



PRTU

ప్రోగ్రెసివ్ రికగ్నైజ్డ్ టీచర్స్ యూనియన్, ఆం. ప్ర.

(రిజిస్టర్ నెం. 67/73, ప్రభుత్వ గుర్తింపు ఉత్తర్వుల సంఖ్య: 604, విద్య ది. 20-05-1978) మరియు (జాయింట్ స్టాఫ్ కౌన్సిల్లో శాశ్వత సభ్యత్వం గల సంఘం)

Door No. 3-5-1039, Narayanaguda, Hyderabad - 500 029

Lr. No.- 218/ PRTU AP / 2013

Date: 27-5-2013

To

Sri. Pradeep Kumar Agarwal, IAS (Rtd.)
Pay Revision Commissioner - 2013,
Govt. of Andhra Pradesh,
Hyderabad.

Respected Sir,

Sub :- Pay scales 2013 - Submission of proposals to Pay Revision Commission - 2013 - Replies to the questionnaire - Memorandum submitted - Regarding.

Ref :- G.O.Ms. No. 95, GAD. dated 28-2-2013.

In terms of the reference cited above on behalf of the Progressive Recognised Teachers Union, A. P., we hereby submit the proposals appended to this letter in the shape of replies to the questionnaire prescribed, to the **Pay Revision Commission - 2013** keeping in view the terms of reference of the Commission to the best of our knowledge with the service conditions of teachers working in all managements to whom we represent in the state as a Recognised Teachers union, having permanent membership in A.P. Civil Services Joint Staff Council.

We strongly believe that your varied, abundant and rich experience in various fields especially in Pay Revision assignments will be more helpful in evolving the Revised Pay Scales 2013, in the tune of the proposals submitted by the Union to enable the teachers to get better emoluments.

Early report is solicited.

With humble Regards.

Encls :-As above

Yours Faithfully,

P. Venkata Reddy
President

P. Sarotham Reddy
General Secretary

Proposals

To

Pay Revision Commission-2013



P R T U - A.P.

By

PROGRESSIVE RECOGNISED TEACHERS' UNION, A.P.

Hyderabad

FOREWORD

The destiny of the Nation is being shaped in the class rooms such a great responsibility is on the shoulder of Teachers. For shouldering the highest responsibilities the Teachers should be free from financial distress as well as family difficulties. In these days the social status is being measured in terms of money. Hence the teachers should be placed on higher pay scales when compared to other categories of employees.

The National Educational Policy requires that the talented and efficient persons with right attitude to teaching are attracted to maintain quality education. Attractive pay scales and additional allowances will certainly attract well qualified and committed teachers to this profession. There fore quality teachers are required for quality education. We wish the attractive pay scales in 2013.

In the preceeding Revision of Pay Scales since 1962 the D.A. merged Pay scales are evolved every time, but the radical pay structure has not been taken place.

To encourage the employees and make them able to serve the people, our union suggests the minimum pay for the last grade employees should be Rs.14200/-. We propose the continuance of modified Master Scale, Automatic advancement scheme and to attract talented young personals to teaching profession teachers should be given better scales in comparison with Non teaching staff. Senior teachers should be honoured with more pay than the juniors. Seniority should not be deprived for getting higher scales. We propose annual increment @ 3% of the previous pay in the scale attached to the post.

We are of the opinion that 60% of Pay as fitment to raise the status of teachers and enable them to discharge their duties with an utmost satisfaction. Our union firmly proposes the introduction of “**Automatic Advancement Scheme**” taking periodicity as 5,10,15, 20 and 25 years of service in place of present 6,12,18 and 24 years.

We suggest the simplified Pension formulae which is the “60% of the last pay drawn” irrespective of length of service the teacher has putup at the time of superannuation or death. And the retirement gratuity should be 20 lakhs of Rupees. We suggest 60 years age for Superannuation. We strongly protest the present mode of appointing Vidya Volunteers in place of teachers. We strongly suggest the teacher pupil ratio is as 1 : 20 in primary schools and 1 : 40 in secondary schools.

Thank You

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Proposals to Pay Revision Commission-2013

The Progressive Recognised Teachers' Union, A. P., (PRTU) is a recognised Union with permanent membership in A. P. Civil Services Joint Staff Council, submitting proposals to Sri P. K. Agarwal, IAS (Rtd), Pay Revision Commissioner-2013, Government of Andhra Pradesh, Hyderabad. Our proposals are concerned largely with teachers Pay and related matters. We have established a vision and of values to guide our work and these are reproduced.

Our Vision

In this context of Governments stated aims and through our advice and recommending on Teachers Pay and allowances, our vision is to contribute to the development of committed teaching profession which

- ☛ Attracts excellent, highly qualified trained Teachers.
- ☛ Retains highly motivated and committed teacher.
- ☛ Is fairly rewarded, is efficient, effective and accountable.
- ☛ Is trusted, respected and valued.

Our Values

We adopt following Values :

- ☛ We act independently, Professionally and fair mindedly.
- ☛ We work as a team with trust, openness and Frankness.
- ☛ We work to maintain good relationship with all the Political Parties.
- ☛ We give full consideration to the national interest and the interests of the Profession.
- ☛ We strive for Continuous improvement in our working practices and Judgements.

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REPLIES TO TENTH PAY REVISION COMMISSION QUESTIONNAIRE

PART I

PAY, ALLOWANCES AND OTHER SERVICE CONDITIONS

A. GENERAL PRINCIPLES GOVERNING PAY SCALES AND ALLOWANCES

1. What is your view on the following?

i) Minimum and Maximum Pay

(a) Minimum Pay : Rs.14,200/-,

(b) Maximum Pay: Rs.137,620/-,

(ii) What's the rationale? and how are they arrived (i.e.,) the basis for arriving the minimum and maximum.

Ans:- We proposed need based Minimum Wage. The Minimum Pay shall be Rs.14,200/- with reference to the All India average prices of selected articles for Industrial workers for the month of Feb.2013 as detailed below.

<i>Items</i>	<i>@</i>	<i>per day PCU In gms @</i>	<i>Per month 3 CU (in kg)</i>	<i>Price per KG as rates on 1.2.2013</i>	<i>Total Cost (Rs)</i>
A. Food Item					
<i>Rice</i>		<i>475</i>	<i>42.75</i>	<i>37</i>	<i>1582</i>
<i>Dal</i>		<i>80</i>	<i>7.2</i>	<i>79</i>	<i>569</i>
<i>Vegetables</i>		<i>300</i>	<i>27</i>	<i>45</i>	<i>1215</i>
<i>Fruits</i>		<i>120</i>	<i>10.8</i>	<i>60</i>	<i>648</i>
<i>Milk</i>	<i>200 ml</i>		<i>18 lt</i>	<i>40</i>	<i>720</i>
<i>Sugar</i>		<i>56</i>	<i>5</i>	<i>42</i>	<i>210</i>
<i>Edible oil</i>		<i>40</i>	<i>3.6</i>	<i>125</i>	<i>450</i>
<i>Fish</i>			<i>3.5</i>	<i>130</i>	<i>455</i>
<i>Meat</i>			<i>5</i>	<i>400</i>	<i>2000</i>
<i>Egg</i>			<i>90</i>	<i>4</i>	<i>360</i>
<i>Fire wood (Gas)</i>			<i>1 Cylinder</i>	<i>415</i>	<i>415</i>
<i>Total</i>					<i>8624</i>
<i>Add 20% for variation in prices</i>					<i>1725</i>
Total on food items					10349
B. Clothing					
			<i>5.5 mts</i>	<i>200</i>	<i>1100</i>
<i>Detergent etc..</i>				<i>400</i>	<i>400</i>
<i>Total</i>					<i>1500</i>
Total expenditure food & clothing					11849
C. Other expenditure @ 20% on total expenditure on food & clothing					
					2370
D. Minimum wage required (A+B+C)					14219

The validity of this minimum pay of Rs.14200/-with reference to the cost of essential commodities etc.. which were taken into account by PRTU which indicates that as on 1.2.2013, the minimum requirement of pay for the lowest paid employee would be around Rs.14200/-. In the Master Scale set-up, the roll of the minimum wage is most important. Since the Master Scale starts with minimum wage, the stages of the scales will be determined by the starting stage.

