



PRTU AP

Progressive Recognized Teachers' Union. Andhra Pradesh

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Lr. No. 100/PRC2018/2018

Date: 27/08/2018

To

Sri. Asutosh Misra., I.A.S (Rtd.) Chairman,
11th Pay Revision Commission,
Government of Andhra Pradesh,
Amaravathi.

Sir,

Sub: Revision of Pay Scales 2018 – Submission of proposals to 11th Pay Revision Commission – 2018 – Replies to the Questionnaire – Memorandum – Regarding.

**Ref: 1.G.O. Ms. No75 GAD Dept Dt 28-05-2018
2. G.O Rt No 1451 GAD Dept Dt 03-07-2018**

In terms of the reference cited above on the behalf of the Progressive Recognized Teachers Union Andhra Pradesh State., we here by submit the proposals appended to this letter in the shape of replies to the Questionnaire as prescribed, to the Pay Revision Commission – 2018 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 Recognized Teachers Union.

Our union strongly believes and also is confident 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 2018, in the tune of the proposals submitted by the Union to enable the teachers to get better emoluments.

With kindest regards.

Encls : As above

Yours faithfully,

(G.Narayana Rao)
President
Cell:94403-20640

(K.Srinivasa Raju)
General Secretary
Cell:94409-82462

Proposals

to

11TH Pay Revision Commission - 2018



By

PRTU - AP

Progressive Recognized Teachers Union, A.P

Amaravathi

Dt: -08-2018

FOREWARD

The Teachers who mould and shape the destiny of our nation should not be thrown in financial crisis. Let the nation pay them to discharge their duties more effectively making it more strong and great. Let ours be a state where Teachers are not only respected and worshipped but also paid highly and they make it as a dignified profession with suitable decorum

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. Therefore quality teachers are required for quality education. We wish with attractive pay scales in 2018 from 11th PRC of Andhra Pradesh State.

In the earlier 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 to the people, PRTU suggests the minimum pay for the last grade employees should be Rs. 25000/-. We propose the continuance of modified Master Scales, Automatic Advancement Scheme and to attract talented young personals to teaching staff. Senior teachers should be honored with more pay than 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 **1.92** times of pay as fitment to raise the status of the 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 **4, 8, 12, 16, 20 and 24 years** of service in place of present 6, 12, 18 and 24 years.

We suggest the simplified Pension formula which is the “**50% of the last pay plus DA drawn**” irrespective of length of service the teacher has put up at the time of superannuation. The **DCRG** should be **24 Lakhs** of rupees.

We Strongly demand the Government to abolish the contributory pension scheme and revoke the old pension scheme deemed to be effective from the date of emergence of CPS

The negligence of officials exhibited while giving postings to DSC 2003 Teachers who were willfully deprived old pension scheme to be analyzed by commission and declare that they were deemed to be in service from the date of release of final selection list

We strongly suggest the teacher pupil ratio is as 1:20 for primary schools and 1:30 in secondary schools.

Thanking u sir

PRTU-AP

PROPOSALS TO PRC 2018 AT GLANCE

A.1. **Minimum Pay** : Rs.25,000/-

Maximum Pay : Rs.2,26,690/-

Ratio between the Minimum and Maximum Pay: 1:9.06

2. **Scale of pay:**

Proposed Pay scales for teachers & Education Dept Officers:

Category Of post	Scale of Pay
Category III Secondary Grade Teachers/LP/PET and Vocational instructors and equalent cadres etc	43180 - 128720 (40)
Category II School Assistants /PSHMsand equaling cadres	55520 - 159950 (38)
Category I Gaz. HMs of High Schools Gr.II/ MEOs	68000 - 173480 (35)
DIET Lecturer	68000 - 173480 (35)
DIET Sr. Lecturer	78220 - 193390 (33)
DIET Principal	89890 - 203930 (30)
Dy.E.O /AD /ADRTD /AC	78220 - 193390 (33)
D.E.O /Dy. Director	89890 - 203930 (30)
RJD /JP	103340 - 215310 (27)
Add. Director	121900 - 221000 (22)
Director	164460 - 226690 (13)

Model School Principal, TGT, PGT

Post	Existing		Revised	
	Grade	Scale of Pay	Grade	Scale of Pay
PRINICIPAL	XXII	40270-93780	XXII	78220 - 193390 (33)
PGT	XIX	31460-84970	XIX	71920 - 186120 (35)
TGT	XVIII	29760 - 80930	XVIII	55520 - 159950 (38)

3. **Master Scale:**

PROPOSED MASTER SCALE (With 80 Stages, 26 segments)

25000-750-27250-820-29710-890-32380-970-35290-1060-38470-1150-41920-1260-45700-1360-49780-1480-54220-1600-59020-1740-64240-1880-69880-2040-76000-2220-82660-2410-89890-2610-97720-2810-106150-3050-115300-3300-125200-3570-135860-3860-147440-4170-159950-4510-173480-4880-188120-5270-203930-5690-226690(80)

4. **Fitment** :- Multiplication of Basic pay with 1.92 (1.92 times of Basic pay) or 65 % as on 01.07.2018 or subsequent increment date

(FORMULA PROPOSED MIN PAY 25000/2015 RPS MIN PAY 13000 = 1.92)

5. **Pay fixation:** Multiplication of Basic pay with 1.92 (1.92 times of Basic pay) as on 01.07.2018 or subsequent increment date which as option exercised and then the pay will be fixed in the next stage of the scale prescribed for the post.

6. **Exercise of Option:** 01.07.2018 or the date of increment or the date of subsequent increment.

7. **Increment:** PRTU AP demands the rate of increment should be 3% of basic pay on par with Central Government employees. Additional increments for acquiring Higher qualifications are to be continued as done upto 1-7-1998

8. **Stagnation increments:** We propose sanction the next Scale to avoid stagnation of increments in order to get annual grade increments without any interruption.
9. **Outsourcing staff:** We propose to create three Academic Advisor posts instead of Cluster Resource Persons system in Mandal Resource Centers which is equalent to School Assistant cadre posts and fill this post by the way of promotion. These Academic Advisors are gives advises to Primary and Upper Primary Schools to implement the academic programs of the Education department.

B. AUTOMATIC ADVANCEMENT SCHEME :

In Automatic Advancement scheme six types of scales are to be given.

- a) On completion of 4 years of service : Special Grade –A
 b) On completion of 8 years of service : Special Grade –B
 c) On completion of 12 years of service : Special Promotion Post Scale-IA
 d) On completion of 16 years of service : Special Promotion Post Scale-IB
 e) On completion of 20 years of service : Special Promotion Post Scale-II A
 f) On completion of 24 years of service : Special Promotion Post Scale-II B

We request to allow pay fixation under FR 22 (B) in the promotion post after getting SPP Scale -IIA. Allow Automatic Advancement Scheme to the teachers who got promotion after getting SPP-IIA Scale. SPP-IIB may be allowed just one increment as like SPP-IB.

10. House Rent Allowance:

We are proposing the HRA shall be admissible to the employees working in offices located the qualified cities/towns from the periphery of within 20 km distance. So many years back decided periphery of the qualified cities, presently some of the

Grama panchayats merged in cites/towns. We request you to instruct the Government to reorganize the periphery of the qualified cities and employees working in offices located within 20 K.M. distance.

Sl.No	Town/city	Existing HRA	Proposed HRA
1	AMARAVATHI (VMC & GMC & VIZAG area)	20%	30%
2	District Head Quarters	20%	25%
3	Municipalities/Nagarapanchayats Industrial Areas	14.50%	20%
4	Villages	12%	18%
5	Special Rural Allowance (To the teachers who is working in the inaccessible Agency areas shall be allowed in addition to HRA)	08%

11. City Compensatory Allowance:

CCA may be replaced with Transport allowance for at least cities that are identified as corporations and CRDA area @ Rs 3750+DA. If the above not possible the present CCA may continue as detailed hereunder

The CCA may allow to the employees working within the radius of 20 km from the concerned corporations as shown below.

