

# GOVERNMENT OF ANDHRA PRADESH

## ABSTRACT

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

---

### FINANCE & PLANNING (FIN.WING PRC.I) DEPARTMENT

**G.O.Ms.No.288**

**Dated: 17th November, 1986.**

Read the following :-

1. G.O.Ms.No. 56, Fin. & Plg. (FW. PRC.I) Department, dt. 21-2-1985.
2. G.O.Ms.No. 208, Genl. Admn. (Special-A) Department, dt. 10-5-1985.
3. G.O.Ms.No. 146, Fin. & Plg. (FW. PRC.I) Department, dt. 4-4-1985.
4. G.O. (P) No. 172, Fin. & Plg. (PC) Department, dt. 25-6-1986.

\*\*\*

#### ORDER:

In the Government Order second read above, Government appointed Sri K.Subramanyam, I.A.S, as Pay Revision Commissioner.

2. The Pay Revision Commissioner has submitted his report to Government on 13-7- 1986. He has recommended among others revised scales of pay by merging in its entirety Dearness Allowance as on 1-1-1986 sanctioned in the Government Order 4th read above. After careful consideration of the report, the Government have accepted the recommendations regarding scales of pay, Dearness Allowance, House Rent Allowance, City Compensatory Allowance and other Allowances including Special pays. Since then, several Associations and Unions have represented to the Government to revise the pay scale of the last grade employees from the recommended scale of Rs. 700-15-880- 20-1120 to Rs. 740-15-950-1150. After detailed examination, Government have decided to liberalize the recommendations in so far as it relates to the pay scale of the last grade employees and hereby order to sanction the revised pay scale of Rs. 740-15- 950-20-1150 to those employees who are in receipt of pay in the existing scales of Rs. 290-5-345-10-425, Rs. 310-5-335-10-475, Rs.325-10-485-15-500 and Rs.350-10-460- 15-550. While separate orders will issue with regard to the Dearness Allowance admissible on the pay in the Revised Pay Scales 1986 House Rent Allowance, City Compensatory Allowance and for implementing the Amplified Automatic Advancement Scheme, the following orders are issued in so far as the recommendations relating to the scales of pay and pay fixation are concerned.

3. The Revised Scales of pay shall be as set out in Schedule-1 to the Notification appended to this order against each of the 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 schedules (Schedule-1) appended to the Notification i.e., holders of posts not included in Schedule-1 will be governed by the revised pay scales corresponding to the present scales as shown in Schedule-1.

4. The Revised Pay Scales, 1986 shall be deemed to have come into force on and from 1-7-1986.

5. The pay of the employees in the Revised Pay Scales, 1986 shall be fixed with effect from 1-7-1986 or any other subsequent date in accordance with the option exercised as per the rules in the appended Notification. The Pay of an employee on 1-7-1986 includes the increment if any accruing to him on that date in the existing scale.

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 Panshads, Panchayat Samithis, Gram Panchayats, Municipalities, Zilla GrandhaJaya Samsthas, 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 1978;

c) the Work charged establishment in the engineering branches of Irrigation and Power, Transport, Roads and Buildings, Panchayati Raj, Public Health and Municipal Administration departments in receipt of pay in a regular pay scale in the Revised Pay Scales of 1978;

d) the employees who were retired owing to the reduction in the age of superannuation but subsequently deemed to have continued in service by virtue of the judgment of Supreme Court dated 19-8-1985, and whose date of superannuation at 58 years falls after 1-7-1986.

7. The Revised Pay Scales, 1986 will not apply to the teaching and other staff in Government Colleges and Government Aided Private Colleges who have been given the benefit of 1978 Revised Scales of Pay on the basis of the recommendations of the Three Man Committee.

8. a) Whenever statutory notifications are required to be issued for applying these orders to the employees other than Government employees such as employees of Zilla Parishads, Panchayati Samithis, Gram Panchayat, Municipalities, Municipal Corporations of Hyderabad, Vijayawada and Visakhapatnam, Zilla Grandhalaya Samsthas and Agricultural Market Committees, 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 from the General Administration Department.

9. Persons who retired between 1st July, 1986 and the date of issue of these orders shall be eligible for the Revised Scales of pay.

10. The Revised Pay Scales, 1986 shall not be admissible to persons who were re-employed before 1st July, 1986 and are continuing on re-employment beyond that date.