Thats why PRTU strongly desiring Rs.14200/- as the minimum pay w.e.f. 1.7.2013.

(c) *Ratio between the Minimum and Maximum Pay what's the rationale?*

Ans:- Ratio between the Minimum and Maximum Pay 1 : 9.7

2. Scale of pay:

As you are aware every post carries a scale of pay with a minimum of the scale, annual increments and maximum, the State Government introduced the concept of Master Scale, it is often said that with the introduction of the Master scale, the concept of pay scale does not have much relevance particularly, to those who are in service. But the craze for the pay scale continues and the demands for a higher scale of pay go on unabated. Very often the employees compare their scale with their counterparts and feel that they get a raw deal in the matter of pay scale. With this, the successive Pay Revision Commissions and the Anomalies Committees repeatedly analyzing the pay scales.

(a) *The pay scale is sort of compensation or remuneration, but the employees seems to be giving much prominence to the pay scale? please indicate your view on this aspect.*

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

Ans:- Pay Scales for teachers should be bearing on the academic and professional qualifications, skills and techniques required of them. The National Education Policy requires that the talented and efficient persons with a right attitude to teaching are attracted into and retained in the profession to meet the ever growing challenges thrown by the technological progress sweeping the world over and prepare the child for a better world. Teacher therefore should be put on higher pedestal than that of the other sections of employees with comparable qualifications.

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

Ans:- We, the Progressive Recognised Teacher's Union Andhra Pradesh which is a recognized by the Govt. of AP and permanent member of AP Civil Services Joint Staff Council and Representing Pay structure of all the teachers working in Primary/ Upper Primary/Secondary Schools of A.P. We represent the Categories and Scales as shown below.

Existing RPS-2010 of teachers:

<i>Category</i>	<i>Scale</i>
<i>Category III Secondary Grade Teachers/LP/PET etc</i>	<i>10900-31550 (40)</i>
<i>Category II School Assistants and equaling cadres</i>	<i>14860-39540 (40)</i>
<i>Category I Gaz. HMs of High Schools Gr.II</i>	<i>18030-43630 (35)</i>

Proposed RPS-2013 of teachers:

Category	Scale
Category III Secondary Grade Teachers/LP/PET etc	23200 - 71220 (40)
Category II School Assistants and equaling cadres	31840 - 92260 (40)
Category I Gaz. HMs of High Schools Gr.II/ MEOs	38930 - 103420 (35)

In the earlier Pay Scales prior to 1-7-2008 the Pay Scale of MEO and the Pay Scale of HM is identical. The 9th PRC has stepped down the scale of Pay of MEO's as Rs. 16150-42590 instead of Rs. 18030-43630. MEO's and HM's posts are filled by School Assts by way of Promotion. So we propose same scale to the HM's and MEO's in RPS-2013.

3. Master Scale:

(a) *Do you suggest continuation of Master Scale concept?*

Ans:- Yes

Explanatory Note:

A comprehensive review in present pay structure is still warranted as anomalies still exist. The D.A. as on 1.7.2013 (i.e. Approximately 61.632%) of basic pay be merged in pay to evolve consequent new set of pay scales. The RPS 2013 may be come into force w.e.f. 1.7.2013 or on the date of next annual grade increment or the date of subsequent annual grade increment may become as date of option.

We propose the Master Scale system should be continued.

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

Ans:- As it is .

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

Ans:- Master Scale should be with 26 segments and 80 stages.

(d) *Are the existing 32 grades of scales of pay adequate?*

Ans:- Yes

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

Ans: Not Applicable.

(f) *The Sixth Central Pay Commission introduced the concept of Pay bands and Grade Pay. The 9th Pay Revision Commission had also gone into this question and did not agree for adoption. Do you agree with the above view or else what do you suggest?*

Ans:- The concept of pay bands and grade pay introduced in the Sixth Central Pay Commission resulted in vast difference between the pay packs of the low paid and that of the higher bureaucrats as uniform percentage of of Grade pay was not allowed. The minimum rise recommended was 41% only while the top bureaucrats got the rise of more than 180%. Hence it is denial of justice to the employees below Group A. PRTU propose the Master Scale system should be continued.

EXISTING MASTER SCALE (With 80 Stages, 26 segments)

6700-200-7300-220—7960-240-8680-260-9460-280-10300-300-11200-330-12190-360-13270-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960-1200-51760-1300-55660

PROPOSED MASTER SCALE (With 80 Stages, 26 segments)

14200-430-15490-470-16900-510-18430-550-20080-600-21880-660-23860-720-26020-780-28360-850-30910-930-33700-1010-36730-1100-40030-1200-43630-1310-47560-1430-51850-1560-56530-1700-61630-1850-67180-2020-73240-2200-79840-2400-87040-2610-94870-2850-103420-3100-112720-3380-122860-3690-137620

An Anomaly found in Pay structure of Category III, II and Cat.I Teachers in RPS-2010 as shown below.

Sl.No	Category	Pay as on 1.7.08	D.A.42.39%	Fitment39%	Total	Pay fixed In RPS-2010
1	SGT	5470	2318.73	2133.30	9922	10900
2	SGT	5605	2375.96	2185.95	10166	10900
3	SGT	5750	2437.43	2242.50	10429	10900
4	SGT	5895	2498.89	2299.05	10692	10900
5	SA	7200	3052.08	2808.00	13060	14860
6	SA	7385	3130.50	2880.15	13395	14860
7	SA	7570	3208.92	2912.30	13731	14860
8	SA	7770	3293.70	3030.30	14094	14860
9	SA	7970	3378.48	3108.30	14456	14860
10	SA	8170	3463.26	3186.30	14819	14860
11	HM GR.II	9285	3935.91	3621.15	16842	18030
12	HM Gr.II	9520	4035.53	3712.80	17268	18030
13	HM Gr.II	9775	4143.62	3812.25	17730	18030

As per above example a new entrant and a senior teacher having 5 years service were fixed in same stage. So we represent service weightage increments to be sanctioned to the teachers as shown below.

- ☛ Teachers who completed 4 years of service as on 1-7-2008 may be given 1 weightage increment
 - ☛ who completed above 4 years of service as on 1-7-2008 may be given 2 weightage increments
- (g) In case you advocate for implementation with modifications what modifications you would like to suggest?

Ans:- Not applicable

4. Fitment:

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

Ans: - Fitment of pay to the extent of non-compensated rise in cost of living in the DA merged pay scale is advised. PRTU strongly desires 60% fitment in 10th PRC w.e.f. 1.7.2013. A question arises why the weightage may be 60% of the basic pay. Answer to the above question is...

- a) As per AICPI 12 monthly average points (from 7/07 to 6/08) - 135.22
(Base year 2001 = 100)
- b) 12 monthly average points (from 3/2012 to 2/2013) - 213.33
- c) Difference (Growth of Price Index) - 78.11 points
 $= 78.11 / 135.22 \times 100 = 57.76\% = 58\%$

Consumer price index raised 58% from 7/2008 to 2/2013.

⇒ (We assume that it may be reached to 60% from 58% during the period from 3/2013 to 6/2013) Therefore we request the chairman kindly recommend 60% as fitment keeping in view to meet the higher cost of essential commodities to some extent.

All India Consumer Price Index (General for Industrial Workers) (Base 2001 = 100)

Year	Jan CPI	Feb CPI	Mar CPI	Apr CPI	May CPI	Jun CPI	Jul CPI	Aug CPI	Sep CPI	Oct CPI	Nov CPI	Dec CPI
2008	134	135	137	138	139	140	143	145	146	148	148	147
2009	148	148	148	150	151	153	160	162	163	165	168	169
2010	172	170	170	170	172	174	178	179	179	181	183	185
2011	188	185	185	186	187	189	193	194	197	198	199	197
2012	198	199	201	205	206	208	212	214	215	217	218	219
2013	221	223										

(b) *Should it be (Tick your choice)*

i) *A percentage of pay*

ii) *Increments based on service*

Ans. We propose the percentage of pay

(c) Quantum/percentage of fitment = 60%.

