

GOVERNMENT OF ANDHRA PRADESH

ABSTRACT

PUBLIC SERVICES - Revision of Pay Scales - Recommendations of the Pay Revision Commissioner 1993 - Orders - Issued.

FINANCE & PLANNING (FW. PC.I) DEPARTMENT

G.O.(P).No. 162

Dated:20-5-1993

Read the following:-

1. G.O.Ms.No.502, General Administration (Special - A) Department, date 16-8-1991.
2. G.O.Ms.No.241, Finance & Planning (FW. PRC. -1) Department, date 23-9-1991.
3. G.O.Ms.No.101, Finance & Planning (FW. PC . I) Department, date 19-6-1992.
4. G.O.Ms.No.102, Finance & Planning (FW. PC - I) Department date 19-6-1992.
5. G O.(P).No. 186, Finance & Planning (FW. PC -1) Department, date 10-11-1991

ORDER:

In the Government Order first read above Government appointed Sri D. Sankaraguru Swamy, I.A.S.(Retd.) as Pay Revision Commissioner. In the G.O. second read above Government sanctioned an Adhoc Advance of Rs.400/- to the Junior Lecturers to be adjusted against any benefit that may accrue as a result of Government decision on the Interim Report of the Pay Revision Commissioner on the pay scales of the Junior Lecturers or if the need arises adjusted against any benefit that may accrue as a result of Government decision on the Final Report of the Pay Revision Commissioner. In the G.O. third read above Government sanctioned an Interim Relief- of Rs.100/- to the Junior Lecturers with effect from 1-4-1992. In the G.O. fourth read above Government have sanctioned an Interim Relief of Rs.60/- per month for those drawing pay in the scale of Rs.860- 1470 and below and Rs.100/-for those drawing pay in the scale of Rs.910-1625 and above with effect from 1-6-1992.

2. The Pay Revision Commissioner has submitted his Report to Government on 8-4- 1993. He has recommended, interalia, revised scales of pay by merging in its entirety, Dearness Allowance as on 1-7-1992 sanctioned in the Government Order 5th read above. The Pay Revision Commissioner has evolved a Master Scale of Rs.1350-25- 1475-30-1625-40-1825-50-2075-60-2375-75-2750-90-3200-110-3750-130-4400-160-5200-190-150-230-7300-280- 10380 of which all the revised scales are segments. After careful consideration of the report, the Government have accepted the various recommendations of the Pay Revision Commissioner. The following orders are issued in so far as the recommendations relating to the scales of pay, pay fixation and other related matters are concerned. Orders are being issued separately covering the other recommendations of the Pay Revision Commissioner regarding House Rent Allowance, City Compensatory Allowance and other Allowances, Special Pays, Automatic Advancement Scheme and related matters.

3. The Revised Scales of pay shall be as set out in Schedule-1 to the Notification appended to this order against each of corresponding/existing pay scales specified in Schedule-1. These scales shall be common to all the employees in various categories except where specified otherwise in the Departmental pay schedule (Schedule-11) appended to the Notification. Holders of posts not included in Schedule-11 will be governed by the revised pay scales corresponding to the present scales as shown in Schedule-1. The requests for revision of pay scales for the categories already included in the Schedule-11 shall not be entertained in any case.

4. The Revised Pay Scales, 1993 shall be deemed to have come into force on and from 1-1-1993. The monetary benefit shall be allowed from 1-4-1993.

5. The Pay of the employees in the Revised Pay Scales, 1993 shall be fixed with effect from 1-1-1993 or any other subsequent date in accordance with the option exercised as per the rules in the appended Notification. Employees whose date of increment in the existing scale happens to be 1-1-1993, shall be allowed option to get their pay fixed in the Revised Pay Scales 1993 as indicated below:

Based on the pay in the existing scale as on 1-1-1993 excluding the increment which is due on 1-1-1993:- They shall be allowed increment in the revised pay scales 1993 with effect from 1-1-1993 after the pay is so fixed with effect from 1-1-1993, in the revised pay scales 1993.