Revised Pay Range (R.P.S., 2018)	VIJAYAWADA & GUNTUR & VIZAG Municipal Corporations & AMARAVATHI	ALL OTHER MUNICIPAL CORPORATIONS IN THE STATE.
Pay Up to Rs.37,760/-	Rs.1800	Rs.900
Pay above Rs.37,760/- and up to Rs.70,040/-	Rs. 3600	Rs. 1800
Pay above Rs.70,040/-	Rs. 7200	Rs. 3600

SPECIAL PAYS & ALLOWANCES

12. HEAD MASTER'S & OTHER ALLOWANCES

Sl. No	Nature of Extra Duty	Existing Allowance (P.M)	Proposed Allowance (P.M)
1.	Head Master of Primary School (Single Teacher)	Rs.100/-	Rs. 250/-
2.	Head Master of Primary School (More than 2 Teachers)	Rs.125/-	Rs. 350/-
3.	Head Master of UP School	Rs.150/-	Rs. 450/-
4.	Non Gazetted HMs of High Schools	Rs. 150	Rs. 600/-
5.	Head Master of High School Gr.II	Nil	Rs. 600/-
6.	LP's &SGT's who handling the higher classes	Rs.150/-	Rs. 1000/-
7.	Scout Allowance	Rs. 100/-	Rs. 500/-
8.	Library allowance	Nil	Rs. 600/-
10.	Computer allowance	Nil	Rs. 600/-
11.	Track suit allowance	Nil	Rs. 400/-
12.	Science Lab maintenance	Nil	Rs. 600/-
13.	Audio visual in charge	Nil	Rs. 600/-
14.	Midday meals maintenance in charge allowance	Nil	Rs. 1000/-

13. Other Compensatory Allowances:

The Bad Climate Allowance - @Rs.2000/-P.M
Hill Area Allowance - @Rs.3000/- P.M

14. Readers Allowance:

Sl.No	Category	Existing	Proposed
1.	Lecturers	Rs.2000	Rs.4000
2.	School Asst and Equivalent	Rs.1500	Rs.3000
3.	Secondary Grade Teachers & Equivalent	Rs.1200	Rs.2400

15. Physically Handicapped Conveyance Allowance:

@10% on basic pay without maximum limit.

16. **Chalk Allowance** : Rs. 1500/- per month.

17. **Reference Books Allowance** : Rs.1500/- per month

18. **Additional HRA** : 12% without maximum limit.

19. **Special Compensatory Allowance:** The Special Compensatory Allowance to the employees working in the scheduled areas i.e. Non Mandals, Mandals and Hills/ Hilltops the existing rates shall be revised as follows

➤ Rate of Special Compensatory Allowance admissible in Mandals – 8% of basic

➤ Rate of Special Compensatory Allowance admissible in Non-Mandals – 10% of basic

➤ Rate of Special Compensatory Allowance admissible in Hills/Hilltops- 12% of basic

20. **Fixed Travelling Allowance:** Rs.2500/- p.m. to M.E.O, HM's of Primary/Upper primary/High schools

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

22. **Education Fee Reimbursement:** For two elder children Rs.2250/- p.m. and for day scholars and Rs.6750/- p.m. for hostlers on par with Central Govt. Employees.

23. **Entertainment Travel Allowance:** To avoid misappropriations of LTC, Nomenclature of LTC will be changed as ETA (Education /Tour Travel Allowance). Fixed amount of one Month of Basic Pay to be paid for Visiting three times (South India, North India, Western India) anywhere in India in Total service And also visit any one of Asian Country or Ideal country SINGAPORE once in service

24. **Tour T.A., Daily Allowances:-** 100% shall be enhanced.

25. **Medical facilities:** Cash less health scheme shall be implemented in all corporate hospitals. If payment made by the employee that amount should be allowed to Reimbursement without any upper ceiling.

26. **Obsequies Charges:** Rs.50,000/- or one month Salary whichever is high.

27. **Deputation Allowance:**

- "In case of deputation within the same station, the deputation (duty) allowance will be payable at the rate of 5% of basic pay subject to maximum of Rs.4,500/- per month".
- "This allowance will be payable at the rate of 10% of basic pay subject to maximum of Rs.9,000/- per month, in the case of deputation involving change of station"

PART - II

PENSION STRUCTURE

1. **Pension** : 50% of last pay plus DA drawn.
2. **Weightage** : Not Applicable
3. **Gratuity** : Rs.24,00,000 (24 LAKHS)
4. **Commutation** : 40% may be continued, Restoration of Commuted Pension to be reduced to 10 years.
5. **Additional Quantum of Pension:**
 - From 65 yrs. to 70 years - 5% of Basic Pension
 - From 70 yrs. to 75 years - 10% of Basic Pension
 - From 75 yrs. to 80 years - 20% of Basic Pension
 - From 80 yrs. to 85 years - 35% of Basic Pension
 - From 85 yrs. to 90 years - 50% of Basic Pension
 - From 90 yrs. to 95 years - 65% of Basic Pension
 - From 95 yrs. to 100 years - 80% of Basic Pension
 - Above 100 years - 100% of Basic Pension

6. **Family Pension:** Requesting to allow 50% of Last basic pay + DA, Minimum pension Rs.12500/-

7. **Death Relief:** Rs.50,000/- or one month pension whichever is high.

8. **Financial Assistance:** Rs.12500/- + DA p.m

9. **Medical Allowance:** Rs.2000/- p.m.

Contributory Pension Scheme (NO PENSION SCHEME)Needs to be abolished

With the implementation of this Contributory Pension Scheme since 01.09.2004, the employee who has served for 30 to 35 years receive a pension is less likely to at the end of his life and New Pension does not grow lifetime of the employee. Old pension system is most needful for implement.

Restoration of Old Pension Scheme is not an immediate financial burden to the Government, because an employee has an average of 28 years of service. New Pension Scheme effected employees appointed after September 2004, so employees will retire from the service 2033. Every year there is a small number may be retired up to above said period.

Government share investment in the Contribution Pension Scheme:

Post	Basic Pay	DA @30.392% (as on 1.7.18)	10% Pay	10% DA	Total
IV Class Entrée Level	13000	3950	1300	395	1695
SGT Entrée Level	21230	6452	2123	645	2768
SA Entrée Level	28940	8704	2894	870	3704

- Government average investment for Contributory Pension Scheme on each employee : 2725/PM
- Currently the number of employees employed in the CPS (NPS): 1,86,000
- Monthly payment on CPS (NPS): 1,86,000 X 2725 = Rs. 50,62,92,000

- Yearly payment on CPS (NPS): : 50,62,92,000 X 12 = Rs.607,55,04,000

If cancel the new pension system, the government's share of the employee is equal to approximately 610 crores each year, so there is no need to contribute and it may use other purposes, the government will have the opportunity to capitalize CPS reversal amount. In addition, nearly 5,000 crore so far to roll back the new pension deposit for the chance to make use of development schemes. Employee's monthly savings and earlier employee share contributed reversal amount from the NSDL to General Provident Fund.

Old Pension - New Pension - Observation

Difference between Contribution Pension Scheme and Old Pension Scheme:

Our Union says that, if a Headmaster retires in new pension scheme he will get much better benefits than old pension scheme.

To see if this is true, we observed old pension benefits and new pension scheme benefits of headmaster of the Upper Primary School who retired in February 2017. We calculated the new pension scheme benefits with his every month Pay and DA as per his service records. His old and new pension benefits as showed below.

“The Salary details and expected contributions of the above said employees are attached with this file.”

Old Pension Benefits:

- Date of Birth : 05.02.1959
- Date of First Appointment as Special Teacher : 11.07.1985 (Rs. 398/pm)
- Date of Regular time Scale allowed : 25.09.1990
- Date of Retirement : 28.02.2019
- Total pension eligible
- Last month Pay : Rs. 55410/-
- Gratuity : Rs.11,34,639/-
- Basic Pension + D.A : Rs. 27,705 + Rs. 6,678 = Rs. 34,383/-
- 40% pension commutation amount : Rs.10,89,671/-

But a monthly basic pension of Rs.11,082/- will be reduced to 15 years. Total pension receiving is Rs.16623 + Rs.7,114 (DA) = Rs. 23,737 / - p.m. Growing pension comes with growing DAs.

New Pension Benefits

From 25.09.1990 i.e his regular time scale, employee share 10% and Government share 10% calculated with 10% of return has taken into consideration by February 2017 at the time of his retirement, approximately Rs.23,00,000 has been credited.

