

**GOVERNMENT OF ANDHRA PRADESH  
ABSTRACT**

Public Services – Revision of Pay Scales, 2005 – Automatic Advancement Scheme in the Revised Pay Scales, 2005 - Recommendations of Pay Revision Commission - Orders - Issued.

=====

**FINANCE (P.C. – II) DEPARTMENT**

G.O.(P) No.241

Dated: 28-9-2005  
Read the following:-

1. 1. G.O.Ms.No.117, Finance and Planning (FW.PRC-I) Department, Dated 25-5-1981.
2. 2. G.O.Ms.No.164, Finance and Planning (FW.P.R.C.-I) Department, Dated 1-6-1982.
3. 3. G.O.Ms.No.78, Finance and Planning (FW.P.R.C. – I) Department, Dated 13-3-1984.
4. 4. G.O.(P) No.2, Finance and Planning (FW.PRC-I) Department, Dated 4-1-1988.
5. 5. G.O.Ms.No.347, Finance and Planning (FW.PC-II) Department, Dated 17-1-1989.
6. 6. G.O.Ms.No.151, Education Department, Dated 25-4-1989.
7. 7. G.O.(P) .No.290 , Finance and Planning (FW.PC-II) Department, Dated 22-7-1993.
8. 8. G.O.Ms.No.311, Finance and Planning (FW.PC.II) Department, Dated 20-8-1993.
9. 9. G.O.Ms.No.382, Finance and Planning (FW.PC-II) Department, Dated 16-11-1993.
10. 10. G.O.Ms.No.362, Finance and Planning (FW.PC-II) Department, Dated 28-10-1994
11. 11. G.O.Ms.No.225, General Administration (Services-C) Department, Dated 18-5-1999.
12. 12. G.O.(P) No.150, Finance and Planning (FW..P.C.-II) Department, Dated 1-9-1999
13. 13. G.O.Ms.No.734, General Administration (Special – A) Department, Dated 17-2-2004.
14. G.O.(P) No.213 Finance (FW.PC-I) Department, Dated 27 -8-2005.
15. Circular Memo.No.22498-A/553/A1/PC-I/2005, Dated 8-9-2005.

\*\*\*

**ORDER:**

In the Government Order 1<sup>st</sup> read above, orders were issued introducing Automatic Advancement Scheme from 1-4-1981. In the Government Order 2<sup>nd</sup> read above, orders were issued extending the scheme to the teachers working in the schools of Government, Municipalities, Municipal Corporations, Zilla Parishads and Panchayat Samithis and also Aided Managements. Consequent on regrouping the pay scales of Teachers vide G.O.Ms.No.1000, (S) Education Department, dated 17-12-1982 and constituting a separate category of Headmasters vide G.O.Ms.No.883, Education Department, dated 5-11-1982, orders were issued modifying the Automatic Advancement Scheme pertaining to Teachers with effect from 1<sup>st</sup> December, 1982, vide Government Order 3<sup>rd</sup> read above. In the Government Order 4<sup>th</sup> read above, orders governing the Automatic Advancement Scheme as recommended by the Pay Revision Commissioner, 1986 were issued. In the Government Order 5<sup>th</sup> read above, orders were issued extending the orders issued in the 4<sup>th</sup> read above the teachers working in Schools under all managements viz., Government, Municipalities, Municipal Corporation of Hyderabad, Vijayawads and Visakhapatnam, Zilla Praja Parishads, Mandal Praja Parishads and also Private Aided Schools. In the Government Orders 7<sup>th</sup> to 10<sup>th</sup> read above orders were issued modifying the Scheme as recommended by the Pay Revision Commission 1993, including the Teachers, Junior Lectures and Physical Directors in Junior Colleges. In the Government Order 12<sup>th</sup> read above, orders were issued modifying the scheme as recommended by the Pay Revision Commission, 1999.

2. In the Government Order 13<sup>th</sup> read above, Government have constituted Pay Revision Commission. The recommendations of the Pay Revision Commissioner, 2005 on Automatic Advancement Scheme are as follows:

- (a) The Scheme will be applicable up to and inclusive of scale of Rs.10845-22955.
- (b) The Commission examined various alternative periodicities suggested for the application of Automatic Advancement Scheme. The present pattern is time tested and is working well. Apart from that, it is felt that by increasing the span of each scale and also by reducing the period for earning the next higher increment, the employees have been given enough opportunity to earn higher emoluments in the normal course without facing any stagnation. The current periodicity of eligibility for getting special grade after eight (8) years, Special Promotion post scale/ Special Ad-hoc Promotion Post Scale after 16 years may be continued. The Commission recommends that in place of an increment at the end of 24 years, the scale of 2<sup>nd</sup> level promotion post, i.e. Special Promotion Post Scale-II/ 2<sup>nd</sup> level ad-hoc promotion post, i.e. Special ad-hoc Promotion Post Scale-II may be given for those who do not have any promotional posts on the earlier conditions only. The purpose of the Scheme is to ensure that employees with limited promotional opportunities, for reasons beyond their control, are assured of at-least increase in emoluments as a compensation for lack of promotions at least 3 (three) times in the total service.
- (c) The exemptions currently available for the acquisition of qualifications etc., may be retained.
- (d) Most of the Associations have asked for the giving benefit of FR 22-B. The Commission sees merit in the request and recommends that the benefit of FR 22-B may be given to those who have been promoted to the regular post after enjoying the benefit under Automatic Advancement Scheme i.e. Special Grade/ Special Promotion Post Scale-I.

3. Accordingly Government hereby order that :-

- (a)
  - (i) The existing system of awarding Automatic Advancement Grades for every Eight (8) / Sixteen (16) years shall be continued. The existing Special Promotion Post Scale / Special Adhoc Promotion Post scale shall be called as Special Promotion Post Scale - I/ Special Adhoc Promotion Post Scale-I.

*Special Grade Scale* (ii) 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 2005, notified in the order 14<sup>th</sup> read above, as indicated in **Annexure-I** appended to this order.

*Special Promotion Post Scale-I* (iii) 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 and provided also that such a post should belong to the regular line and not outside the regular line. This scale shall be called the **Special Promotion Post Scale-I**.

*Special Adhoc Promotion Post* (iv) In case an employee is holding a post for which there is no promotion post under the relevant service rules, he shall be eligible

*Scale-I* 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-I**".

- (b) The existing orders governing sanction of one increment in the existing scales i.e., Special Promotion Post Scale / Special Ad hoc promotion post scales as the case may be after completion of 24 years of incremental years of service are withdrawn and replaced by the following:

*Special Promotion Post Scale-II* (i) On completion of 24 years service which counts for increments, an employee shall be eligible to be placed in the scale applicable to the next promotion scale over the First Special Promotion Post which happens to be the next promotion post to the first level promotion post to the original post held by him under the relevant rules. This is subject to the condition that he is fully qualified to be promoted to such promotion post, and also that such post should belong to the regular line and not outside the regular line. This scale shall be called "Special Promotion Post Scale – II". Such of the employees only who have put in 24 years of service in one post without getting any promotion shall be considered for appointment to the Special Promotion Post Scale-II and in case the employee holds First Promotion post regularly, prior to the completion of 24 years, such employee shall not be entitled to Special Promotion Scale – II.

*Special Adhoc Promotion Post Scale-II* (ii) In case an employee 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 24 years, in the scale of pay, next above the scale applicable to Special Ad hoc Promotion Post Scale-I. This scale shall be called "Special Adhoc Promotion Post Scale – II

4. (i) These Orders shall be applicable to all those who are drawing pay in Grade-I to XXI i.e., upto and inclusive of Revised Scale of Rs.10845-22955 as indicated in Schedule-I of the Government Order 14<sup>th</sup> read above.
- (ii) 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 (PC) Department.
- (iii) Fixation of pay on appointment to Special Grade, Special Promotion Post scale – I/Special Adhoc Promotion Post scale - I and Special Promotion Post scale – II/ Special Adhoc Promotion Post scale - II shall be under F.R. 22(a)(i) read with F.R. 31 (2).
- (iv) Fixation of pay of an employee who is holding Special Grade / Special Promotion Post Scale – I when he is promoted regularly, shall be under F.R. 22-B.
- (v) Fixation of pay of an employee holding the Special Promotion Post Scale-II on regular promotion to First Level Promotion Post shall be under F.R. 22(a)(i) in the scale of pay of Special Promotion Post Scale-II itself. He shall continue to draw pay in the Special Promotion Post Scale – II while holding the First Level Promotion post. In no case an attempt shall be made to fix the pay with reference to Special Promotion Post Scale-II 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 post and starts claiming Special Grade Scale.

- (vi) In case of all Last Grade Posts/Dafedar in the pay scale of Rs.3850-8600 and Rs.3950-8815 and Attenders in the pay scale of Rs.3850-8600 and for the posts of Jamedars/Record Assistants/Roneo Operators, Drivers (LV) and Drivers (HV), the Ordinary Grade Scale, Special Grade Scale, Special Adhoc Promotion Post Scale-I and Special Adhoc Promotion Post Scale-II shall be as indicated in the **Annexure-II** appended 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. 4<sup>th</sup> read above read with G.O.Ms.No.91, Finance & Planning (FW:PRC-I) Department, dated 18-3-1989, G.O.Ms.No.381, Finance & Planning (FW:PRC-III) Department, dated 25-10-1990 and G.O.Ms.No.45, Finance & Planning (FW:PC-II) Department, dated 15-2-1993.