OR

Based on the pay in the existing scale including the increment due on 1-1-1993:- They shall be allowed increment on completion of the service required to earn increment.

6. The Revised Pay Scales shall apply to

(a) all employees of the State Government:

(b) the employees of the Local Bodies i.e. employees of Zilla Praja Parishads', Mandal Praja Parishads, Gram panchayats. Municipalities, Zilla Grandha-laya Samsthas, teaching and Non- teaching staff of Aided Institutions including Aided Polytechnics, employees of Municipal Corporations of Hyderabad, Vijayawada and Visakhapatnam and Agricultural Market Committees in receipt of pay in a regular pay scale in the Revised Pay Scales of 1986;

(c) The Work charged establishment in the engineering branches of Irrigation and Power, Transport, Roads and Buildings, Panchayat Raj, Public Health and Municipal Administration Departments in receipt of pay in a regular pay scale in the Revised Pay Scales of 1986.

7. (a) Wherever statutory notifications are required to be issued for applying these orders to the employees other than Government employees the Administrative Departments of the Secretariat concerned shall issue such notifications.

(b) Separate orders will be issued in regard to Officers and Staff of the High Court of the Judicature. Andhra Pradesh

(c) Separate orders shall issue in respect of the Chairman and Members of the Public Service Commission and College Service Commission from the General Administration Department and Education Department respectively.

8. Persons who retired between 1-1-1993 and 31-3-1993 shall also be eligible for the Revised Pay Scales 1993. The notional pay fixed in the Revised Pay Scales 1993 in accordance with these orders, shall, in such cases count towards pensioner benefits.

9. The Revised Pay Scales, 1993 will not apply to the teaching and other staff in Government Colleges and Government Aided Private Colleges who are drawing the A.P. Revised UGC Pay Scales 1986.

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

11. The Revised Pay Scales, 1993 will not apply to the employees of the Industrial and Commercial Undertakings of Government and Contingent Establishment and Part time employees of Government.

12. No stagnation increments shall be allowed beyond the time scale in the Revised Pay Scales 1993.

13. Separate orders are being issued for implementing the revised Automatic Advancement Scheme as recommended by the Pay Revision Commissioner. However in respect of employees who are already enjoying the benefits of Automatic Advancement Scheme, revised scales of pay of the Special Grade Posts, Special Promotion Posts I and n and Special Adhoc Promotion Posts I and n shall, be determined based on the Revised Scale of the original post. Once the revised scales of pay of the Automatic Advancement grades are determined, pay shall be fixed in such revised scales of Automatic Advancement grade on the basis of the actual pay drawn in the Automatic Advancement grades of the existing scale of pay in accordance with these instructions. For ready reference and for the sake of convenience the Special Grade Scales in the Revised Pay' Scales are appended in Schedule-III

14.1. The following principles shall govern the exercise of option to the Revised Pay Scales of 1993 namely;

(i) All Government employees including holders of Special Grade, Special promotion Post I and II and Special Adhoc Promotion Post I and scales, whose pay scales are revised, shall have the option to come over to the Revised Pay Scales, 1993 or to remain in the existing scale of pay. A Government employee may also exercise option to remain in the existing scale of pay until the date on which he earns his next increment in the existing pay scales. The option shall be exercised within a period of six months from the date of publication of the Notification in the Andhra Pradesh Gazette. The option once exercised shall be final. If any employee does not exercise option in writing within the specified period he shall be deemed to have elected to be governed by the Revised Pay Scales 1993, with effect from 1st January, 1993.