- 60% Rs. 13,80,000 (Income Tax to be pay)
- 40% Rs. 9,20,000 to buy Annuity Plan

Selected the pension which has the same, as to their Spouse after their death, for this type of pension we have to invest Rs.1,00,000/- then we get monthly pension as approximately Rs.550/- only. They will get only Rs.5,060/- by investing Rs.9,20,000/- as monthly pension for their entire life. Its fewer amounts than minimum pension of old pension scheme.

If the plan is selected for a 3% increase in monthly pension every year, the monthly pension is paid at the rate of Rs.500/- per 1 lakh. Again the service pensioner does not have a pay pays for their spouse.

After 15 years the commuted pension is restored and the additional quantum of pension comes after 75 years of age to meet additional expenditure.

If the Government thinks that the New Pension Scheme is a profitable than Old Pension Scheme, renew the General Provident Fund and have to transfer the employees 10% share of the New Pension Scheme funds into that account. Government funding 10% share may be continued in new pension scheme, Government has to be take the benefits of investments are in new pension scheme. Government have to renew the Old Pension to the employees

PART - III

GENERAL AND MISCELLANEOUS MATTERS

- 1. Compensation under Social Security Scheme** (Ex-gratia if no eligible person for compassionate appointment):

Gazetted	: Rs. 20 lakhs
Non Gazetted	: Rs. 15 lakhs
Class IV	: Rs. 10lakhs

2. Group Insurance Scheme:

Group	Subscription	Amount
A	(120) Rs.1200	Rs. 12,00,000
B	(60) Rs. 600	Rs. 6,00,000
C	(30) Rs. 300	Rs. 3,00,000
D	(15) Rs. 150	Rs. 1,50,000

3. **Earned Leave** : Earned leave to credited as per working days
4. **Half Pay Leave** : 30 days per year
5. **Commuted leave on medical grounds:** Remove the ceiling of 240 days to commute on medical grounds.
6. **Encashment of E.L. and HPL:** HPL encashment to be delinked with EL encashment. Maximum limit 300 days each.
7. **Child care leave:** TO Extend up to 2 years on par with Central Employees.
8. **Maternity leave:** 180 days adequate.
9. **Festival Advance:** Rs.20,000
10. **Nursing Allowance to pregnant woman:** Rs.3,000/- p.m
11. **Spl. Leave for Funeral activities of Dependents** : 15 days
 - Nomenclature of Headmaster and School Assistants has proposed to change as
 - Principal and Senior Teacher respectively.

Long pending Issues of Teachers to be addressed by 11TH PRC

12) VOCATIONAL INSTRUCTOR PART TIME SERVICE COUNTING FOR PENSION :

Vocational Instructors were given Regular Time scale in 2009 after they worked for 20 years on consolidated pay. Since their appointments were confirmed by District Selection Committees (DSC) prior to 2004, Their services are to be regularized from the date of their selection and notional Pay fixation benefits to be allowed and set them aside from the preview of CONTRIBUTORY PENSION SCHEME

13) OLD PENSION SCHEME TO DSC 2003 TEACHERS:

So many teachers were selected by DSC 2003 in the year 2003. But postings were denied due to so many reasons and flaws in Administration. The Officials concerned dragged on the issue willfully for one year and at last given postings at the end of 2004. Since state Govt introduced Contributory pension system wef 1.9.2004, All the above said teachers came under the COVERAGE of CPS By virtue of the unwanted delay of concerned without any specific reasons. In this context the union proposes to recommend to evolve the burning issue by admitting them into service notionally and treat them deemed to be in service from the date of release of final selection list

14) UPGRADATION OF LP POSTS AS SCHOOL ASSISTANTS IN HIGH SCHOOLS:

In High schools of All managements LANGUAGE PANDITS are working with the same qualifications as that Of SCHOOL ASSISTANTS since the Ed qualifications prescribed for the said two posts are same. With the same qualifications They are working with different scales of pay. PRTU as well as Language Pandits have been demanding to stop the disparity and all the LANGUAGE PANDIT POSTS in high schools should be upgraded to SCHOOL ASSISTANT CADER since Both caders require same qualifications and also same nature of work. And the union also points out except 1st and 2nd Language posts all other posts have already upgraded and why they remain as language pundits in high schools. In view of genuineness in the said grievence the union proposes the issue for favourable recommendation to GOVT in this regard to avoid anguish in the sufferers

15. TWO DEO POSTS FOR EACH DISTRICT AND Dy.E.O POSTS FOR EACH ASSEMBLY CONSTITUENCY :

To improve gravity & clarity in supervision the union proposes two d.e.o posts for primary and secondary education separately. In the same way for each assembly constituency, there should be one deputy educational officer since the burden of supervision is increased five times in copmarision to the year of emegence of education dept

CONCLUSION:

We , The teachers render human resources development activities ,and also social welfare activities of the state by their hardwork with risks and responsibilities not only in cities but also in utmost rural as well as agency areas .the excerpts from various educational committee reports , courts will justify our reasonable aspirations on demands

The union fervently believe and also is confident that 11th pay revision commission will analyze and evaluate the duties, skill, inservice training , responsibilities of the teachers, headmasters, and other officers in the dept and also wishes to prescribe suitable pay scales besides remedial measures to the tune of long lasting griviences & anguish among the community.

WITH REGARDS

FAITH FULLY YOURS

(GADDAM NARAYANA RAO)
PRESIDENT

(K SRINIVAA RAJU)
GENERAL SECRETAR

11th PAY REVISION COMMISSION, ANDHRA PRADESH STATE

QUESTIONNAIRE with PROPOSALS

PART I

PAY, ALLOWANCES AND OTHER SERVICE CONDITIONS

A. GENERAL PRINCIPLES GOVERNING PAY SCALES AND ALLOWANCES

1. Minimum and Maximum Pay

(a) **What should be the basis for determining the Minimum and Maximum Pay**

Ans) The 15th Session of Indian Labour Conference approved that the wage should cover four categories of needs considered essential for the worker's well being, viz. food, clothing, housing and miscellaneous. So we propose the need based minimum wage concept formulated by Dr. Akroyd and approved by 15th ILC was considered the most important principle in computing salary of Government employment especially of lower level functionaries. It thus came about that a wage linked to the needs was suggested as a desirable minimum.

Need Based Minimum Wage

	Items @	Per Day PCU (in gms)	Per Month 3 CU (in Kg)	Price per KG as per rates on 30.06.20 18 (In Rs.)	Total cost per month (as on 30.06.2018 (In Rupees)
1	Rice	475	42.75	51	2180.25
2	Dal Toor/Urad/Moong	80	7.2	120	864.00
3	Raw Vegetables	100	9.00	52	468.00
4	Green Leaf Veg	125	11.25	50	562.50
5	Other Veg Onion, Potato, Tomato	75	6.75	36	243.00
6	Fruits	120	10.8	124	1339.20
7	Milk (18 Ltrs)	200 ml	18	55	990
8	Sugar/Jaggery	56	5.00	52	260.00
9	Edible Oil	40	3.6	160	576.00
10	Fish		2.5	353	907.50
11	Meat		5.00	550	2750.00
12	Egg		90	5.30	477.00
13	Detergents etc., Bath & washing soap, washing powder etc.,			510	510.00
14	Clothing#	5.5mtrs per month	5.5	370.00 per mt	2035.00
15	Total				14162.45
16	Fuel, Electricity, Water Charges				3540.61
17	Total (15) divided by 0.8				17703.06
18	Marriage, Recreation, Festivals etc				3124.06
19	Total (17) divided by 0.85				20827.12
20	Misc @20@				4165.42
21	Total				24992.54
22	Minimum Wage				24992.54 or say 25,000

(b) **Based on above what should be the Minimum Pay and Maximum Pay:**

(Ans) Minimum Pay: Rs.25,000/-

Maximum Pay: Rs. 2,26,690/-

The validity of this minimum pay of Rs.25,000/-with reference to the cost of essential commodities etc... Which were taken into account by PRTU AP which

indicates that as on 30-06-2018, the minimum requirement of pay for the lowest paid employee would be around Rs.25,000/-.