5. All the conditions laid down and orders and instructions issued from time to time regarding the scheme, will continue to apply in so far as they are in consonance with these orders.

6. These orders shall come into force from **1-7-2003**. In respect of employees appointed to Automatic Advancement Grade from **1-7-2003**, the monetary benefit on appointment to the Automatic Advancement Grades in the Revised Pay Scales, 2005, shall accrue from **1-4-2005**. The arrears of salary as a result of appointment to Automatic Advancement Grade from **1-4-2005** to **31-7-2005** shall be credited to the General Provident Fund Account and the amounts will be paid in cash from 1-8-2005. In respect of those who do not have General Provident Fund Account the concerned authorities shall take immediate action to open General Provident Fund Account as instructed in the Circular Memo. 15<sup>th</sup> read above.

7. These orders shall be applicable to the Government Employees, Teaching and Non-Teaching staff of Local Bodies and Aided Institutions, Junior Colleges, Degree Colleges and Aided Polytechnics and Junior Lecturers/ Physical Directors in Junior Colleges.

8. The Special Grade Scales in the Revised Pay Scales, 2005 and Special Adhoc Promotion Post Scale-I and Special Adhoc Promotion Post Scale-II for Last Grade Posts are appended to this order in **Annexure-I & Annexure-II** respectively.

9. The G.O. is available on Internet and can be accessed at the address <http://www.aponline.gov.in>.

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

**RANJEEV R. ACHARYA**  
SECRETARY TO GOVERNMENT (FP)

## ANNEXURE - I

Grade	Ordinary Grade Scale in 2005 Pay Scales	Grade	Special Grade Scale in 2005 Pay Scales
I.	3850-100-4150-110-4480-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8600	I.	3950-100-4150-110-4480-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815
II.	3950-100-4150-110-4480-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815	II.	4050-100-4150-110-4480-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9050
III.	4050-100-4150-110-4480-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9050	III.	4260-110-4480-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520
IV.	4260-110-4480-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520	IV.	4370-110-4480-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-9775
V.	4370-110-4480-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-9775	V.	4595-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285
VI.	4595-115-4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285	VI.	4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-10845
VII.	4825-125-5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-10845	VII.	5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-11715
VIII.	5200-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-11715	VIII.	5470-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12325
IX.	5470-135-5605-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12325	IX.	5750-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955
X.	5750-145-6040-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955	X.	6195-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945
XI.	6195-155-6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945	XI.	6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-14665

<b>Grade</b>	<b>Ordinary Grade Scale in 2005 Pay Scales</b>	<b>Grade</b>	<b>Special Grade Scale in 2005 Pay Scales</b>
XII.	6505-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-14665	XII.	6675-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010- 315-12955-330-13945-360-15025
XIII.	6675-170-7015-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025	XIII.	7200-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195
XIV.	7200-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195	XIV.	7385-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-16615
XV.	7385-185-7570-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-16615	XV.	7770-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455
XVI.	7770-200-8170-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455	XVI.	8385-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-17905
XVII.	8385-215-8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-17905	XVII.	8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-18805
XVIII.	8815-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-18805	XVIII.	9285-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-18805-485-19775
XIX.	9285-235-9520-255-10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-18805-485-19775	XIX.	10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-18805-485-20260-525-21835
XX.	10285-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-18805-485-20260-525-21835	XX.	10845-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-18805-485-20260-525-21835-560-22955
XXI.	10845-280-11125-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-18805-485-20260-525-21835- 560-22955	XXI.	11715-295-12010-315-12955-330-13945-360-15025-390-16195-420-17455-450-18805-485-20260-525-21835-560-23515

**ANNEXURE - II**

Sl. No.	Category	Ordinary Grade Scale	Special Grade Scale	Special Ad hoc Promotion Pay Scale-I	Special Ad hoc Promotion Pay Scale - II
(1)	(2)	(3)	(4)	(5)	(6)
		Rs.	Rs.	Rs.	Rs.
1.	Attenders and other Last Grade Posts in the Scale of Rs.3850 - 8600	3850-8600	3950-8815	4260-9520	4370-9775
2.	Dafedars	3950-8815	4050-9050	4260-9520	4370-9775
3.	Jamedars / Record Assistants / Roneo Operators	4260-9520	4370-9775	4595-10285 <u>(unqualified)</u> 4825-10845 (qualified)	4825-10845 <u>(unqualified)</u> 6195-13945 (qualified)
4.	Drivers (LV)	4370-9775	4595-10285	4825-10845	5200-11715
5.	Drivers (HV)	5200-1715	5470-12325	5750-12955	6195-13945