270	2195-60-2375-75-2750-90-3200-110-3750-130-4400-160-4560
XI.	2195-60-2375-75-2750-90-3200-110-3750-130-4400-160-4560	2315-60-2375-75-2750-90-3200-110-3750-130-4400-160-4880
XII.	2315-60-2375-75-2750-90-3200-110-3750-130-4400-160-4880	2375-75-2750-90-3200-110-3750-130-4400-160-5040
XIII.	2375-75-2750-90-3200-110-3750-130-4400-160-5040	2525-75-2750-90-3200-110-3750-130-4400-160-5200-190-5390
XIV.	2525-75-2750-90-3200-110-3750-130-4400-160-5200-190-5390	2600-75-2750-90-3200-110-3750-130-4400-160-5200-190-5580
XV.	2600-75-2750-90-3200-110-3750-130-4400-160-5200-190-5580	2750-90-3200-110-3750-130-4400-160-5200-190-5960
XVI.	2750-90-3200-110-3750-130-4400-160-5200-190-5960	2930-90-3200-110-3750-130-4400-160-5200-190-5960
XVII.	2930-90-3200-110-3750-130-4400-160-5200-190-5960	3110-90-3200-110-3750-130-4400-160-5200-190-6150-230-6380
XVIII.	3110-90-3200-110-3750-130-4400-160-5200-190-6150-230-6380	3310-110-3750-130-4400-160-5200-190-6150-230-6840
XIV.	3310-110-3750-130-4400-160-5200-190-6150-230-6840	3640-110-3750-130-4400-160-5200-190-6150-230-7300-280-7580
XX.	3640-110-3750-130-4400-160-5200-190-6150-230-7300-280-7580	3880-130-4400-160-5200-190-6150-230-7300-280-8140
XXI.	3880-130-4400-160-5200-190-6150-230-7300-280-8140	4140-130-4400-160-5200-190-6150-230-7300-280-8140