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. **“That’s why PRTU AP strongly desiring Rs.25000/- as the minimum pay w.e.f. 1.7.2018”.**

(c) **Ratio between the Minimum and Maximum Pay? What is the rationale?**

(Ans) Ratio between the Minimum and Maximum Pay is **1:9.06**

We have kept in mind the following three principles:

- i) Annual increment to range from 3% of the pay in initial stage to 2.79% finally.
- ii) Existing quantum of increment to be nearly doubled in line with increase of pay;
- iii) Periodicity of increase in increment to be 3 years

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. At present the concept of Master Scale is in vogue and every individual pay scale is a segment of the Master Scale. However a pay scale determines the minimum and maximum pay applicable to any particular post and affords a measure of horizontal comparison among employees occupying posts across different Departments. Hence successive Pay Revision commissions and Anomalies Committees have been analyzing the pay scales.

(a) Please indicate your view on the fixation of pay-scale for each category of post.

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

Ans : Pay Scales for teachers should have a 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.

Therefore Teachers 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: Progressive Recognized Teachers’ Union AP has been recognized by the state government of Andhra Pradesh. Representing Pay structure of all the teachers working in Primary / Upper Primary/ Secondary Schools of Andhra Pradesh. We represent the Categories and Scales as shown below.

Proposed RPS-2018 Scales of teachers:

Category	Existing	Proposed
Category III Secondary Grade Teachers/LP/PET Vcational instructors&equalent caders	21230 - 63010 (40)	43180 - 128720 (40)
Category II School Assistants/ PSHM and equalent cadres	28940 - 78910 (38)	55520 - 159950 (38)
Category I Gaz. HMs of High Schools Gr.II/ MEOs	35120 - 87130 (35)	68000 - 173480 (35)
DIET Lecturer	35120 - 87130 (35)	68000 - 173480 (35)

DIET Sr. Lecturer	40270 - 93780 (33)	78220 - 193390 (33)
DIET Principal	46060 - 98440 (30)	89890 - 203930 (30)
Dy.E.O /AD /ADRTD /AC	40270 - 93780 (33)	78220 - 193390 (33)
D.E.O /Dy. Director	46060 - 98440 (30)	89890 - 203930 (30)
RJD /JP	52590 - 103290 (27)	103340 - 215310 (27)
Add. Director	61450 - 105810 (22)	121900 - 221000 (22)
Director	80930 - 110850 (13)	164460 - 226690 (13)

We propose the SGT scale on par with Senior Assistant of Common Category.

Category	1982 Regrouped Scale	1986	1993	1999	2005	2010	2015
Secondary Grade Teacher	530-850	1010- 1800	1975- 4010	3750- 7650	5470- 12385	10900- 31550	21230- 63010
Senior Assistant	530-850	1100- 2050	2195- 4560	4190- 8700	6195- 14175	10900- 31550	22460- 66330

In view of the above we request the commission to consider the pay scale of SGTs on par with Senior Assistant of Common Category.

Proposed Scales of Model School Teachers:

S.No	Category	Existing	Proposed
1	Principal	40270-93780	78220 - 193390 (33)
2	Post Graduate Teacher	31460-84970	71920 - 186120 (35)
3	Trained Graduate Teacher	28940-78910	55520 - 159950 (38)

The pay scale of the PGTs working in the Model Schools is Rs.31460-84970 whereas the Junior Lecturers in Government Junior Colleges are getting the pay scale of Rs.37100-91450. Though they are discharging more duties comparatively to that of Junior Lecturers in Government Junior Colleges and having additional qualification of B.Ed. Model School PGTs are teaching 9th, 10th standards of the secondary level and First year and Second year of Intermediate (11th and 12th standards), The Government Junior Lecturers teaches only to intermediate (11th and 12th standards). We are proposing to allow two stage benefits to the PGTs of Model Schools.

3. Master Scale:

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

Yes/No

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

As it is

with modifications

PROPOSED MASTER SCALE (With 80 Stages, 26 segments)

25000-750-27250-820-29710-890-32380-970-35290-1060-38470-1150-41920-1260-45700-1360-49780-1480-54220-1600-59020-1740-64240-1880-69880-2040-76000-2220-82660-2410-89890-2610-97720-2810-106150-3050-115300-3300-125200-3570-135860-3860-147440-4170-159950-4510-173480-4880-188120-5270-203930-5690-226690 (80)

(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?

Yes/No

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

NA

GRADE	EXISTING SCALES	GRADE	PROPOSED SCALES
Master Scale	13000-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-110850 (80)	Master Scale	25000-750-27250-820-29710-890-32380-970-35290-1060-38470-1150-41920-1260-45700-1360-49780-1480-54220-1600-59020-1740-64240-1880-69880-2040-76000-2220-82660-2410-89890-2610-97720-2810-106150-3050 -115300-3300-125200-3570-135860-3860-147440-4170-159950-4510-173480-4880-188120-5270-203930-5690-226690 (80)
I	13000 - 40270 (40)	I	25000 - 78220 (40)
II	13390 - 41380 (40)	II	25750 - 80440 (40)
III	13780 - 42490 (40)	III	26500 - 82660 (40)
IV	14600 - 44870 (40)	IV	28070 - 87480 (40)
V	15030 - 46060 (40)	V	28890 - 89890 (40)
VI	15460 - 47330 (40)	VI	29710 - 92500 (40)
VII	16400 - 49870 (40)	VII	31490 - 97720 (40)
VIII	17890 - 53950 (40)	VIII	34320 - 106150 (40)
IX	18400 - 55410 (40)	IX	35290 - 109200 (40)
X	19500 - 58330 (40)	X	37410 - 115300 (40)
XI	21230 - 63010 (40)	XI	40770 - 125200 (40)
XII	22460 - 66330 (40)	XII	43180 - 132290 (40)
XIII	23100 - 67990 (40)	XIII	44440 - 135860 (40)
XIV	24440 - 71510 (40)	XIV	47060 - 143580 (40)
XV	25140 - 73270 (40)	XV	48420 - 147440 (40)
XVI	26600 - 77030 (40)	XVI	51260 - 155780 (40)
XVII	28940 - 78910 (38)	XVII	55820 - 159950 (38)
XVIII	29760 - 80930 (38)	XVIII	57420 - 164460 (38)
X IX	31460 - 84970 (38)	X IX	60760 - 173480 (38)
XX	35120 - 87130 (35)	XX	68000 - 178360 (35)
XXI	37100 - 91450 (35)	XXI	71920 - 186120 (35)
XXII	40270 - 93780 (33)	XXII	78220 - 193390 (33)
XXIII	42490 - 96110 (32)	XXIII	82660 - 198660 (32)
XXIV	46060 - 98440 (30)	XXIV	89890 - 203930 (30)
XXV	49870 - 100770 (28)	XXV	97720 - 209620 (28)
XXVI	52590 - 103290 (27)	XXVI	103340 - 215310 (27)
XXVII	56870 - 105810 (25)	XXVII	112250 - 221000 (25)
XXVIII	61450 - 105810 (22)	XXVIII	121900 - 221000 (22)
XXIX	66330 - 108330 (20)	XXIX	132290 - 226690 (20)
XXX	73270 - 108330 (16)	XXX	147440 - 226690 (16)
XXXI	80930 - 110850 (13)	XXXI	164460 - 226690 (13)
XXXII	87130 - 110850 (10)	XXXII	178360 - 226690 (10)

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?
- (b) Should it be (Tick your choice)
- i) A percentage of pay Increments based on service
- (c) Quantum/percentage of fitment Rs._____/_____% Increment.

Ans : Our Union proposes to adopt 7th CPC fitment formula i.e

$$\frac{\text{Proposed minimum pay}}{\text{Old minimum pay (RPS2015)}} = \frac{25,000}{13,000} = 1.92$$

If we adopt the same to every employee taking pay as on 01.07.2018 or the date of increment or the date of subsequent increment. The pay of the employee is fixed at next higher stage in the scale attached to the post after multiply the basic pay with 1.92. The Basic Pay of every employee rises to 1.92 times.

Ex: pay as on 1-7-18	= Rs.41380
Fitment	= Multiply the basic pay with 1.92
	Rs.41380 x 1.92 = 79450
New pay in RPS 2018	= Rs.80440

5. Increment

- (a) State Government employees are now getting annual increments at the rate of starting from 3.00% at the lowest point in the Master Scale and then tapering off to 2.5% at its highest level. Do you think this is appropriate?

Ans : Yes/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 : We demands that the rate of increment should be 3% of basic pay on par with Central. Additional increments For acquiring Higher qualifications to be continued that was done upto 1-7-1998

- (c) Is it desirable to introduce differential rate of increment linking it to performance? **Ans : Yes/No**
- (d) If "Yes" then what should be the mechanism followed to assess performance?