(ii) the option shall be exercised in the specimen form given in the Annexure to the appended Notification. The Government employee shall communicate his option in triplicate to the Head of the Office in which he is working. The Heads of the offices, shall communicate their option to their" next superior officers. The Heads of Departments and the District and Sessions Judges shall communicate their options to the Pay and Accounts Officer, Hyderabad. Every employee should obtain an acknowledgement for the option exercised by him from the authority to whom it is communicated;

(iii) Government employees holding lower posts but officiating in a higher post on 1st January, 1993 shall exercise option in respect of both the posts;

(iv) such of the employees who are either on long leave or on deputation out of India or under suspension on the date of issue of these orders and are not due to return to duty within a period of six months from that date and do not join duty before expiry of the last date for option, are allowed to exercise option to the Revised Pay Scales, 1993 within a period of one month from the date of joining duty after the expiry of the leave or on return from deputation out of India or re-instatement - the case may be;

(v) All Heads of Departments are requested to ensure that these orders are communicated to all the employees under their administrative control including those on leave or on deputation/Foreign Service and obtain individual acknowledgements TO Government will not under any circumstances entertain any representations with regard to exercise of option after the expiry of the stipulated time;

(vi) Government employees who opt to remain in the existing pay scales will continue to draw Dearness Allowance, House Rent Allowance and City Compensatory Allowance at the existing rates in accordance with the existing orders.

14.2 House Rent Allowance is specified as a percentage of pay. The pay Revision Commissioner has recommended payment of House Rent Allowance at revised rates. Government have accepted these recommendations of the Pay Revision Commissioner. Orders are being separately issued for payment of House rent Allowance at 16%, 10% and 8% in places where now House Rent Allowance is being paid at 20%, 12.5% and 10%

respectively. Employees who opt for Revised Pay Scales 1993 or are deemed to have opted for Revised Pay Scales, 1993 shall be eligible for the revised rates of House Rent Allowance on coming over to the Revised pay Scales 1993. Employees specified in paras 9, 10 and 11 above to whom the Revised Pay Scales, 1993 are not applicable are not eligible for the revised rates of House Rent Allowance. Such employees shall be eligible to get House Rent Allowance at 20%, 12.5% and 10% as the case may be or at the rates applicable to them as per the existing orders. However, those employees who opt for the Revised Pay Scales, 1993 shall be eligible for House Rent Allowance at different rates viz., 16%, 10% and 8% respectively.

14.3. Separate orders are also being issued regarding the percentage of Additional House Rent Allowance in lieu of rent free quarters and also regarding the formulae for calculation of gratuity. Such orders would specify different rates/formulae in respect of those who opt for the Revised Pay Scales 1993 and those who remain in the 1986 Pay Scales or UGC Pay Scales, 1986.

14.4 All Government employees who are required to exercise their option in terms of these orders are requested to keep in view the implications of such orders of Government revising House Rent Allowance, Additional House Rent Allowance and Gratuity.

15.1 In respect of Government employees who opt to come into the Revised Pay Scales of 1993 from a date in between 1-1-1993 and 31-3-1993 the Interim Relief drawn from the date of entry into the Revised Pay Scales 1993 to 31-3-1993 shall be notionally adjusted. Thereafter it shall be adjusted against the pay and allowances including arrears that become payable to the employees for the month of April 1993 onwards consequent on the fixation of pay in Revised Pay Scales 1993 and the balance after such an adjustment of Interim Relief shall be payable to the employees in cash.

15.2 In case of employees who opt to come into the Revised Pay Scales 1993 after 1- 4-1993 but before 31-12-1993 the Interim Relief shall be continued to be paid till the date of entry into the Revised Pay Scales 1993 and thereafter it shall be adjusted against the pay and allowances including arrears due on account of fixation of pay.

15.3 The Interim Relief shall not be paid from the date of entry into the Revised Pay Scales 1993. The Interim Relief shall not be included as pay for purpose of fixation in the Revised Pay Scales 1993.

16. The Anomalies and Re-grouping Committee has recommended reduced pay scales for certain categories. Orders have been issued in Memo. No.017-A/736/A2/ PC. 1/91, dt. 28-4-1992 to this effect, however, since the Pay Revision Commissioner was then in office, it was ordered not to refix the pay of persons who have been enjoying the higher scales of pay in lower scales as indicated in the Memo. These categories are listed in Schedule-IV. The Pay Revision Commissioner has since assigned appropriate scales to these categories. In respect of these categories, it is hereby ordered that the pay shall be fixed in the pay scales recommended by the Pay Revision Commissioner 1993 with effect from 1-1-1993 based on the pay drawn in the higher scales in the existing scales of pay.