5. Increment

(a) *State Government employees are now getting annual increment at the rates ranging from 2.48% to 2.985%. Do you think that this is alright?*

Ans:- No

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

Ans:- PRTU demands the rate of increment should be 3% of basic pay on par with Central Government employees.

(c) *The Central Government has introduced differential rate of increment linking it to performance. Do you suggest for adoption of the above system for the State Government employees also?*

Ans:- No. Because in Master Scale concept it is impossible.

(d) *If your opinion is “Yes” then what is your suggestion for the yardstick to be followed to assess efficiency?*

Ans:- Not applicable.

6. Common Categories

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

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

Ans:- Yes.

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

Ans. As it is

(c) *In case you advocate for continuation with modifications what would be the modifications you suggest?*

Ans:- Not applicable

7. Stagnation increments

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

Ans. We support to sanction of stagnation increments on reaching the maximum of scale.

(b) *If you support sanction of stagnation increments whether the existing provision of three increments is sufficient?*

Ans:- No

(c) *If “No” how many increments do you suggest?*

Ans:- We propose the ceiling in the sanction of stagnation increments shall be lifted in order to get annual grade increments without any interruption till the next Revised Pay Scales.

(d) *In case you advocate for continuation of stagnation increments with modifications what would be the modifications you suggest?*

Ans:- We propose the ceiling in the sanction of stagnation increments shall be lifted in order to get annual grade increments without any interruption till the next Revised Pay Scales.

(e) *The sanction of stagnation increments is in vogue since a long time. It has been continued even after introducing Automatic Advancement Scheme with the periodicity was 8/16/24 years. Now that periodicity has been revised to 6/12/18/24, which serves the larger interest of the employees, sanctioning of stagnation increments will not serve any purpose. More so, when it does not confer any additional benefits. Is there any justification for its continuance?*

Please justify the necessity for continuance of the stagnation increments.

Ans:- In present AAS system, a teacher who acquires promotion post qualifications are eligible to award the 12/18/24 year scales. 12/18/24 year scales shall not be awarded to those who are working with initial qualifications in a cadre. That’s why PRTU propose continuation of stagnation increments.

(f) *In case you support shifting to next scale, please give your justification.*

Ans:- Not applicable

8. Outsourcing staff:

(a) *In the context of Outsourcing of certain categories of staff do you support continuation of the existing system in addition to the staff working under Work Charged establishment /Daily Wage and contingent (full time/part time) establishment?*

Ans:- Yes

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

Ans. With modifications

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

Ans:- The daily waged, Full-Time / Part-Time Contingent and Work charged employees and those working on OD should be regularized and be given regular pay scales and other benefits allowed to regular Gove. Employees, as and when they complete 5 years or 10 years of service as the case may be.

Schedule - I

Master Scale (Existing)

6700-200-7300-220—7960-240-8680-260-9460-280-1030-390-14440-420-15700-450-17050-490-18520-530-20110-570-21820-610-23650-650-25600-700-27700-750-29950-800-32350-850-34900-900-37600-970-40510-1040-43630-1110-46960-1200-51760-1300-55660

Master Scale (Proposed)

14200-430-15490-470-16900-510-18430-550-20080-600-21880-660-23860-720-26020-780-28360-850-30910-930-33700-1010-36730-1100-40030-1200-43630-1310-47560-1430-51850-1560-56530-1700-61630-1850-67180-2020-73240-2200-79840-2400-87040-2610-94870-2850-103420-3100-112720-3380-122860-3690-137620

<i>GRADE</i>	<i>EXISTING SCALES</i>	<i>GRADE</i>	<i>PROPOSED SCALES</i>
I	6700 - 20110 (40)	I	14200 - 43630 (40)
II	6900 - 20680 (40)	II	14630 - 44940 (40)
III	7100 - 21250 (40)	III	15060 - 46250 (40)
IV	7520 - 22430 (40)	IV	15960 - 48990 (40)
V	7740 - 23040 (40)	V	16430 - 50420 (40)
VI	7960 - 23650 (40)	VI	16900 - 51850 (40)
VII	8440 - 24950 (40)	VII	17920 - 54970 (40)
VIII	9200 - 27000 (40)	VIII	19530 - 59930 (40)
IX	9460 - 27700 (40)	IX	20080 - 61630 (40)
X	10020 - 29200 (40)	X	21280 - 65370 (40)
XI	10900 - 31550 (40)	XI	23200 - 71220 (40)
XII	11530 - 33200 (40)	XII	24580 - 75440 (40)
XIII	11860 - 34050 (40)	XIII	25300 - 77640 (40)
XIV	12550 - 35800 (40)	XIV	26800 - 82240 (40)
XV	12910 - 36700 (40)	XV	27580 - 84640 (40)
XVI	13660 - 38570 (40)	XVI	29210 - 89650 (40)
XVII	14860 - 39540 (40)	XVII	31840 - 92260 (40)
XVIII	15280 - 40510 (38)	XVIII	32770 - 94870 (38)
X IX	16150 - 42590 (38)	X IX	34710 - 100570 (38)
XX	18030 - 43630 (35)	XX	38930 - 103420 (35)
XXI	19050 - 45850 (35)	XXI	41230 - 109620 (35)
XXII	20680 - 46960 (33)	XXII	44940 - 112720 (33)
XXIII	21820 - 48160 (32)	XXIII	47560 - 116100 (32)
XXIV	23650 - 49360 (30)	XXIV	51850 - 119480 (30)
XXV	25600 - 50560 (28)	XXV	56530 - 122860 (28)
XXVI	27000 - 51760 (27)	XXVI	59930 - 126550 (27)
XXVII	29200 - 53060 (25)	XXVII	65330 - 130240 (25)
XXVIII	31550 - 53060 (22)	XXVIII	71220 - 130240 (22)
XXIX	34050 - 54360 (20)	XXIX	77640 - 133930 (20)
XXX	37600 - 54360 (16)	XXX	87040 - 133930 (16)
XXXI	41550 - 55660 (13)	XXXI	97720 - 137620 (13)
XXXII	44740 - 55660 (10)	XXXII	106520 - 137620 (10)

B. AUTOMATIC ADVANCEMENT SCHEME

The Government introduced Automatic Advancement Scheme in 1981. The successive commissions recommended for continuance of the scheme suggesting some modifications and the scheme is being implemented duly carrying out the modifications recommended by the successive Pay Revision Commissions. The Central Government is also implementing the Career Advancement schemes which are almost similar to the Automatic Advancement scheme in vogue in the State Government.

9.(a) *In view of the above, do you suggest for continuation of Automatic advancement Scheme?*

Ans:- Yes.

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

Ans. With modifications.

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

Ans. The 9th PRC implemented w. e. f. 1-7-2008, but the modified AAS (6/12/18/24 scales) was implemented w.e.f. 1-2-2010 instead of 1-7-2008. This anomaly resulted a huge loss to employees exclusively Teachers, in the shape of thousands of rupees. It causes thousands of rupees loss in pensionary benefits also. So we propose the implementation Date of AAS shall be the implementation date of PRC, i. e. 1-7-2013. In Automatic Advancement scheme we propose five types of scales as shown here under.

- a) on completion of 5 years of service : Special Grade
- b) on completion of 10 years of service : Special Promotion Post Scale-IA
- c) on completion of 15 years of service : Special Promotion Post Scale-IB
- d) on completion of 20 years of service : Special Promotion Post Scale-II A
- e) on completion of 25 years of service : Special Promotion Post Scale-II B
i. e. Same as SPP IIA with one increment benefit

☛ We request the Commission to allow the pay fixation under FR 22(B) in the promotion post after getting the SPP Scale-II.