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 the Andhra Pradesh State Last Grade Service, Andhra Pradesh State Ministerial Service etc.

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

Ans: Yes/ No

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

As it is with modifications

- (c) In case you advocate for continuation with modifications what would be the modifications you suggest such as bringing some more posts in the fold of Common Categories?

Ans: Not Applicable

7. Stagnation Increments

- (a) According to one school of thought, the system of shifting the employee, when he/she reaches the maximum of pay scale, to the next pay scale is a good practice as it will give a sense of satisfaction to the employee that he/she 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)

Stagnation increments

Shift to next scale

NEXT SCALE (MAY BE CALLED AS NOTIONAL SCALE)

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

Yes/No

- (c) If "No" how many increments do you suggest?

Ans: Not Applicable

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

Ans: Not Applicable

- (e) Should sanction of stagnation increments be continued even after introducing Automatic Advancement Scheme at reduced intervals of 6/12/18/24, which serves the larger interest of the employees?

Ans: Opportunities to teachers for promotion chances are very less, we are getting existing 5 stagnation increments were not enough to overcome the problem.

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

Ans: If an employee is reached the maximum of the scale, we are requesting to allow to shift to next scale.

- g) Please indicate the number of employees under your control who are receiving more than three and who have exhausted five stagnation increments.

Ans: More than 400 HMs and More than 500 School Assistants who have benefited in all stages of AAS in feeder categories

8. Out sourcing staff:

- (a) Do you support the policy of outsourcing of certain categories of staff in addition to the staff working under Work Charged establishment, Daily Wage and contingent (full time/part time) establishment?

Yes/No

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

As it is

with modifications

- (c) In case you advocate continuation with modifications what modifications would you like to suggest for such outsourcing of services?

The union opposes the recruitment of the out sourcing staff except in the fields mentioned in RTE ACT 2009 i.e P.ETs,craft, ART, HealthEducation, ITpersonel

We appeal the Govt through this commission to accord permission to recruit WATCHMAN posts to HIGH SCHOOLS by Way of outsourcing or contract basis. For So many years nightwatchman posts are not filled by compassionate appointments since aspirants are not interested to be appointed to this post and choose office subordinate post instead.

A. AUTOMATIC ADVANCEMENTSCHEME

Government have introduced Automatic Advancement Scheme in 1981. The successive PRCs have recommended for continuance of the scheme suggesting some modifications and the scheme is being implemented accordingly. The Central Government has also been implementing the Modified Assured Career Progression (MACP) Scheme which is similar to the Automatic Advancement scheme in vogue in the State Government, the frequency of promotion however being less (10/20/30 years)

9. (a) In view of the above, do you suggest for continuation of Automatic Advancement Scheme?
Yes/No
- (b) If yes do you suggest continuation (Tick any one of the box indicating your view)
- i) As it is with modifications
- (c) In case you advocate for continuation with modifications what the modifications you would like to suggest?

Ans : We propose to continue the existing system with modifications

10. (a) Do you feel that the revised AAS consisting of 6/12/18/24 years concept is adequate.
Yes/No
If "yes", do you suggest continuance?

As it is with modifications

- (b) Nature of modification suggested, if any

11. (a) Do you support the existing system of limiting the automatic promotion scales to the Special Grade after 6 years, SPP-IA/SAPP-IA (after 12years), SPP-IB/SAPP-IB (after 18 years) and SPP-II/SAPP-II (after 24years)?

Yes/No

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

Ans: Government recently in terms of GO Ms NO 175 GAD dt 27-11-2017 has reduced the minimum service to **Get Promotion** from 3 years to 2 years. In the light of the said G.O employees have a right to have a promotion for every 4 years (double to minimum service for promotion) completed service. We propose the duration of service for allowing Automatic Advancement scheme is 4yrs- 8yrs- 12yrs- 16yrs- 20yrs - 24yrs in place of present 6-12-18-24 periodicity. We propose to introduce two more stages SG -B and SPP-IIB same as like SPP-IB as shown below.

- on completion of 4 years of service : Special Grade - A
 - on completion of 8 years of service : Special Grade - B
 - on completion of 12 years of service : Special Promotion Post Scale-IA
 - on completion of 16 years of service : Special Promotion Post Scale-IB
 - on completion of 20 years of service : Special Promotion Post Scale-II A
 - on completion of 24 years of service : Special Promotion Post Scale-II B
- We request to allow pay fixation under FR 22 (B) in the promotion post after getting SPP Scale –IIB (24 Years) also which denied in the earlier AAS
 - We request to allow Automatic Advancement Scheme to the teachers who got NEXT LEVEL promotion after getting SPP Scale-IIA & II B.
 - As per present rules in force AAS is allowed if the incumbent has the qualifications prescribed for 1st /2nd Level Promotion Posts. As the case may be AAS is denied from the date of acquiring required qualifications with later date, stating that Appointment in AAS is allowed only from the due date, not from later date. If the incumbent is not eligible for want of passing in Ed qualifications prescribed or for want of Passing in Deptl tests for Promotion due for AAS.. Our Union thinks that it is the time to get eligibility for AAS from the Date eligibility for Promotion . AAS to be allowed as soon as he is eligible for next promotion avenue meant for as per service rules of dept
 - In some cases AAS not allowed from the revoke of Increments due to stoppage of Increments due to Imposition of punishment. It is to be rectified.
 - The exemptions from the passing of Departmental Test as per age at all Levels are allowed as per the Teachers Service rules for Promotions to be adopted for appointment in AAS also. At Present Fin Department deny the 50years exemption For AAS even though it is allowed for Promotions as per APSSER
 - The Teachers may be allowed to get Notional Promotion to the next Higher Post as soon as the Pay is fixed in relevant Scale in AAS attached to Next Higher Post and keep in Seniority list of Promotion cadre.

Step up& Preponement of pay on par with juniors

The state Government has issued G.O.Ms.No. 96 Finance (Pay Commission – II) Department Dt. 20.02.2011 for change of periodicity of the Scheme as 6/12/18/24 years of service from the provision of 8/16/24 years under Automatic Advancement Scheme. SPP-IB has newly introduced on completion of 18 years of service in a cadre. SPP-I modified as SPP-IA by reducing the service period in a cadre from 16 years to 12years. It was also ordered for fixation of pay under FR 22-B for those employees who are promoted after availing the benefit of Automatic Advancement Scheme and if the above fixation results in, the senior drawing less pay than that of junior, the pay of the senior shall be stepped up w.e.f. the date of promotion of the junior to a figure equal to the pay fixed for the junior in the higher post to which he/she is promoted on or after 01.07.2008, subject to the conditions laid down therein, with monetary benefit from 01.02.2010.

- ***Here Teachers are facing a problem to expel the anomaly. Secondary Grade Teachers have two or three promotion chances to get in the next promotion post either as School Assistant in different subject or PSHM post.***

- **Senior gets the chance to promote earlier than junior without AAS,**
- **Junior gets AAS benefit and also take the promotion to another post. Then the junior pay will be higher than the senior pay.**
- **As per the Rules in vogue the anomaly is not possible to be expelled due to senior and junior were promoted to different subjects of the same post or equalent post.**
- **Senior also have the qualification to take the junior promotion post but senior got first chance get promotion and opted another post in the same cadre.**
- **In this context to avoid the anomaly Step-Up/ Preponement may be allowed in among the posts under same cadre and drawing same scale of Pay.**

SPECIAL PAYS AND COMPENSATORY ALLOWANCES & MEDICAL FACILITIES Etc.

As a general principle, while assigning a pay scale, to a particular post, the qualifications, nature of duties assigned, jurisdiction and span of control etc., are taken into consideration. Another school of thought is that the pay scale should be assigned for normal duties only but when the job requires some duties which is out of the ordinary, e.g. demands special skills or work of arduous nature or involves risk or where the employee has to work in remote areas etc., there should be compensation by way of special pay or special allowance.

12. (a) Do you support Sanction of Special Pay?

Ans : Yes

(b) If yes, indicate the category (s) of post (s) for which Special Pay is suggested, reason (s) there for and quantum of special pay.