17. Separate orders will be issued prescribing the rates of Special Pay in the Revised Pay Scales, 1993 in terms of recommendations of the Pay Revision Commissioner. The categories in respect of which orders sanctioning Special Pays will be so issued shall only be eligible for Special Pays in the Revised Pay Scales, 1993. No Special Pay shall be admissible in respect of the categories where Special Pay has been discontinued or has been merged in the Revised Pay Scales, 1993 or Special pay is not specifically sanctioned by the Government in the orders to be issued in regard to special Pays.

18. Orders with regard to admissibility of special allowances such as Bad Climate Allowance, Special Compensatory Allowance, Project Allowance, Addl. H.R.A. in lieu of Rent Free Quarters etc., shall be issued separately.

19. All Drawing Officers shall take immediate action for fixing the pay of all Gazetted and Non-Gazetted Officers whose pay and allowances are drawn by Heads of Offices in their substantive as well as officiating posts. In the case of Heads of Departments the pay shall be fixed by the Pay and Accounts Officer, Hyderabad under intimation to the administrative department of the Secretariat concerned.

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

NOTIFICATION

In exercise of the powers conferred by the proviso to article 309 of the Constitution of India, the Governor of Andhra Pradesh hereby makes the following rules, namely:-

1. Short title, commencement and application:

(1) These rules may be called the Andhra Pradesh Revised Scales of Pay Rules, 1993.

(2) They shall be deemed to have come into force, on the 1st January, 1993.

(3) These rules shall apply to all Government employees whether temporary, regular or permanent appointed before 1st January, 1993.

2. Definitions : In these rules, unless the context otherwise requires.

(1) "basic pay" means pay as defined in Fundamental Rule 9 (21) (a) (i).

(2) "existing emoluments" means the aggregate of:-

(a) (i) the basic pay including the stagnation increments if any, in the existing scale of pay as on 1st January, 1993 or on any other date of entry into the Revised Pay Scales, 1993 according to clause (b) of sub rule (1) or rule 5;

(ii) Personal pay sanctioned under rule 9 (23) (a) of the Fundamental Rules or Rule 7 (40) (a) of the Hyderabad Civil Service Rules as the case may be.

(iii) personal pay sanctioned in pursuance of proviso (ii) under rule 5 (b) of the Andhra Pradesh Revised Scales of Pay Rules 1986, to the extent such personal pay has not been absorbed in increases in pay on promotion till the date of entry into the Revised Pay Scales 1993.

(iv) special pay, if any, in addition to pay in the existing scale of pay, in a case where the revised scale is in lieu of both the existing scale of pay and special pay.

(b) (i) dearness allowance admissible at the rate which existed on the 1st July, 1992 appropriate to the basic pay referred to in sub-rule 2(a)(i), personal pay referred to sub rules (2) (a) (ii) and (2)(a)(iii) above and special pay referred to in sub rule 2 (a) (iv);

(ii) dearness allowance admissible at the rate which existed on the 1st July, 1992 appropriate to the personal pay sanctioned under rule 9(23) (b) of the Fundamental Rules.

(iii) dearness allowance admissible at the rate which existed on 1st July, 1992 appropriate to the Family Planning Incentive Increment(s).

(iv) dearness allowance admissible at the rate which existed on 1st July, 1992 appropriate to personal pay sanctioned for acquisition or possession of Higher qualifications in the shape of Advance increments sanctioned in 1986 pay scales in accordance with the orders issued in G.O.Ms.No.182, Finance and Planning (FW.PRC.I) Department, dated 17-7-1987.