10(a) *Do you feel that the revised AAS consisting of 6/12/18/24 years concept is adequate.*

Ans:- No.

(b) *If no, suggest the duration of service for allowing Automatic Advancement Grades?*

Ans. We propose the following AAS Scales in place of the existing.

- a) on completion of 5 years of service : Special Grade
- b) on completion of 10 years of service : Special Promotion Post Scale-IA
- c) on completion of 15 years of service : Special Promotion Post Scale-IB
- d) on completion of 20 years of service : Special Promotion Post Scale-IIA
- e) on completion of 25 years of service : Special Promotion Post Scale-II B
i. e. Same as SPP IIA with one increment benefit

11(a) *Do you support the existing system of limiting the promotion scales to the Special Promotion Posts I-A(after 12years), Special Promotion Posts I-B(after 18 years) and Special Promotion Posts II(after 24 years)?*

Ans:- No.

(b) *If "no", what are your suggestions?*

Ans:- We propose the following AAS Scales in place of the existing.

- a) on completion of 5 years of service : Special Grade
- b) on completion of 10 years of service : Special Promotion Post Scale-IA
- c) on completion of 15 years of service : Special Promotion Post Scale-IB
- d) on completion of 20 years of service : Special Promotion Post Scale-II A
- e) on completion of 25 years of service : Special Promotion Post Scale-II B
i. e. Same as SPP IIA with one increment benefit

C. SPECIAL PAYS, COMPENSATORY ALLOWANCES and MEDICAL FACILITIES ETC.

It is a general phenomena that while assigning a pay scale, to a particular post, the qualifications, nature of duties, whether general or arduous nature of duties, areas of operation etc., are taken into consideration. The other argument is that the pay scale is assigned for normal duties and when the job requires special skills or arduous nature of duties or where the employee has to work in remote areas etc., there should be compensation by way of special pay or special allowance.

12. Which argument do you support?

(Tick in one of the box indicating your view)

(a) Sanction of Separate Special Pay?

Ans:- Yes

If yes, indicate the categories for which Special Pays are requested and quantum of special pay.

SPECIAL PAYS & ALLOWANCES

a) **H. M. ALLOWANCES & OTHER ALLOWANCES**

Sl.No	Nature of Extra Duty	Existing Allowance (P.M)	Proposed Allowance (P.M)
1.	H M of P S (Single Teacher)	Rs.50/-	Rs.200/-
2.	H M of P S (More than 2 Teachers)	Rs.75/-	Rs.300/-
3.	H M of UP School	Rs.100/-	Rs.450/-
4.	Non Gazetted HMs of H Schools	Rs.100/-	Rs.500/-
5.	LP's & SGT's who handling the higher classes	Rs.100/-	Rs.500/-
6.	Scout Allowance	Rs75/-	Rs.300/-
7.	Library allowance	Nil	Rs.400/-
8.	Track suit allowance	Nil	Rs.300/-
9.	Science Lab maintenance	Nil	Rs.400/-
10.	Audio visual in charge	Nil	Rs.300/-
11.	Mid day meals maintenance incharge allowance to school	Nil	Rs.1000/-

The above allowances shall be treated as special pay, eligible for D.A. & HRA as was in 1986 Pay Scales.

b) **Bad Climate Allowances (BCA) :**

The honourable 9th PRC Chairman not recommended Bad Climate Allowance. We request to restore the said allowance @ Rs. 1500/- p.m.

c) **Physically Handicapped Conveyance Allowance:**

We propose the Conveyance Allowance to the Physically Challenged teachers and employees @10% on basic pay without maximum limit.

d) **Readers Allowance:**

We propose the readers allowance to Blind Lecturers and teachers as shown below

Sl.No	Category	Existing	Proposed
1.	Lecturers	Rs.600	Rs.2400
2.	School Asst and Equivalent	Rs.500	Rs.2000
3.	Secondary Grade Teachers & Equivalent	Rs.400	Rs.1600

e) **Chalk Allowance:**

The dust of chalk causes many problems like Respiratory, Asthmatic, Dermatological problems, it even enter into eyes and incurs a lot of medical expenditure in course of time. Therefore, it may kindly be considered and the required measured may be taken for the sanction of chalk allowance @rs.1500/- per month.

f). Reference Books Allowance:

A teacher is always a student. He has to keep abreast with the latest knowledge. For which he shall buy the journals, magazines and attend to internet for getting information up to date. Then only he can justify his service to the student. Hence we propose Reference Books Allowance @rs.1500/- per month.

g). Additional HRA:

The Additional HRA to the employees of agency areas may be revised from 8% to 12% without maximum limit.

h). Special Compensatory Allowance:

The Special Compensatory Allowance to the teachers and employees working in the scheduled areas i.e. Non Mandals, Mandals and Hills/ Hilltops sanctioned vide G.O.Ms.No.6 Fin. Dt.12.01.2007, the existing rates shall be revised @ 300%.

i). Fixed Travelling Allowance

We propose Fixed Travelling Allowance to the eligible employees working in education department i.e. M.E.O, HM's of primary/Upper primary/high schools Rs.1500/- p.m.

(b) *Or the pay structure should take care of it?*

Ans. No. Existing holds good.

13. Dearness Allowance:

The State Government is sanctioning Dearness Allowance Twice a year; on first January and first July as in the case of Central Government employees. The successive PRCs are recommending conversion formula, to ensure that the quantum of Dearness Allowance sanctioned is at par with what was sanctioned by the Government of India.

(a) *Do you feel that the present system is adequate or inadequate? If inadequate please indicate suitable suggestions/ modifications.*

Ans:- We request to allow the Dearness Allowance on par with Central Govt. Employees without conversion formula.

14. City Compensatory Allowance

Do you feel that the present system of City Compensatory allowance based on pay ranges is adequate or inadequate? If inadequate, please indicate suitable suggestions / modifications.

Ans:- The CCA may be allowed to the teachers and employees working within the radius of 25 kms to Greater Hyderabad and 20 Kms to other Municipal corporations in the State as shown below.

Sl.No.	Place	Existing (Rs)	Proposed (Rs)
1	Hyderabad, Secunderabad	200/300/350/525	400/600/700/1100
2	Visakhapatnam & Vijayawada	120/160/220/350	250/350/450/800
3	Other Mpl.Corporations	100/120/130/140	200/250/300/350

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

Ans. No.

15. House Rent Allowance

(a) *As per the existing classification, HRA is being paid based on classification of Cities/ towns on population basis subject to a maximum ceiling. Do you feel that the existing classification of cities/towns is alright for sanction of House Rent Allowance?*

Ans:- Payment of HRA shall be continued in present form without maximum limit. The rates may be enhanced keeping in view of high prices.

(b) *If “No”, what classification, the quantum of House Rent Allowance you would like to suggest for various places?*

Ans:- We propose HRA shall be admissible to the teachers and employees working in Schools/offices located within 25 K.M. distance from the periphery of the Greater Hyderabad and 20 K.M. distance from the periphery of the other Municipal Corporations and 15 K.M.s distance from the periphery of the Municipalities as well as Nagar panchayaths to the center of the village at the rates as admissible to the respective Corporations and Municipalities and Nagar Panchayaths. The District Collector shall notify such places based on the certificate from the Executive Engineer concerned.

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

Ans:- No

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

Ans. We propose the following rates of HRA irrespective of population.

<i>Sl.No</i>	<i>Town/city</i>	<i>Existing HRA</i>	<i>Proposed HRA</i>
1	Hyderabad (HMDA area)	30%	35%
2	All Municipal Corporations	20%	30%
3	District Head Quarters	20%	25%
4	Municipalities	14.5%	20%
5	Villages	12%	15%

NOTE: Special Rural Allowance (To the teachers who are working in the inaccessible areas shall be allowed in addition to HRA as existing in Tamilnadu State)@10% of Basic Pay

17(a) *In the Central Government, Government notifies dependent villages of the qualified town for allowing House Rent Allowance. In the State, House Rent Allowance is admissible to the employees working in offices located within 8 K.Ms. distance from the periphery of the qualified cities/towns to the center of the village at the rates as admissible at qualified cities/towns. The District Collector, based on the certificate from the Executive Engineer concerned will notify such places. Do you advocate for continuance of the existing system?*

Ans:- No.