Ans: Our union believes that interest may be created in the employees as well as teachers to work in Remote Areas By Enhancing Special Pay @15% of Basic Pay of the category of post

ALLOWANCES RELATED TO TEACHERS

Sl. No	Nature of Extra Duty	Existing Allowance (P.M)	Proposed Allowance (P.M)
1.	Head Master of Primary School (Single Teacher)	Rs.100/-	Rs. 250/-
2.	Head Master of Primary School (More than 2 Teachers)	Rs.125/-	Rs. 350/-
3.	Head Master of UP School	Rs.150/-	Rs. 450/-
4.	Non Gazetted HMs of High Schools	Nil	Rs. 600/-
5.	Head Master of High School Gr.II	Nil	Rs. 600/-
6.	LP's & SGT's who handling the higher classes	Rs.150/-	Rs. 1000/-
7.	Scout Allowance	Rs. 100/-	Rs. 500/-

8.	Library allowance	Nil	Rs. 600/-
10.	Computer allowance	Nil	Rs. 600/-
11.	Track suit allowance	Nil	Rs. 400/-
12.	Science Lab maintenance	Nil	Rs. 600/-
13.	Audio visual in charge	Nil	Rs. 600/-
14.	Midday meals maintenance in charge allowance	Nil	Rs. 1000/-

(c) Or should the pay structure alone take care of it, and If so what should be that pay structure, category-wise?

Ans: Scale of pay attached to the post basing on Technicality in nature of work which requires Technical training for being appointed

13. Dearness Allowance

The present 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 have been recommending a conversion formula, to ensure that the quantum of Dearness Allowance sanctioned is commensurate with what is sanctioned by the Government of India in respect of the Central Government employees.

(a) Do you feel the present system is apt? If not please indicate suitable suggestions/modifications.

Ans: WePropose to allow the Dearness Allowance on par With Central Govt. Employees without conversion formula.The union strongly believes NO CONVERSION FORMULA is NEEDED to avoid confusion

14. City Compensatory Allowance

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

(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 also be sanctioned to the State Government employees in lieu of CCA. If so, indicate suitable suggestions /modifications.

Ans : Yes CCA may be replaced with Transport allowance for at least cities that are identified as corporations and CRDA area @ Rs 3750+DA. If the above not possible the present CCA may continue as detailed hereunder.

The CCA may be allowed to the teachers and employees working within the radius of 15 kms from the concerned corporations out skirts as done in case of HRA as shown below. In earlier Revised scales The radius of The City not mentioned .So many employees are denied to draw CCA WITHIN radius of 8 Kms which is admissible for drawing HRA

Our union proposes the revision of CCA as detailed below

Revised Pay Range (R.P.S., 2018)	Vijayawada, Guntur and Visakhapatnam Municipal Corporations and Amaravathi	All other Municipal Corporations in the State
Pay Up to Rs.37410/-	1800	900
Pay above Rs.37410/- and up to Rs.69880/-	3600	1800
Pay above Rs.69880/-	7200	3600

15. House Rent Allowance

- (a) At present 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?

Yes/No

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

Ans: We propose that payment of HRA shall be continued in present form without maximum limit. The rates may enhance keeping in view of high prices.

16. (a) Do you feel that the existing rates of House Rent Allowance are adequate?
Yes/No

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

Ans: We proposes the quantum of HRA as follows in the next page in the light of Density of population and inhospitable hike in house rents even in villages

PROPOSED RATES OF H.R.A

Sl.No	Town/city	Existing HRA	Proposed HRA
1	AMARAVATHI (VMC & GMC & VIZAG area	20%	30%
2	District Head Quarters	20%	25%
3	Municipalities/Nagarapanchayats	14.50%	20%
4	Villages	12%	18%
5	Special Rural Allowance (To the teachers who is working in the inaccessible Agency areas shall be allowed in addition to HRA) -----	08%

17. (a) In the State, prescribed classification of cities/towns for the purpose of application of rates of HRA is also admissible to the places located within 8 K.Ms. distance from the periphery of the qualified cities/towns. Do you advocate for continuance of the existing system?

Yes/No

- (d) If “No”, what is your suggestion on this?

Ans: We propose the HRA shall be admissible to the employees working in offices located the qualified cities/towns from the periphery of within 20km distance. The present 8kms limitation of periphery of the qualified cities Wasdecided 5 decades ago . At present The area of municipal corporations and municipalities extended 3 times, since So many Gramapanchayats merged in cites/towns. We are proposing to recommend the Government to reorganize the periphery of the qualified cities and employees working in offices located within 20km distance keeping in view the hike of House rents

18. LTC and other Allowances:

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

Yes/No

- (b) If “No”, suggest modifications, duly justifying the same.

Ans: To avoid misappropriations of LTC, Nomenclature of LTC will be change as ETA (Education /Tour Travel Allowance).Fixed amount of one Month of Basic Pay to be paid for Visiting three times(South India, North india, Western India) anywhere in india in Total service.

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?

Yes/No

Tour T.A, Daily Allowances: 100% shall be enhanced.

Fixed Travelling Allowance: Rs.2500/- p.m. to M.E.Os, H.Ms of Primary /Upper primary /High schools are also to be under preview of Under FTA since they are also frequently travel to attend meetings conducted by respective controlling officers and they are not giving TA&DA neither from SSA /RMSA /Funds nor from school funds.

- (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: Inadequate

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

Ans: All allowances should be enhanced to 100%.

OTHER ALLOWANCES:

Here the union proposes the allowances which are related to the Teachers and Education Department related.

Education fee reimbursement:

We propose to sanction Rs.2250/- p.a for day scholar children and Rs.6750/- p.a. for children living in hostels on par with central government employees upto two elder children. Keeping the hike in TUTION FEES

Note: 10th PRC has recommended Rs 2000 per year BUT NOT Implemented by Government yet.

Special Compensatory Allowance:

The Special Compensatory Allowance to the employees working in the scheduled areas i.e. Non Mandals, Mandals and Hills/ Hilltops the existing rates shall be revised as fallows.

- Rate of Special Compensatory Allowance admissible in Mandals – 8% of basic
- Rate of Special Compensatory Allowance admissible in Non-Mandals – 10% of basic
- Rate of Special Compensatory Allowance admissible in Hills/Hilltops- 12% of basic

Other Compensatory Allowance:

The Bad Climate Allowance	- @Rs. 2000/-P.M
Hill Area Allowance	- @Rs. 3000/- P.M
Special Compensatory Allowance (Remote Locality)	- @Rs. 4000/- P.M

Chalk dust Allowance: (Newly Proposed)

The dust of chalk causes many problems like Respiratory, Asthmatic, Dermatological problems, it even enter into eyes and incurs a lot of medical expenditure is required. Hence we are requesting you to sanction chalk allowance Rs.1500/- per month.

Reference Books Allowance: (Newly Proposed)

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.

Physically Handicapped Conveyance Allowance:

We propose the Conveyance Allowance to the Physically Challenged employees will be allow @10% on basic pay without maximum limit.

Additional HRA:

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

Readers Allowance:

We propose the Readers Allowance to Blind Lecturers and Teachers as shown below with 100% hike.

Sl. No	Category	Existing	Proposed
1.	Lecturers	Rs.2000	Rs.4000
2.	School Asst and Equivalent	Rs.1500	Rs.3000
3.	Secondary Grade Teachers & Equivalent	Rs.1200	Rs.2400

Deputation Allowance: (Newly Proposed)

When Transfers are not made regularly and fresh recruitments for vacancy posts were not taken in time, Government have arranged alternatively by way of the deputation of the Teachers from other Schools. We are requesting you to sanction the Deputation Allowance on par with Central Employees as shown below.

- *“In case of deputation within the same station, the deputation (duty) allowance will be payable at the rate of 5% of basic pay subject to maximum of Rs. 4,500/- per month”*
- *“This allowance will be payable at the rate of 10% of basic pay subject to maximum of Rs. 9,000/- per month, in the case of deputation involving change of station”*

Nursing Allowance to pregnant woman: Rs.3,000/- p.m upto 6 months

20. Medical facilities:

- (a) Do you think the existing medical facilities available under Employees Health Scheme (EHS) which envisages cashless treatment on the basis of Employee Health Cards in respect of Government employees are adequate?

Yes/No

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

Ans: Cash less health scheme shall be implemented in all corporate hospitals without showing discrimination from cash payment patients. Separation of from Arogya Sree beneficiaries is solicited. In cashless treatment medical tests to be allowed for outpatient procedures. All the hospitals should allow to examine outpatient cases also on par with Government hospitals.