(v) dearness allowance admissible at the rates which existed on 1st July 1992, appropriate to the Special pay sanctioned to the categories in .respect of Typists, Typist-cum-Assistants. Steno- Typists, Stenographers, as well as Radiographers, Dark Room Assistants, and X-Ray Attenders in Medical and Health Department.

(3) existing scale of" pay" means the Revised Pay Scales of 1986.

(4) "Revised Pay Scales, 1993" means the Revised Pay Scales set out in column (3) in Schedule-1 or in column (4) in Schedule-n as the case may be.

(1) Except as otherwise provided in sub-rule-2, the existing scales of pay specified in column (2) of Schedule-1 shall be revised as specified in the corresponding entry in column (3) of the said Schedule.

(2) Where, in the case of any post on an existing scale of pay specified in column (2) of Schedule-1, a revised scale of pay other than the revised scale of pay specified in the corresponding entry in column (3), of that Schedule is specified in Column (4) of Schedule-n, the revised scale of pay so specified in column (4) of Schedule-n shall apply.

4. Date of Entitlement to the Monetary Benefit:

No Government employee who enters into the Revised Pay Scales, 1993 before 1st April, 1993 shall be entitled to any monetary benefit for any period prior to that date.

5. Principles for exercising option:

(1) Subject to other provisions of this rule, a Government employee holding a post under the Government on 1st January, 1993 the scale of which is revised may opt;

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

(b) to draw pay in the revised pay scales, 1993 either from 1st January, 1993 or from the date on which he earns his next increment in the existing scale of pay, but not beyond 31-12-1993.

(2) A Government employee, who is entitled to exercise option under sub-rule (1) shall do so within a period of 6 (six) months from the date of publication of these rules, in the Andhra Pradesh Gazette. The option once exercised shall be final.

(3) (a) If a Government employee does not exercise his option in writing within the time specified in sub-rule (2), he shall, be deemed to have opted to the Revised Pay Scales, 1993 from 1-1-1993.

(b) If a Government employee exercises option to enter the Revised Pay Scales, 1993 from a date beyond 31-12-1993, such option shall be deemed to be invalid and shall be treated as a case of failure to exercise option and he shall be governed by sub-rule (3)(a) of this rule.

(4) A Government employee shall exercise his option in respect of the post held by him on the 1st January, 1993 and also in respect of each of the lower posts which he would have held on that day but for his holding the higher posts.

(5) Every Government employee shall exercise his option in writing in the form specified to the Annexure and shall communicate it in triplicate to, and obtain On acknowledgement of its receipt, from

(a) the head of office in which he is for the time being working if he is a nonGazetted Officer or a Gazetted Officer whose salary is drawn by the head of his office:

(b) the next superior officer, if he is the Head of the Office.

(c) the Pay & Accounts Officer, Hyderabad if he is the Head of the Department/District and Sessions Judges.

(6) A Government employee who retired on or after the 1st January, 1993 but before the date of publication of these rules in the Andhra Pradesh Gazette may exercise option under this rule, within a period of six months from the date of receipt of a communication in that behalf by him from the Head of the department or office in which he was employed.

(7) In the case of a Government employee who died while in service on or after the 1st January, 1993 or who may die before the last date for the exercise of option under sub-rule (2) his legal heirs may exercise option in the manner set out in sub-rule (6) of this rule.

(8) In a case where the date of increment in the existing scale of pay of a Government employee is altered or the circumstances that existed on the date of exercise of option are materially altered by any order of the Government or other authority, he or his legal heirs as the case may be, may exercise a revised option within a period of one month from the date of receipt of the relevant order by him or his legal heirs.

(9) A Government employee who is on leave or on deputation/Foreign Service or under suspension on the date of publication of these rules in the Andhra Pradesh Gazette and who could not exercise option before the last date under sub-rule (2) of this rule may exercise option as aforesaid within a period of one month from the date of resumption of duty after the expiry of leave or from the date of his rejoining Government service on the termination of his deputation/Foreign Service or reinstatement, as the case may be.