(b) *If “No”, what is your suggestion on this?*

Ans:- Same as the answer given for question No. 15(b)

18. LTC and other Allowances:

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

Ans:- No

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

Ans:- The present system of payment of L.T.C. led to corrupt practices at all levels. Hence we propose to introduce pass system (Bus/Train) for all employees once in four years LTC anywhere in India once in service introduced by PRC-2010. We propose Twice in service. Once for South India and second for North India. Travelling in other state tourism buses may be allowed.

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

Ans:- No

We propose to enhance T.A. & D.A. Rates as shown below

Sl. No.	Grade	Existing D.A.		Proposed D.A.	
		in the state	outside state	in the state	outside state
1.	I	300/- perday	400/- per day	600/-perday	800/-per day
2.	II	200/- perday	300/- per day	400/- perday	600/- per day
3.	III	150/- perday	200/- per day	300/- perday	400/- per day

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

Ans:- No

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

Ans:- All allownaces should be enhamced 100%

20. Medical facilities:

(a) Do you consider that the existing medical facilities available including the system of reimbursement in respect of serving Government employees is adequate?

Ans:- No

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

Ans. It has become laborious for a patient to submit the medical reimbursement bills as there is a delay in clearing the bills. In order to expeditd the work in the concerned office/Treasury, he has to bribe the authorities which is more painful for a suffered patient and the dependents. Hence, we propose to introduce UDYOGI HEALTH CARD containing I.D. number, names of the family members which can be enable to reimburse medical expenditure directly from the Govt. exchequer by the hospital authorities. We also propose remove the ceiling of Rs. 2 lakhs and also allow the availment of this facility any number of times. We propose to implement the Health Scheme to the Aided Institutions also.

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

Ans:- Yes.

(d) Govt., are contemplating to provide cashless treatments by issuing Health Cards to employees and pensioners. Do you consider that the proposed Health Card system is a suitable substitute for the existing medical reimbursement?

Ans:- Yes.

(e) If "Yes" furnish the same in detail.

Ans. The employees nowadays are commonly suffering from Diabetis, Hence we proposed the Treatment for Diabetis also shall be included in list of diseases.

21. Obsequies Charges

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

Ans. No.

(b) If "No" suggest any modifications with justification.

Ans. We propose the obsequies charges shall be enhanced to Rs.20,000/ from Rs. 10,000/- in view of unwanted hike of related material.

PART II
PENSION STRUCTURE

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

The present rules that govern the pensionary benefits are based on the A.P Revised Pension Rules, 1980 which came into force with effect from 29th October, 1979 as amended from time to time. Government have been sanctioning Pension on the last pay drawn, provided the employee drew pay in that post, in a regular vacancy at least for a period of two months. Otherwise the pension is based on average emoluments drawn for the last ten months. The minimum service to get pension is 10 years. Government allows a weightage of 5 years for superannuation pension and for voluntary retirement. In either case, the maximum qualifying service is 33 years for getting full pension i.e. 50% of pay drawn at the time of retirement.

The Pay Revision Commission 2010 reviewed the pension structure and fixed the minimum pension as Rs.3350/- a month. The commutation of pension was recommended to be continued @ 40% and no change was recommended in the existing provision in case of restoration of commuted pension. The maximum limit of Retirement Gratuity was recommended to be enhanced from Rs.3,50,000 to Rs.7,00,000. Subsequently the same was enhanced to Rs.8,00,000. The D.A. at the time of retirement should be added to the basic pay at gratuity be calculated.

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

Ans. No.

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

Ans. Pension should be changed as detailed in the subsequent answers.

23(a) *Do you consider that the present formulae and quantum of pension, family pension, retirement gratuity and calculation of Average Emoluments require any modification?*

Ans. Yes.

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

Ans. The present formula and quantum of pension is not adequate. We propose 60% of Basic Pay drawn on last day of the service to be fixed as Service Pension irrespective of length of service since No Teacher or employee recruited before 1-9-2004 has not been putting 28 years of service to get full Pension.

The family pension may be increased from 30% to 40% of Basic Pay drawn on last day of the service of the deceased Teacher and the family pension period shall be enhanced to 10 years. We propose the minimum family pension shall be Rs. 8520/-. We also propose to apply the A.P. Revised Pension Rules -1980 to the Teachers who were appointed on or after 1-9-2004.

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

Ans. We propose to sanction as D C R G for Rs. 20 lakhs.

24(a) *Is the present percentage of commutation and restoration of commuted portion of pension adequate?*

Ans. No.

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

Ans. Commutation at the rate of 40% may be continued. We suggest the restoration shall be reduced to 12 years from the date of retirement as the delay in release of pensioner benefits cannot be attributed to the employee.

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

Ans. Yes

(b) *If “Yes” suggest modifications.*

Ans. In the present system to take retirement on voluntary basis, the incumbent has to complete 20 years of qualifying service and further the 5 years weightage shall be added. Now we propose 15 years qualified service shall be allowed to take voluntary retirement and pension may be fixed @ 60% of Last Pay drawn by the teacher as we propose in case of Superannuation.

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

Ans. No.

(b) *Suggest modifications if any.*

Ans. Majority of the newly recruited persons may not be able to serve the government for more than 20 years. Because the age limit for recruiting employees is extended to 34 years for the unreserved & 39 years for the reserved unemployees. In this context it is suggestable to propose the present system of giving service weightage may set aside. We propose 60% of Last Pay drawn may be fixed as Service Pension irrespective of service the incumbent has put up.

27. **Additional Quantum of Pension:**

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

Ans. No.

If No, suggest the modifications.

Ans. *The quantum of pension as available to the old pensioners shall be increased as follows.*

Age of Pensioner	Additional Quantum of Pension
From 65 years to less than 70 years	5% of basic pension
From 70 years to less than 75 years	10% of basic pension
From 75 years to less than 80 years	20% of basic pension
From 80 years to less than 85 years	35% of basic pension
From 85 years to less than 90 years	50% of basic pension
From 90 years to less than 95 years	65% of basic pension
From 95 years to less than 100 years	80% of basic pension
From 100 years and above	100% of basic pension

28.(a) *Is the quantum of death relief i.e., a lumpsum amount equal to one month's pension subject to minimum of Rs.10,000/- to the pensioners paid at present adequate?*

Ans. No

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

Ans. We propose death relief Rs. 20,000/- or one month pension whichever is more shall be allowed to the pensioners in view of hardship and the increase in prices.

(b) *In the case of death of the spouse, where the spouse predeceases the Pensioner, the quantum of relief is fixed at Rs.10000/-. Does it adequate?*

Ans. No.

If No, please indicate the reasons.

Ans. It may be enhanced to Rs. 20,000/- in view of unwanted hike of related material.

(c) *In the case of Family Pensioner, the quantum of Death Relief is fixed at Rs.10,000 Is it adequate?*

Ans. No.

If No, please indicate the reasons.

Ans. It may be enhanced to Rs. 20,000/- in view of unwanted hike of related material.

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

Ans. No.

(b) *If "No" suggest modifications?*

Ans. We propose that Dearness Relief shall be doubled on par with surviving employees. Because the pensioners are drawing 50% of their last basic only.

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

Ans. Yes.

(b) *If "Yes" suggest modifications?*

Ans. We propose the existing procedure of sanction of pension implemented in Krishna, Kurnool and Hyderabad may be extended to all the districts. And the powers of sanction of pension shall be decentralized by delegating from AG to District Audit Officers.

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

Ans. Yes.

(b) *If "No" suggest modifications.*

Ans. Not Applicable.

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

Ans. No.