If payment is made by the employee that whole amount should be allowed by Medical Reimbursement without any upper ceiling.

- Master health check up is not yet introduced in EHS
- Aided Employees & teachers are yet covered neither Medical reimbursement nor EHS as assured by 10TH PRC

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

Ans: We propose to improve our health cards to work as like Private cashless Health Schemes.

21. Obsequies Charges

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

Yes/No.

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

Ans : We propose to sanction Rs.50,000/- or one month Salary, whichever is high.

----- contd

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 A.P. Revised Pension Rules, 1980 as amended from time to time, govern the pensionary benefits. Government have been sanctioning Pension on the last pay drawn. The minimum qualifying service to get pension is 10 years. Government allows a weightage of up to 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.

Basing on the recommendation of the Pay Revision Commission 2015 Government have reviewed the pension structure and granted the minimum pension as Rs.6500/- a month. The commutation of pension continues to be continued @ 40% of basic pension and no change was made in the existing provision regarding restoration of commuted pension after 15 years. The maximum limit of Retirement Gratuity was recommended to be enhanced from Rs.8,00,000/- to Rs.12,00,000/- and the same has been accepted by the Government. For the purpose of calculating gratuity, Basic Pay as well as D.A. are being taken into account.

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

Yes/No

(b) If "No" what modifications you would like to suggest?

Ans: > The union proposes 50% of LAST PAY with DA irrespective of SPAN of SERVICE RENDERED

>We propose Family pension modify with 50% of last pay drawn of employee instead of at present 30% of last pay drawn.

23. (a) Do you think the present structure and quantum of pension, family pension, and retirement gratuity requires any modification?

Yes/No

(b) If "yes" what modifications would you like to suggest?

Ans: We propose the 50% Last Basic Pay plus Dearness Allowance to be fixed as Service Pension Irrespective Of Length Of Service Since No Teacher Or Employee Has Not Been Putting 28 Years Of Service To Get Full Pension. The Enhanced 50% Family Pension may be continued as Family Pension. We also propose to apply the A.P. Revised Pension Rules –1980 to the Teachers or employees who were appointed on or after 1-9-2004.

➤ **GPF rules are to be made applicable to employees under CPS on par with Kerala state Government.**

➤ **A new Insurance scheme to be started in place of GIS exclusively for CPS employees with 80% contribution from Government.**

Contributory Pension Scheme (NO PENSION SCHEME) Needs to be abolished

With the implementation of this Contributory Pension Scheme since 01.09.2004, the employee who has served for 30 to 35 years receive a pension is less likely to at the end of his life and New Pension does not grow lifetime of the employee. Old pension system is most needful for implement.

Restoration of Old Pension Scheme is not an immediate financial burden to the Government, because an employee has an average of 28 years of service. New Pension Scheme effected employees appointed after September 2004, so employees will retire from the service 2033. Every year there is a small number may be retire up to above said period.

Government share investment in the Contribution Pension Scheme:

Post	Basic Pay	DA @30.392% (as on 1.7.18)	10% Pay	10% DA	Total
IV Class Entrée Level	13000	3950	1300	395	1695
SGT Entrée Level	21230	6452	2123	645	2768
SA Entrée Level	28940	8704	2894	870	3704

- Government average investment for Contributory Pension Scheme on each employee : 2725/PM
- Currently the number of employees employed in the CPS (NPS): 1,86,000
- Monthly payment on CPS (NPS): 1,86,000 X 2725 = Rs. 50,62,92,000
- Yearly payment on CPS (NPS): : 50,62,92,000 X 12 = Rs.607,55,04,000

If cancel the new pension system, the government's share of the employee is equal to approximately 610 crores each year, so there is no need to contribute and it may use other purposes, the government will have the opportunity to capitalize CPS reversal amount. In addition, nearly 5,000 crore so far to roll back the new pension deposit for the chance to make use of development schemes. Employee's monthly savings and earlier employee share contributed reversal amount from the NSDL to General Provident Fund.

Old Pension - New Pension - Observation

Difference between Contribution Pension Scheme and Old Pension Scheme:

Our Union says that, if a Headmaster retires in new pension scheme he will get much better benefits than old pension scheme.

To see if this is true, we observed old pension benefits and new pension scheme benefits of headmaster of the Upper Primary School who retired in February 2017. We calculated the new pension scheme benefits with his every month Pay and DA as per his service records. His old and new pension benefits as showed below.

“The Salary details and expected contributions of the above said employees are attached with this file.”

Old Pension Benefits:

- Date of Birth : 05.02.1959
- Date of First Appointment as Special Teacher : 11.07.1985 (Rs. 398/pm)
- Date of Regular time Scale allowed : 25.09.1990
- Date of Retirement : 28.02.2019

Total pension eligible

- Last month Pay : Rs. 55410/-
- Gratuity : Rs.11,34,639/-
- Basic Pension + D.A : Rs. 27,705 + Rs. 6,678 = Rs. 34,383/-
- 40% pension commutation amount : Rs.10,89,671/-

But a monthly basic pension of Rs.11,082/- will be reduced to 15 years. Total pension receiving is Rs.16623 + Rs.7,114 (DA) = Rs. 23,737 / - p.m. Growing pension comes with growing DAs.

New Pension Benefits:

From 25.09.1990 i.e his regular time scale, employee share 10% and Government share 10% calculated with 10% of return has taken into consideration by February 2017 at the time of his retirement, approximately Rs.23,00,000 has been credited.

- 60% Rs. 13,80,000 (Income Tax to be pay)
- 40% Rs. 9,20,000 to buy Annuity Plan

Selected the pension which has the same, as to their Spouse after their death, for this type of pension we have to invest Rs.1,00,000/- then we get monthly pension as approximately Rs.550/- only. They will get only Rs.5,060/- by investing Rs.9,20,000/- as monthly pension for their entire life. Its fewer amounts than minimum pension of old pension scheme.

If the plan is selected for a 3% increase in monthly pension every year, the monthly pension is paid at the rate of Rs.500/- per 1 lakh. Again the service pensioner does not have a pay pays for their spouse.

After 15 years the commuted pension is restored and the additional quantum of pension comes after 75 years of age to meet additional expenditure.

If the Government thinks that the New Pension Scheme is a profitable than Old Pension Scheme, renew the General Provident Fund and have to transfer the employees 10% share of the New Pension Scheme funds into that account. Government funding 10% share may be continued in new pension scheme, Government has to be take the benefits of investments are in new pension scheme. Government have to renew the Old Pension to the employees.

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

Ans: We are proposing the **Retirement cum Death Gratuity** ceiling is to be enhanced to Rs. **24,00,000**.

24.(a) Is the present limit regarding commutation of pension and the time prescribed for its restoration appropriate?

Yes/No

(b) If "No" what modifications do you suggest?

Ans: Commutation at the rate of 40% may be continued. We suggest the restoration of commuted portion of pension shall be reduced to 10 years instead of 15 years.

➤ Illustration:

Age On next birth day	: 61 years
Commutation factor	: 8.194
Amount commuted	: Rs.100-00
Commutated value	: Rs.9,833-00
Amount recovered in 10 yrs	: Rs.12000-00
Amount recovered in 15yrs	: Rs.18000-00
Excess Amount recovered in 10yrs	: Rs.2167-00
Excess Amount recovered in 15yrs	: Rs.8167-00

Taking all these factors into account, we suggest that the commuted pension may be restored on completion of 10 yrs or reaching the age of 70 yrs whichever is earlier.

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

Yes/No

(b) If "Yes" suggest modifications.

Ans: We propose minimum 15 years of service in place of present 20 years including leave other than EOL.

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

No

(b) Suggest modifications if any.

Ans: Employees are being appointed At the age of 40 years by various reasons, we are proposing to allow full Service Pension irrespective of length of service, 8 years weightage has been proposed by AP 10th PRC but Government has not implemented. We propose the same again duly requesting the to effect the new weightage from 01.07.2013. (10TH PRC effected date).

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?

Yes/ No

If No, suggest the modifications.