6. Principles of Fixation of pay in the Revised Pay Scales of 1993:

Notwithstanding anything in the Fundamental Rules or in the Hyderabad Civil Service Rules, the principles which shall govern the fixation of pay of a Government employee who opts to the relevant revised pay scale in the revised pay scales of 1993 shall be as follows:-

(a) An amount representing ten percent of the aggregate of the following subject to a minimum of Rs.100/- shall be added to the existing emoluments of a Government employee.

(a) Basic Pay referred to in Rule 2(2)(a)(i)

(b) Personal Pay referred to in Rule 2(2)(a)(ii)

(c) Personal Pay referred to in Rule 2(2)(a)(iii)

(d) Special Pay, if special pay is merged with Pay in the Revised Pay Scales [referred to in Rule 2(2)(a)(iv)]

Explanation : If the sum total so computed includes a part of a rupee, it shall be rounded off to the nearest rupee, i.e. less than 50 paise shall be ignored while 50 paise or more shall be rounded off to the next higher rupee.

(b) After the existing emoluments are increased as required by clause (a), the pay shall be fixed in the revised pay scale of 1993 at the stage next above the amount of the existing emoluments as so increased irrespective whether the amount of the existing emoluments as so increased is a stage or not in the Revised Pay Scales of 1993.

Provided in any case, if the benefit, except where the pay is fixed at the minimum of the Revised Pay Scale on fixation in the Revised Scales exceeds Rs.500/ and the benefit should be limited to Rs.500/- and the pay fixed at the next lower stage, the balance being treated as Personal Pay to be absorbed in future increments.

Provided further that :-

(i) If the amount of the existing emoluments as so increased under clause (a) is less than the minimum of the Revised Pay Scales of 1993, the pay shall be fixed at the minimum of that scale.

(ii) If the amount of the existing emoluments as so increased under clause(a) is more than the maximum of the Revised Pay Scales of 1993, the pay shall be fixed at the maximum of that scale, the difference shall be treated as Personal Pay.

(c) The short fall if any, in the sum total of pay and other allowances in the Revised pay Scales, 1993 compared to the pay. Interim Relief and other allowances in the existing scale shall be allowed as Personal Pay to be absorbed in future increases.

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

(e) Where an employee is covered by an order of stoppage of increments without cumulative effect on the date of entry into the Revised Pay Scales, 1993 his pay shall be fixed;

(i) based on the actual pay drawn by him on the date of entry into the Revised Pay Scales, 1993; and

(ii) based on the presumptive pay, that is, the pay which he would have drawn on the date of entry into the Revised Pay Scales, 1993 but for stoppage of the increments;

Provided that he has opted for the Revised Pay Scales, 1993 from a date which falls within the period during which the order imposing the penalty of stoppage of increments is operative;

provided further that he shall draw the pay as fixed under clause (i) above based on the pay drawn by him on the date of entry into the Revised Pay scales, 1993 until the expiry of the period during which the order imposing the penalty of the stoppage of increments is operative and the pay as fixed in clause (ii) above on the presumptive pay after the expiry of the period covered by the stoppage of increments.

(f) The principles of fixation of pay laid down in this rule shall apply to substantive, officiating and temporary holders of Government posts.

(g) (i) where the pay of a Government employee in a higher officiating or temporary post as fixed in the Revised Pay Scales, 1993, is less than or equal to the pay fixed in the lower post his pay in the higher post shall be fixed at the stage next above his substantive pay in the lower post.

(ii) Where a Government employee exercises option to remain in the existing scale of pay in respect of a post held by him in an officiating capacity, for the purpose of regulation of pay in that scale under Fundamental Rule 22 or 31, his substantive pay shall be the substantive pay which he would have drawn had he remained in the existing scale of pay in respect of the permanent post on which he holds a lien or would have held a lien, had his lien not been suspended.

Explanation : "substantive Pay" includes officiating pay as defined in Note 3 under Fundamental Rule 22 or exception there under.