11. The Revised Pay Scales, 1986 will not apply to the employees of the Industrial and Commercial undertakings of Government and contingent Establishment and Part-time employees of Government.

12. In order to provide an incentive to all employees who reach the maximum in the Revised Pay Scales of 1986, three special annual increments beyond the time scale shall be allowed.

13. The special annual increments beyond the time scale shall be at the rate of increment last drawn and such increments shall be treated as part of pay for all purposes. The first special increment shall be admissible from the date immediately following the completion of one year from the date of reaching the maximum of the Revised Pay Scales, 1986 and the subsequent special increments shall accrue every year thereafter. The grant of special increments shall be governed by the same rules which govern the normal increments.

14. 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 and special adhoc promotion posts shall be determined based on the Revised Scale of the original post.

15. The higher scales corresponding to the relevant scale of the special grade posts in the revised scales are shown in Schedule-II. However once the revised scale of posts of the Automatic Advancement grades are determined, pay shall be fixed in the revised scale on the basis of the actual pay drawn in the Automatic Advancement grades of the existing sales of pay in accordance with these instructions.

16. The following principles shall govern the exercise of option to the Revised Pay Scales of 1986 namely:

i) all Government employees including holders of Special Grade, Special Promotion Post and Special Adhoc Promotion Post Scales, whose pay scales are revised, shall have the option to come over to the Revised Pay Scales, 1986 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 1986, with effect from 1st July, 1986.

ii) The option shall be exercised in the specimen form given in the Annexure to the appended Notification. The Government employee will communicate his option in triplicate to the heads of Departments the Government employee shall communicate his option to the Pay and Accounts Officer, Hyderabad. Every employee should obtain an acknowledgment for the option exercised by him from the authority to whom it is communicated;

iii) In the case of the Government employee holding a lower post but officiating in a higher post on 1st July 1986 option shall be exercised in respect of both the posts;

iv) Such of the employees who are either on long leave or on deputation or under suspension on the date of issue of these orders and or 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 exercised option to the Revised Pay Scales, 1986 within a period one month from the date of joining duty after the expiry of the leave or on return from deputation or reinstatement as 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 and obtain individual acknowledgements as 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 existing orders.

17. Except in respect of categories where special pay has been merged in the Revised Pay Scales, 1986 the special pay will continue to be drawn along with the pay in the Revised Pay Scales, 1986 at rates to be specified in a separate order. Where the special pay has been merged in the Revised Pay Scales, 1986 no special pay shall be admissible in addition to pay in the Revised Pay Scales, 1986.

18. The actual amount of any allowance other than Dearness Allowance, House Rent Allowance and City Compensatory Allowance, being drawn in the existing scale of

pay shall continue to be drawn without any change subject to the condition governing their drawl until further orders.

19. Separate orders will be issued in regard to the sanctioning of the advance increments for possession or acquisition of certain specified higher qualifications.

20. 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.

21. The following notification will be published 13 the Andhra Pradesh Gazette:

### **NOTIFICATION**

1. Short title, commencement and application.

i) These rules may be called the Andhra Pradesh Revised Scales of Pay rules, 1986.

ii) They shall be deemed to have come into force on the July, 1st, 1986.

iii) These rules shall apply to all Government employees whether temporary, regular or permanent appointed before 1st July, 1986.

2. Definitions:

In these rules, unless the context otherwise requires:-

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

ii) "Existing emoluments" means the aggregate of:-

a) The basic pay as on 1st July, 1986 or on any other date of entry into the Revised Pay Scales, 1986 according the clause (b) of sub-rule (1) of rule 4 of in the existing scale of pay;

b) Dearness allowance admissible at the rate which existed on the 1st January, 1986 appropriate to the basic pay referred to in clause (a);

c) Personal pay 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, together with percentage rates of clearness allowance as on 1st January, 1986 if any, thereon on the date of entry into the Revised Pay Scales, 1986.

d) Personal pay sanctioned in pursuance of proviso under Rule 6 (b) of Revised Sales of Pay rules, 1979.

e) Personal pay sanctioned in pursuance of proviso to Rule 6 (c) of Andhra Pradesh Revised Scales o Pay Rules 1979 together with the percentage rates of Dearness Allowance as on 1st January, 1986 if any, therein or on the date of entry in the Revised Pay Scales, 1986.