(b) *Do you feel that the proposed Health Card System is suitable substitute to the existing medical reimbursement? Indicate your view.*

Ans. No.

(c) *If "No" suggest modifications duly justifying.*

Ans. We propose to introduce PENSIONERS HEALTH CARD containing I.D. number, names of the family members which can be enable to reimburse medical expenditure directly from the Govt. exchequer by the hospital authorities. We also propose remove the ceiling of Rs. 2 Lakhs and also allow the availment of this facility any number of times. All pensioners are to be treated as government pensioners and apply the provisions of medical reimbursement under APIMA Rules 1974. All types of pensioners irrespective of erstwhile employemnt i. e., Aided, Municipal etc., should be given HEALTH CARDS. No discrimination should be placed among the pensioners in the execution of forthcoming UDYOGASRI HEALTH SCHEME. This facility should be extended to Out patients Teacher pensioners.

(d) *If you have any other suggestions for better medical care to pensioners, please indicate.*

Ans. We propose to sanction Medical allowance for pensioners Rs.1000/ p.m. to meet Medical expenditure.

33. Financial Assistance:

At present Financial assistance is admissible to such of the survivors to whom either service pension or family pension is not admissible i.e., teachers and Non-Teaching Staff of Aided Educational Institutions and Ex-District Boards who retired or died while in service prior to 01-04-1961. As per the recommendations of 10th PRC, a minimum of Rs.3,350/- p.m. is being sanctioned as Financial Assistance without Dearness Relief.

Do you feel that the above Financial Assistance is adequate? Please indicate your considered views.

Ans. No. We propose a minimum of Rs. 8520/- per month may be sanctioned as financial assistance without Dearness Relief in view of unwanted hike of related material.

PART III

GENERAL AND MISCELLANEOUS MATTERS

34. *Of late, the information technology is expanding rapidly. The fruits of developed technology have to be made available to the citizens. The bureaucracy has to take an active part in this regard. Total reliability on outsourcing is not a solution and the regular employees have to get trained and well acquainted with the latest technology. Naturally, the compensation and the serving conditions of the State Government have to invariably attract the young and talented. In the light of the above position,*

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

Ans. No.

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

Ans. We propose to establish STATE EDUCATION COMMISSION to attract talented and young personnals.

STATE EDUCATION COMMISSION

It is strongly felt that among the members of teaching community that an academician should chair the State Education Commission which should be exclusively for teachers of all the streams (School and Junior College) as he understands the problem of teachers in a better manner. On the lines of UGC, We propose to establish an autonomous body as STATE EDUCATION COMMISSION under the control of academician to stream line the administration, infrastructure, recruitment, promotions, pay scales of teachers, grants for all round development of education from primary to Intermediate stage.

35(a) *Of late the exposure of Government employees to terrorism has increased. Do you consider the existing compensation/package to the kith and kin to those who are losing their lives and limbs in terrorist activities to be adequate?*

Ans. No.

(b) *If “No” suggest measures for improving compensation?*

Ans. We propose to sanction Rs. 15,00,000/- as compensation/package to the kith and kin to those who are losing their lives and limbs in terrorist activities.

36. *Please suggest measures*

i) *To reduce Govt. expenditure*

Ans. We recommend that

- a) Expenditure on advertisement should be brought down to below on maximum level.
- b) Lavish expenditure shall be cut down.
- c) Amalgamate and abolish some of the departments which are unnecessary.
- d) A critical review and evaluation of each depart shall be under taken.
- e) All Literary programme such as Adult education, open schools be brought under one department.
- f) All Regional Joint Director Offices not only in Education but in other department be abolished.

ii) *To improve the state resources*

Ans. We are of the opinion that

- a) Tax collection evasion is high in our state. Separate mechanisms should moot for tax collection to plug - up loopholes in Tax collection.
- b) The receipt system is not being followed strictly in shops and commercial centres. Some enforcement agency should supervise and check up Business centres and shops at cities and rural areas. Ex. Electrical, Engineering goods, P.V.C. good etc. stationary etc.,

c) Income of Government is only through Taxes collected directly or indirectly. Generally collection of taxes from ordinary people is easy to revenue collecting authorities. But people with difficult to realize huge pending amounts of tax from big people with background of political resistance. Exemption of huge amounts of taxes on one plea or other is also not reasonable. Not even 10% of cess/taxes supposed to be collected on Minerals, sand, Granites, Stones, Gravel is not realizing. Transparency and district diligence is lacking in Sand mining and other Minerals. Further at present the work relating to Mine like Iron, Granite, Bauxite, sand etc., are being leased out by auction to private contractors. If it is entrusted to A.P. Mining Corporation or any other Government agency, the Government will realize lot of revenues. Due to inadequate arrangements lack of fore case and political interference 90% of revenue is being eroded. There is no proper effective check over. If all these leakages are plugged out the resources of Government will naturally be increased. We request the PRC to recommend that hereafter all mining activity may be entrusted to A.P. Mining Corporation to avoid 90% leakage of revenue.

iii). *To meet the growing liability on pension*

Ans. **GROWING PENSION LIABILITY.**

a). Pension is a universally accepted social security measure to the employees. Nowadays the Government all over the Country are paying old age pension the people who are above 60 years having no custodians or well wishers who are taking protection. An employee who served the department for more than 30 years is not asking any regard but needs livelihood as they are not carried properly by their own kith and kin. It is pathetic to bring to your notice that many retired old employees prefer to stay in Oldage Homes. Therefore we strongly feel that pension should be treated as liability particulars in case of teachers. It is only service on the humanitarian grounds. So the existing pension system which has been in practice should be continued without any alterations.

b) The Government should improve revenue income by adopting latest techniques on tax collection as undeveloped countries like America.

c) Corruption has been deep rooted in our social fabric, so this should be curbed by all means even by creating a District level agency for enforcing the laws.

iv) *Creation of pension fund and investment of Pension fund.*

Ans. We strongly recommend that Pension fund now collecting from the employees should be invested in the Government sector only and the pension fund should not be invested in the private companies and in the Share Market the fund management responsibility should be taken by the Central Govt./State Government.

37(a) *Do you have any other suggestions to improve the economic status of the serving employees/pensioners, on the items coming under the ambit of the P.R.C?*

Ans. No.

(b) *If "Yes" furnish the same in detail with due justification.*

Ans. Not Applicable.

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

Ans. No.

(b) *If "No" what suggestions would you like to make?*

Ans. The quantum of advance now allowed shall be increased to 80 times of the basic pay.

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

Ans. Yes.

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

Ans. Not Applicable.

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

Ans. No.

(f) *If ‘No’ indicate your suggestions.*

Ans. We propose the rates of recovery of interest/penal interest shall be reduced to 3% per annum.

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

Ans. No.

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

Ans. We propose the advances to the teachers as follows.

Sl. No.	Name of the advance	proposed Amount in Rs.
1.	Motor car purchase advance	Rs. 5,00,000/-
2.	Motor cycle purchase advance	Rs. 80,000/-

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

Ans. Yes.

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

Ans. Not Applicable.

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

Ans. No.

(f) *If “No” indicate your suggestions*

Ans. We propose the rates of recovery of interest/penal interest shall be reduced to 3% per annum.

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

Ans. No.

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

Ans. We propose to enhance quantum of marriage advance for the celebration of marriage of themselves/sons/daughters shall be increase as follows.

a. Male employees / sons Rs. 2,00,000/-

b. Female employees / Daughters Rs. 5,00,000/-

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

Ans. Yes.

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

Ans. Not Applicable.

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

Ans. NO.

(f) *If “No” indicate your suggestions.*

Ans. We propose the rates of recovery of interest/penal interest shall be reduced to 3% per annum.