(iii) Where a Government employee, who had actually officiated in higher post prior to 1-1-1993 in regular capacity but who stood reverted to the lower post on the crucial date of 1-1-1993 for want of vacancy and who would be re-promoted on or before 31-12-1993 shall be allowed the benefit of fixation of pay in the Revised Pay Scales 1993 in the higher category subject to the following conditions:

(1) The employee should have held the post prior to 1-1-1993 in regular capacity and stood reverted to the lower post on the date for want of vacancy.

(2) on subsequent appointment to the post after 1-1-1993, the employee should draw pay in the Revised Pay Scales 1993.

(3) Pay in such cases, shall be fixed in the Revised Pay Scales 1993 in accordance with the principles laid down in proviso to Fundamental Rule 22/Rule 34 of Hyderabad Civil Service Rules notionally treating the employee to have held the higher post on 1-1-1993 and elected to the Revised Scale of pay from that date. In other word the employee should be deemed

to have held the post in question on 1-1-1993 and elected to the Revised Pay Scales 1993 from 1-1-1993 only.

(4) The pay in the Revised Pay Scales shall be fixed in accordance with the principles of pay fixation laid down in these rules on the basis of the pay which he would have drawn in the pre-revised scales had he been holding that post on 1-1-1993.

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

(6) The monetary benefit shall be allowed from the date of actual re-promotion.

(7) Where the pay of such employee on re-promotion to the higher post after 1-1-1993 happens to be less than what would be admissible at the stage next above his substantive pay in the higher post shall be fixed at the stage next above his pay in the lower post.

(h) The principles of fixation of pay laid down in this rule shall not apply to a Government employee who elects to remain in the existing scale of pay.

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

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

8. Power to remove difficulties:

If any difficulty arises in giving effect to the provisions of these rules, the Government may by order make such provisions or give such directions as appear to them to be necessary for removing the difficulty.

9. Effect of other Rules:

(1) No rules made or deemed to have been made under proviso to article 309 of the Constitution shall, in so far as it is inconsistent with any of the provisions of these rules, have any effect.

(2) Save as otherwise provided in these rules, these rule shall be in addition to any other rules made or deemed to have been made under the proviso to article 309 of the Constitution.

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

J. SATYANARAYANA
Special Secretary to Government

ANNEXURE

FORM FOR EXERCISING OPTION UNDER THE ANDHRA PRADESH REVISED SCALES OF PAY RULES, 1993

(*) I.....holding the post of in the scale of in the office of..... do hereby elect to come under the Revised Pay Scales, 1993 with effect from 1st January, 1903 date of my next increment on.....

(*) I.....holding the post of in the scale of in the office of.... do hereby elect to continue in the existing scale of pay.

The option hereby exercised is final and will not be modified at any subsequent date.

Date :

Signature :

Station:

Name :

Designation

Office in which employed.

Signed before me

Signature Head of Office

(with date) (In the case of non-gazetted officer)

Signature Another Gazetted Officer

(In the case of Gazetted Officer)

Note: Separate option should be given in respect of substantive and officiating posts.

(*) To be scored out if not applicable.

Received the above declaration:

Date:

Signature:

Pay and Accounts Officer/

Head of office.