f) Dearness Allowance as on 1st January, 1986 appropriate to the personal pay, if any, sanctioned as incentive increments for undergoing Family Planning operation.

g) Special pay, if any, in addition to pay in the existing scales of pay, in a case where the revised scale is in lieu of both the existing scale of pay and special pay. Provided that in respect of categories and posts where a revised scale is in lieu of both the existing scale of pay and special pay "existing emoluments" include the dearness allowance admissible at the rates which existed on the 1st January, 1986 appropriate to the aggregate of the basic pay and special pay referred to in clauses (a) and (d); Provided further that in respect of Typists, Steno- Typists, Stenographers, as well as Radiographers, Dark Room Assistants, and X-Ray Attenders in Medical and Health Department, the "existing emoluments" include the dearness allowance admissible at the rate which existed on 1st January, 1986 appropriate to the aggregate of the basic pay and special pay referred to in clauses (a) and (d).

iii) "existing scale of pay" means the Revised Pay Scales of 1978.

iv) "Revised Pay Scales, 1986" means the Revised Pay Scales set out in column (3) in Schedule-1 or in column (4) in Schedule- II as the case may be.

### 3. Revised Pay Scales, 1986:-

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

ii) Where, in the case of any post on an existing scale of pay specified in column (2) of schedule-I, 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-II, the revised scale of pay so specified in column (4) of schedule-II shall apply.

### 4. Principles for exercising option:-

i) Subject to other provisions of this rule, a Government employee holding a post under the Government on 1st July, 1986 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, 1986 either from 1st July, 1986 or from the date on which he earns his next increment in the existing scale of pay.

ii) 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.

iii) 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 1986 from the 1st July, 1986.

b) If a Government employee exercises option to enter the Revised Pay Scales, 1986 from the date beyond 30th June, 1987, 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.

iv) A Government employee shall exercise his option in respect of the post held by him on the 1st July, 1986 and also in respect of each of the lower posts which he would have hold on that day but for his holding the higher posts.

v) Every Government employee shall exercise his option in writing in the form specified in the Annexure and shall communicate it in triplicate to, and obtain an acknowledgment of its receipt, from.:

a) the head of office in which he is for the time being working if he is a Non-Gazetted Officer or a Gazetted Officer whose salary is drawn by the head of his office,;

b) the Pay and Accounts Officer, Hyderabad if he is the Head of the Department

vi) A Government employee who retired on or after the 1st July, 1986 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 or may be employed.

vii) In the case of a Government employee who dies while in service on or after the 1st July, 1986 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.

viii) In a case where the date of increment in the existing scale of pay of 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.

ix) A Government employee who is on leave or deputation 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 or reinstatement, as the case may be.

## 5. Principles affixation of pay in the Revised Pay Scales, 1986:-

Notwithstanding anything in the Fundamental Rules or in the Hyderabad Case Service Rules, the principles which shall govern the fixation of pay of a Government employee who opts to a relevant revised pay scale in the revised pay scales of 1986 shall be as follows:-

a) An amount representing ten percent of the basic pay, or basic pay plus special pay where special pay is merged in the new scale, and personal pay referred to in clauses (c) to (e) of sub-rule (2) of rule 2 shall be added to the existing emolument' of a Government employee.

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 1986 at the stage next above the amount of the existing emoluments as so increased irrespective of whether the amount of the existing emoluments as so increased is a stage or not in the Revised Pay Scales of 1986. Provided 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 1986, 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 1986 the pay shall be fixed at the maximum of that scale, the difference shall be treated as personal pay to be absorbed in future increases in pay on promotion.

c) The short fall if any, between the sum total of pay and other allowances in the Revised Pay Scales, 1986 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 the 1st July, 1986 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. A discharged or reverted employee shall enter the revised pay scales, 1986 only as on the date of re-appointment.

e) Where an employee is covered by an order or stoppage of increments without cumulative effect on the date of entry into the revised pay scales, 1986 his pay shall be fixed:

i) Based on the actual pay drawn by him on the date of entry into the revised pay scales; 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, 1986 but for stoppage of the increment. Provided that he has opted for the Revised Pay Scales, 1986 from a date which falls within the period during which the order imposing the penalty of stoppage of increment 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, 1986 until the expiry of the period during which the order imposing the penalty of 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 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.