- 41(a) *Do you feel that the amount of advance being paid to the officers for the purchase of personal computer is sufficient ?*
Ans. No.
- (b) *If “No” what suggestions you would like to make?*
Ans. We propose to sanction advance to the teachers for the purchase of personal computer shall be Rs. 50,000/-.
- (c) *Do you consider that the maximum number of installments of recovery of the principal/ interest is sufficient?*
Ans. Yes.
- (d) *If “No” what suggestions you would like to make?*
Ans. Not Applicable.
- (e) *Do you consider that the rates of recovery of interest/penal interest are adequate?*
Ans. No.
- (f) *If “No” indicate your suggestion.*
Ans. We propose the rates of recovery of interest/penal interest shall be reduced to 3% per annum.
- 42(a) *Do you feel that the amount of festival advance being paid the employees is adequate?*
Ans. No.
- (b) *If “No” what suggestions you would like to make?*
Ans. We propose to enhance festival advance from Rs. 3,000/- to Rs. 10,000/- for all the teachers without irrespective of the Scale of Pay attached to the post.
- (c) *Do you consider that the maximum number of installments of recovery of the principal is sufficient?*
Ans. Yes.
- (d) *If “No” what suggestions you would like to make?*
Ans. Not Applicable.
- 43(a) *Do you feel that the amount of education advance being paid to the employees is sufficient?*
Ans. No.
- (b) *If “No” what suggestions you would like to make?*
Ans. We propose to enhance education advance to Rs. 10,000/- from Rs. 5,000/-.
- (c) *Do you consider that the maximum number of installments of recovery of the principal/ is sufficient?*
Ans. Yes.
- (d) *If “No” what suggestions you would like to make?*
Ans. Not applicable.
44. *What should be the cap on the total amount of loans that a Government servant can take to avoid high level of indebtedness?*
Ans. Yes.
- 45(a) *Do you feel that the existing amount of reimbursement of tuition fees paid by the employees in respect of their children is adequate?*
Ans. No.

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

Ans. It has become an additional burden for the employees to meet the fee expenses for their children education as there is a rapid growth in fee structure even in Government / Govt. recognised institutions. Hence we propose reimbursement of children education fee for all employees from 1st Class to Higher Education on par with Central Government employees i.e., Rs 12,000/- p.a. to dayscholars and Rs. 36,000/- p.a. for hostellers.

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

Ans. No

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

Ans. The bus passes should be issued to the teachers on par with N.G.Os.

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

Ans. Yes..

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

Ans. We propose to extend this facility to employees working in the all District Headquarters/ all Corporations/all Municipalities of the State.

GENERAL RECOMENDATIONS

1. COMPENSATION UNDER SOCIAL SECURITY SCHEME :

We propose compensation amount to the employees who died in service / who retired in medical ground as follows.

Sl. No.	Category	Existing amount	Proposed amount
1.	Gazetted	Rs. 1,80,000/-	Rs. 5,00,000/-
2.	N.Gos	Rs. 60,000/-	Rs. 3,00,000/-
3.	Class IV employees	Rs.40,000/-	Rs. 2,00,000/-

2. GROUP INSURANCE SCHEME

We propose G. I. S. slabs shall be revised as follows.

Sl. No.	GROUP	SUBSCRIPTION UNITS	SUBSCRIPTION		COVERAGE	
			Existing	Proposed	Existing	Proposed
1	A	8	120	480	120000	480000
2	B	4	60	240	60000	240000
3	C	2	30	120	30000	120000
4	D	1	15	60	15000	60000

The earlier PRCs since 1999 have ignored the enhancement of APGIS slabs.

3. EARNED LEAVE

The employees who are working in non vacation department are actually working approximately 280 days in a year. For these 280 working days in a year, they are getting 30 days of ELs. Whereas in vacation department their actual working days are 220, but they are getting only 6 days of ELs proportionately they are entitled for 23 days ELs when compared to the employees of non vacation department. Hence we propose 23 days of ELs for the vacation department. Since teachers are prevented from availing Summer vacation to attend training classes they are to be treated as Non vacation employees and be entitled for preserving Earned leave on par with Non vacation employees.

4. HALF PAY LEAVE

Now, teachers and employees are getting 20 days of half pay leave per year. We propose it may be increased from 20 to 30 days per year. The present system of HPL leave salary is Half pay + DA on Half pay and HRA on full Pay upto 180 days. So we propose HPL leave salary may be sanctioned as Half pay + DA and HRA on Full pay.

5. COMMUTED LEAVE ON MEDICAL GROUNDS

Now there is a ceiling of 480 days half pay leaves (240 days full) to commute on medical grounds in total service. We propose to remove the ceiling of these 480 half pay leaves (240 days full) to commute on medical grounds.

6. PAYMENT OF LOCAL ALLOWANCES BEYOND OF 180 DAYS

Due to the provision under SR(4) of FR 44 the employee proceeding on leave beyond 180 days (six months) are not being paid HRA, CCA(local allowanews) and thereby the employees are forced to pay House Rent from their own savings which is not justifiable. The owners will not give accommodation on free of cost simply because the employee has been on leave. As long as the employee is on leave, he should pay rent to the owner. There is no rationalization in limiting the local allowances upto 180 days of leave with leave salary which is unscientific and hardship to the employees which should be removed immediately.

7. ENCASHMENT OF EARNED LEAVE + HALF PAY LEAVE

At present 300 days of Earned leave can be encashed on attaining the age of Superannuation or Death of employee as per G.O.Ms No. 232 Finance (F.R.I) Department dated 16-09-2005. The employees who are not having required amount of Earned Leave were deprived of the above facility.

PRC -2008 has recommended that both Earned leave and Half pay leave should be considered for encashment of leave subject to overall limit of 300 days.Half pay leave encashment to be delinked with EL encashment. We propose the maximum limit 300 days each.

8. CHILD CARE LEAVE

The Govt. of India has introduced child care leave Two years (730 days) to a female employee. Hence we also propose to provide the opportunity to State Govt. female employees on par with Central Govt. Female employees .

9. MATERNITY LEAVE

Present procedure is adequate.

10. STUDY LEAVE

The Teachers who want to takeup research work such as M.Phil & P.hd., on their own cost shall be given two or three years study leave.

11. Teachers children shall be given free seats (Admissions) in Educational institutions as in the case of Railway and RTC employees.

12. The teachers who have undergone Tubectomy / Vasectomy operation be given incentive increment which was in force before 1999.

13. Additional increment for Additonal Qualification may be continued.

14. A seperate department should be established to solve the problems of pensioners.

15. The payment of exgratia to the employeewho died on duty i. e. while coming to office / while going home shall be enhanced from Rs. 1 lakh to Rs. 3 lakhs.

16. The employees whose date of birth is first day of month they may be allowed to be retired at the end of that month.

17. All Government sponsored education institutions upto secondary level be under one roof . Common school system should be introduced. All aided institutions should be taken over by Government itself or be provided staff by Government recruiting agency. All Institutions run by both State and Central Governments should follow same syllabus under three language formula in the local needed medium.

18 Mandal Educational Officers as well as Deputy Educational Officers should be provided sufficient non teaching staff with sufficient accountability. The executive jurisdiction of Deputy Educational Officer should be reduced to one assembly constituency and in result the number of posts of Dy.E.O. shall be increased.