SCHEDULE-I

Grade (1)	Existing Scale of Pay (2)	Span (3)	Grade (4)	Revised Scale of Pay (5)	Span (6)
	Rs.			Rs.	
I.	740-15-950-20-1150	(24)	I.	1375-25-1475-30-1625-40-1825-50-2075-60-2375	(24)
			II.	*1425-25-1475-30-1625-40-1825-50-2075-60-2375-75-2525	(24)
II.	780-20-1000-25-1275	(22)	III.	1475-30-1625-40-1825-50-2075-60-2375-75-2675	(24)
III.	810-25-1060-30-1420	(22)	IV.	1535-30-1625-40-1825-50-2075-60-2375-75-2750-90-2840	(24)
IV.	860-25-1110-30-1470	(22)	V.	1595-30-1625-40-1825-50-2075-60-2375-75-2750-90-3020	(24)
V.	910-30-1240-35-1625	(22)	VI.	1665-40-1825-50-2075-60-2375-75-2750-90-3200	(24)
VI.	950-30-1250-35-1670	(22)	VII.	1745-40-1825-50-2075-60-2375-75-2750-90-3200-110-3420	(24)
VII.	1010-35-1360-40-1800	(21)	VIII.	1875-50-2075-60-2375-75-2750-90-3200-110-3750	(24)
VIII.	1050-40-1450-45-1945	(21)	IX.	1975-50-2075-60-2375-75-2750-90-3200-110-3750-130-4010	(24)
IX.	1100-40-1500-50-2050	(21)	X.	2075-60-2375-75-2750-90-3200-110-3750-130-4270	(24)
X.	1150-40-1510-50-2110	(21)	XI.	2195-60-2375-75-2750-90-3200-110-3750-130-4400-160-4560	(24)
XI.	1230-50-1730-60-2330	(20)	XII.	2315-60-2375-75-2750-90-3200-110-3750-130-4400-160-4880	(24)
XII.	1280-50-1780-60-2440	(21)	XIII.	2375-75-2750-90-3200-110-3750-130-4400-160-5040	(24)
XIII.	1330-60-1930-70-2630	(20)	XIV.	2525-75-2750-90-3200-110-3750-130-4400-160-5200-190-5390	(24)
XIV.	1380-60-1980-70-2750	(21)	XV.	2600-75-2750-90-3200-110-3750-130-4400-160-5200-190-5580	(24)
			XVI.	*2750-90-3200-110-3750-130-4400-160-5200-190-5960	(24)
XV.	1550-70-2250-80-3050	(20)	XVII.	2930-90-3200-110-3750-130-4400-160-5200-190-5960	(22)
			XVIII.	*3110-90-3200-110-3750-130-4400-160-5200-190-6150-230-6380	(22)
XVI.	1810-70-2510-80-3230	(19)	XIX.	3310-110-3750-130-4400-160-5200-190-6150-230-6840	(22)

XVII	1980-80-2780-90-3500	(18)	XX	3640-110-3750-130-4400-160-5200 -190-6150-230-7300-280-7580	(22)
XVIII	2150-80-2790-90-3690	(18)	XXI	3880-130-4400-160-5200-190- 6150-230-7300-280-8140	(22)
XIX.	2240-90-2960-100-3860	(17)	XXII	4140-130-4400-160-5200-190- 6150-230-7300-280-8140	(20)
XX.	2410-90-2950-100-4050	(17)	XXIII	4400-160-5200-190-6150-230- 7300-280-8700	(20)
XXI.	2590-100-3090-110-4300	(16)	XXIV	4720-160-5200-190-6150-230- 7300-280-8700	(18)
XXII.	2690-110-3240-120-4440	(15)	XXV	5040-160-5200-190-6150-230- 7300-280-8700	(16)
XXIII	2780-120-3380-130-4680	(15)	XXVI	5390-190-6150-230-7300-280- 8980	(15)
XXIV	2880-130-3530-140-4930	(15)		
XXV	3090-140-3790-150-5140	(14)	XXVII	5770-190-6150-230-7300-280- 9260	(14)
			XXVIII	6150-230-7300-280-9820	(14)
XXVI	3580-150-5380	(12)	XXIX	6610-230-7300-280-9820	(12)
			XXX	*7070-230-7300-280-10,100	(11)
			XXXI	*7580-280-10,100	(9)
XXVI	5000-150-6200	(8)	XXXII	8140-280-10,380	(8)

* New Pay Scales 1

** Scale Eliminated

SCHEDULE-III

Grade	Ordinary Grade Scale in 1993 Pay Scales Rs.	Special Grade Scale in 1993 Pay Scales Rs.
I.	1375-25-1475-30-1625-40- 1825-50-2075-60-2375	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
XIX.	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