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.

6. Date of next increment in the Revised Pay Scales, 1986:- The next increment of a Government employee whose pay is fixed in the Revised Pay Scales, 1986 on 1st July, 1986 in accordance with the principles specified in rule 5 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 1986 is fixed on the 1st July, 1986 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 that 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.

7. 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.

8. Effect of other rules:-

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

ii) 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 proviso to article 309 of the Constitution.

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

P.S. KRISHNAN.  
Principal Secretary to Government.

SCHEDULE - I

STATEMENT SHOWING REVISED PAY SCALES 1986

Grade No. (1)	Existing Scales (2)	Revised Scales (3)
I	290-5-345-10-425	
II	310-5-335-10-475	740-15-950-20-1150
III	325-10-485-15-500	
IV	350-10-460-15-550	
V	410-10-460-15-625	780-20-1000-25-1275
VI	425-10-455-15-650	810-25-1060-30-1420
VII	450-15-660-20-700	860-25-1110-30-1470
VIII	475-15-640-20-760	910-30-1240-35-1625
IX	500-15-620-20-800	950-30-1250-35-1670
X	530-15-590-20-850	1010-35-1360-40-1800
XI	550-20-850-25-900	1050-40-1450-45-1945
XII	575-20-775-25-950	1100-40-1500-50-2050
XIII	600-25-900-30-1050	1150-40-1510-50-2110
XIV	650-25-800-30-1100	1230-50-1730-60-2330
XV	700-30-1060-35-1200	1280-50-1780-60-2440
XVI	750-30-1020-35-1300	1330-60-1930-70-2630
XVII	800-35-1010-40-1450	1380-60-1980-70-2750
XVIII	900-40-1300-50-1500	1550-70-2250-80-3050
XIX	1050-40-1250-50-1600	1810-70-2510-80-3230
XX	1150-50-1700	1980-80-2780-90-3500
XXI	1250-50-1800	2150-80-2790-90-3690
XXII	1300-50-1600-60-1900	2240-90-2960-100-3860
XXIII	1400-60-2000	2410-90-2950-100-4050
XXIV	1500-60-2100	2590-100-3090-110-4300
XXV	1600-60-2200	2690-110-3240-120-4440
XXVI	1700-60-2120-65-2250	2780-120-3380-130-4680
XXVII	1800-65-2125-75-2350	2880-130-3530-140-4930
XXVIII	1800-75-2400-100-2500	3090-140-3790-150-5140
XXIX	2000-75-2300-100-2500	
XXX	2500-125/2-2-2750	3580-150-5380 5000-150-6200

## SCHEDULE - II

Grade No.	Ordinary Grade Scale in 1986 Pay Scales	Special Grade Scale in 1986 Pay Scales
(1)	(2)	(3)
I	740-15-950-20-1150	780-20-1000-25-1275
II	780-20-1000-25-1275	810-25-1060-30-1420
III	810-25-1060-30-1420	860-25-1110-30-1470
IV	860-25-1110-30-1470	910-30-1240-35-1625
V	910-30-1240-35-1625	950-30-1250-35-1670
VI	950-30-1250-35-1670	1010-35-1360-40-1800
VII	1010-35-1360-40-1800	1050-40-1450-45-1945
VIII	1050-40-1450-45-1945	1100-40-1500-50-2050
IX	1100-40-1500-50-2050	1150-40-1510-50-2110
X	1150-40-1510-50-2110	1230-50-1730-60-2330
XI	1230-50-1730-60-2330	1280-50-1780-60-2440
XII	1280-50-1780-60-2440	1330-60-1930-70-2630
XIII	1330-60-1930-70-2630	1380-60-1980-70-2750
XIV	1380-60-1980-70-2750	1550-70-2250-80-3050
XV	1550-70-2250-80-3050	1810-70-2510-80-3230
XVI	1810-70-2510-80-3230	1980-80-2780-90-3500
XVII	1980-80-2780-90-3500	2150-80-2790-90-3690
XVIII	2150-80-2790-90-3690	2240-90-2960-100-3860
XIX	2410-90-2950-100-4050	2590-100-3090-110-4300
XX	2590-100-3090-110-4300	2690-110-3240-120-4440