19, At present RVM(SSA) conducting programmes on project based manner. Staff for this project are deployed by way of deputations from other departments. In this context we propose all the programmes of the RVM (SSA) to be amalgamated among the objectives of school education itself

- and run under the direct supervision of the said department itself on par with RMSA. The staff should be recruited/deployed on permanent basis from the School education. Project Officers as well as sectorial officers should be from the education department.
20. Still there are category III posts such as Language Pandits & PETs in high schools. In view of the aim of increasing standards in highschools all the categories should be upgraded to that of School Assistants.
 21. Existing Mid day Meal programme may be delinked from the responsibilities of HM & Teachers of schools. Seperate agency may be set up.
 22. As per present AAS if an employee gets 24 years scale in one cadre his AAS will be ceased henceforth. If he gets promotion to the next higher post after getting SPP-II scale in the feeder category he won't get special grade scale in the promotion post. In this context we propose ceasing should be limited to one cadre. FR22(B) should be implemented to the promotees those who have enjoyed SPP-II scale in the feeder post.
 23. Since CPS subscribers have no other savings scheme like GPF they are facing many financial troubles to meet the unexpected expenditure by way of taking loan. Hence we propose the State Government should introduce a non compulsory savings scheme on par with PPF(Public Provident Fund) to enable the employees to save more than 10% of pay.
 24. Employees, Teachers & Pensioners should be provided Land Banks for construction of colonies in District, Division as well as Constituencies head quarters.
 25. Monetary benefit in regard to Annual Increments and pay fixations to be effected even though the employee/teacher has been on any sanctioned leave i.e., HPL/Commutated leave /Earned leave/ Maternity leave/Paternity leave/Hysterectomy leave etc., except EOL.
 26. Delegation of powers to appointing authorities in regard to preponement of Increment when the employee goes on EOL on medical grounds upto 6 months. At present these powers vested with HODs.
 27. In the light of PRC-2008 the Govt. has decided to delegate the powers to send the pension proposals of Gazzetted Officers to RJDs. So far as Education Department is concerned The decision is controrary to G.O.Ms. No. 40 Edn, Dated 7-5-2002. We propose to redelegate the powers to Deputy Educational Officers in regard to HMs-Grade II.
 28. The weightage increments to be sanctioned to the senior teachers as detailed in the Draft Report.
 29. Equalisation of MEO & Grade II HM scales.
 30. We propose to allow Stepup irrespective of subject taught in regard to School Assistants, L.Ps, PETs and SGTs. Category of post should be taken as criteria.
 31. We propose the provision of 6(g)(1) for Automatic Advancement Scheme on par with promotion as was done in RPS-1993.
 32. We propose nursing allowance @Rs, 2000/- p.m. for six months to the pregnant teachers.
 33. We propose to allow the Gazetted rank to the School Assistants those who have completed 24 years of service as School Assistant.
 34. We propose that All Success Schools may be permitted to open Intermediate classes.
 35. We propose to enhance the age of Superannuation of teachers to 60 years on par with Central Government.
 36. We propose to sanction 11 days Special Casual Leave for funeral activities.
 37. We propose to set right the anamoly identified between 1-7-93 to 30-6-2003 because of non implementation of FR 22(B) provision at the time of promotion to the teachers who have been awarded Special Grade Scale (8years Scale)
 38. All PR teachers ZPPF accounts should be under the control of DTA/AG like GPF.
 39. Special Teacher Service should be counted for Notional Increments as it has been done in Appren-tice Teachers.
 40. All Primary and Upper Primary Schools should be sanctioned sweeper / OS / class IV posts.
 41. Each and every High school should be sanctioned Non Teaching staff as per the pattern prescribed in terms of G.O.Ms. No.1.
 42. We propose to implement service rules to the Vocational instructors onpar with craft teachers and they should be given notional increments for the service they rendered on fixed pay prior to their entry into the regular scale.

PART IV

HUMAN RESOURCES TO MEET CONTEMPORARY REQUIREMENTS

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

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

<u>Name of Category</u>	<u>Sanctioned</u>	<u>Availability</u>	<u>Requirement</u>
	(No.)	(No.)	(No.)

(b) What steps are preferred to rectify the problem of excess / shortfall? Please state for each category separately with a brief explanation.

i) **Recruitment**

explanation : Present Mode of recruitment of Teachers is adequate. It should be extended to Aided Schools also. We appeal only ONE test either TET or DSC is enough to Select the highly Educated and Talented and also interested in Teaching Profession. State wide seperate recruiting Agency should be established like IBPS in case of Bank recruitments. Every year the test prescribed for Teachers recruitment should be conducted irrespective of availability of vacancies. The score exhibited in the test should last for one year.

ii) **Hiring on contract**

explanation : RTE ACT -2009 should be followed in case of Teachers.

iii) **Hiring through outsourcing**

explanation : RTE ACT -2009 should be followed in case of Teachers other than Art/Culture/ Music etc.

iv) **Re-deployment**

explanation : Not Applicable to teachers.

v) **De-centralization and Delegation of authority**

explanation : At present G.O.Ms. No.40, Edn. dt. 7-5-2002, Holds good.

vi) **Re-organization of staff/field units**

explanation : Executive Territory of Deputy Educational Officers should be lessened to Assembly Constituency providing Staff as per District Office Manual.

vii) **Outsourcing of services / activities to professional agencies.**

explanation : It may be implemented to impart Computer Education as well as other extra cocurricular activities.

viii) **Training and Skill up-gradation of existing staff**

explanation : All Teachers should be given 15 days compulsory fully residential training to enrich themselves in the contemporary aspirations and challenges to face in the service of students.

ix) Use of Information and Communication Technology (ICT)

explanation : All schools should be provided Audio Visual equipment i. e. LED screen, opaque projector, Overhead projector etc., linked with ICT to enable the students come from backward communities to be taught at High potential on par with Students of rich people who are studying in Corporate schools. It is the basic responsibility of the Government to see the students not to be deprived of quality education because of poverty.

x) Improve mobility

explanation : All teachers should be entrusted internal evaluation assignments to make them dynamic at every instance of the day. They should be frequently reoriented in all aspects of their need.

xi) Closure of non-functional units

explanation : Not Applicable to teachers.

xii) Privatization of units

explanation : Not recommendable. Education is the Prime right of every citizen. The right should be fulfilled by the Government agency only.

xiii) Any other..

explanation : RTE Act -2009 should be strictly implemented as in spirit and also as in execution in. All unrecognised schools should be violently closed.

48. Please state in brief the Programs / Schemes / Institutions of the Department which immediately require review of its man power for improved service delivery and working.

explanation : Each Primary school should have one teacher for every class. Language Pandits for both Telugu and English should be sanctioned. Academic calendars should be strictly followed to impart timely education. Modules in regard to revised teaching techniques, evaluation methods, teaching methods should be provided well before the reopening day to enable the teachers to equip themselves to the aspirations of the Department.

49. Should there be a change in the hiring policy of Government to attract person of requisite talent for different category of posts? Presently, recruitment is being done through DSC / APPSC or on contract and outsourcing basis. Please state for each Category separately.

explanation : Experts may be engaged for guest teaching.

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

explanation : On par with Model / Gurukulams / Social welfare schools PG teacher Posts should be created, keeping in view the teaching and learning process in Success schools is going on in English Medium. Teachers with Higher qualifications can impart quality education on par with the above said schools.

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

explanation : Computer operators, Art teachers may be engaged on outsourcing basis. In this context the RTE act-2009 can be adopted.

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

explanation : Not recommendable in case of educational Institutions.

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

explanation : Not necessary for schools.

54. *Should Government fix action protocols for public servants to comply with while rendering public services, once a request from citizen for such service is received by the Government system? If so, please suggest the services for which such protocols should be framed on a priority basis.*

explanation : Every parent is given priority.

55. *Several new laws aiming to secure rights of the citizens are being enacted inter-alia requiring public servants to perform new roles and to conform to new procedures while dealing with public. For effective implementation of such laws, should there be a continuous programme of training, education and awareness creation for Government servants? Can you suggest such laws, programmes and schemes for which special training, education and awareness programmes are required to be conducted for better implementation?*

explanation : Yes, every parent should be enriched with trainings on the matters connected with the right to quality education as is now done to SMC members.

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

explanation : No, there is no requisite infrastructure for the periodic training of teachers even at District level. DIET colleges should be provided with Seminar Halls, Conference Halls having modern advanced AV equipment on par with SCERT or other state level training centres. District Science centers should be established and Science Musuems should be started on permenent basis.

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

explanation : Frequent visits to places of National importance, patting by way of awards to the excellent teachers, conducting Seminars on Human values, contemporary social needs etc., may enhance the public delivery which Government solicit.

With kindest Regards.

Yours Faithfully,

P. Venkata Reddy
President

P. Sarotham Reddy
General Secretary