The union suggests the following modifications in this regard

➤ From 65 yrs. to 70 years	-	5% of Basic Pension
➤ From 70 yrs. to 75 years	-	10% of Basic Pension
➤ From 75 yrs. to 80 years	-	20% of Basic Pension
➤ From 80 yrs. to 85 years	-	35% of Basic Pension
➤ From 85 yrs. to 90 years	-	50% of Basic Pension
➤ From 90 yrs. to 95 years	-	65% of Basic Pension
➤ From 95yrs. to 100 years	-	80% of Basic Pension
➤ Above 100 years	-	100% of Basic Pension
➤		

28. Is the quantum of death relief i.e., a lumpsum amount equal to one month's pension subject to minimum of Rs.15,000/- to the pensioners/nominees paid at present adequate?

Yes/No

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

Ans: We proposed to sanction Rs.50,000/- or one month Pension, whichever is high will be paid.

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?

Yes/No

(b) If "No" suggest modifications?

Not applicable

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

Yes/No

(b) If "Yes" suggest modifications?

Ans: We propose the existing procedure of sanction of pension implemented in Krishna district may be extended to all districts and powers to sanction of pension shall be decentralized by delegating from AG to District Audit Officers or representatives of AG Office may be accommodated at zonal level to verify pension papers. Online procedure for submitting pension papers before 6 months to be made mandatory for failure action may be initiated against the concern.

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

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?

Yes/**No**

(b) Do you feel the Health Card System is convenient? Indicate your view.

No

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

Ans: Same as Employees health scheme

(d) If you have any other suggestions for better medical care to pensioners?

Ans: Same as Employees health scheme duly allowing O.P facility in all Net work hospitals

Medical Allowance: We propose to sanction medical allowance@ Rs 2000 p.m

33. Financial Assistance:

At present Financial assistance is admissible to such of the survivors to whom neither service pension nor 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.6,500/- p.m. is being sanctioned as Financial Assistance without Dearness Relief.

Do you feel that the above Financial Assistance is adequate?

Ans: We propose to enhance the financial assistance from Rs.6500/- to 12,500/- p.m as Minimum Pension along with Dearness Relief.

Do you consider this facility as redundant since there may not be any survivor now from out of those who were in service prior to 1961 for he/she would have retired on attaining the age of superannuation of 55 years and the present age would be more than 111 years.

Ans: Yes. It is agreed

.....contd

11 TH PAY REVISION COMMISSION, AP STATE

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?

Yes/No

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

Ans : Young talented personnel are showing interest to join in Private sector by getting good salary packages and impressive other amenities.

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?

Yes/No

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

36. Please suggest measures

(i)To reduce Govt. expenditure:

Ans: Modalities are to be framed to make expenditure through committees

ii)To improve the State resources

Ans: Low rates of taxes makes achieve high targets

iii)To meet the growing liability on pension

Ans: Since it is a social security measure it has become inevitable

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

Ans: Not advisable. Fate of pensioners not to be decided by the market movements. The fundamental Right of employees not to be denied

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?

Yes/No

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

Ans: All the hikes of employees have to sanction in timely.

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: Yes/No

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

Ans: Almost all the Teachers are not allowed to above the said advances due to insufficient funds at the head of the departments.

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

Yes/No

(d) If "No" what are your suggestions?

Ans: Almost all the Teachers are not allowed to above the said advances due to insufficient funds at the head of the departments.

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

Yes/No

(f) If "No" indicate your suggestions.

Ans: Almost all the Teachers are not allowed to above the said advances due to insufficient funds at the head of the departments.

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?

Yes/No

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

Ans: Almost all the Teachers are not allowed to above the said advances due to insufficient funds at the head of the departments.

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

Yes/No

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

Not Applicable

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

Yes/No

(f) If “No” indicate your suggestions

Not Applicable

40. (a) Do you feel that the amount of advance being paid to the officers for the purchase of personal computer is sufficient ?

Yes/**No**

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

Ans: Almost all the Teachers are not allowed to above the said advances due to insufficient funds at the head of the departments.

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

Yes/No

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

Not Applicable

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

Yes/No

(f) If “No” indicate your suggestion.

Not Applicable

42. (a) Do you feel that the amount of festival advance being paid the employees is adequate?

Yes/No

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

Ans: Adequate but we request to sanction it to all the non-gazetted employees without pay scale ceiling.

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

Yes/No

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

Not Applicable

43. (a) Do you feel that the amount of education advance being paid to the employees is sufficient?

Yes/No

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

Ans: Teachers are not allowed the Education Advance. We request you to allow sanctioning allowance to all the Non Gazetted Teachers without pay scale ceiling.

- (c) Do you consider that the maximum number of installments of recovery of the principal/ is sufficient?
Yes/No
- (d) If “No” what suggestions you would like to make?
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?
Yes/No
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?
Yes/No
- (b) If “No” what suggestions you would like to make?

Ans: For UPTO Two elder children Rs.2250/- p.m. for day scholars and Rs.6750/- p.m. for hostlers on par with Central Govt. Employees.

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?
Yes/No

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

Ans: We propose to sanction Travelling Allowance on par with Central Employees

- (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?

Yes/No

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

Ans: We propose to sanction Travelling Allowance on par with Central Employees

OTHER IMPORTANT ISSUES RAISED TO 11 TH PAY REVISION COMMISSION

1. Compensation under Social Security Scheme(Ex- gratia)

Gazetted	: Rs.20 lakhs	(At present 10 lakhs)
Non Gazetted	: Rs.15 lakhs	(At present 8 lakhs)
Class IV	: Rs.10 lakhs	(At present 5 lakhs)

2. Group Insurance Scheme Monthly Slabs to be revised as detailed below

Group	Subscription	Amount
A	Rs.1200	Rs.12,00,000
B	Rs.600	Rs.6,00,000
C	Rs.300	Rs.3,00,000
D	Rs.150	Rs.1,50,000

- 3. Earned Leave** : Proportionately as per working days
- 4. Half Pay Leave** : 30 days per year (At present 20 days)
- 5. Commuted leave on medical grounds:** Remove the ceiling of 240 days to commute on medical grounds.
- 6. Encashment of E.L. and HPL:** HPL encashment to be delinked with EL encashment. Maximum limit 300 days each.
- 7. Child care leave:** 2 years, extend up to 2years on par with Central Employees.
- 8. Maternity leave:** 180 days adequate.
- 9. Festival Advance:** Rs.20,000 (10 equal instalments)
- 10. Nursing Allowance to pregnant woman:** Rs.3,000/- p.m
- 11. Spl. Leave for Funeral activities** : 15 days

Education Dept Issues to be considered by 11TH PRC

12) VOCATIONAL INSTRUCTOR PART TIME SERVICE COUNTING FOR PENSION :

Vocational Instructors were given Regular Time scale in 2009 after they worked for 20 years on consolidated pay. Since their appointments were confirmed by District Selection Committees (DSC) prior to 2004, Their services are to be regularized from the date of their selection and notional Pay fixation benefits to be allowed and set them aside from the preview of CONTRIBUTORY PENSION SCHEME

13) OLD PENSION SCHEME TO DSC 2003 TEACHERS:

So many teachers were selected by DSC 2003 in the year 2003. But postings were denied due to so many reasons and flaws in Administration. The Officials concerned dragged on the issue willfully for one year and at last given postings at the end of 2004. Since state Govt introduced Contributory pension system wef 1.9.2004, All the above said teachers came under the COVERAGE of CPS By virtue of the unwanted delay of concerned without any specific reasons. In this context the union proposes to recommend to evolve the burning issue by admitting them into service notionally and treat them deemed to be in service from the date of release of final selection list

14) UPGRADATION OF LP POSTS AS SCHOOL ASSISTANTS IN HIGH SCHOOLS:

In High schools of All managements LANGUAGE PANDITS are working with the same qualifications as that Of SCHOOL ASSISTANTS since the Ed qualifications prescribed for the said two posts are same. With the same qualifications They are working with different scales of pay. PRTU as well as Language Pandits have been

demanding to stop the disparity and all the LANGUAGE PANDIT POSTS in high schools should be upgraded to SCHOOL ASSISTANT CADER since Both caders require same qualifications and also same nature of work. And the union also points out except 1st and 2nd Language posts all other posts have already upgraded and why they remain as language pundits in high schools. In view of genuineness in the said grievance the union proposes the issue for favourable recommendation to GOVT in this regard to avoid anguish in the sufferers

15. TWO DEO POSTS FOR EACH DISTRICT AND Dy.E.O POSTS FOR EACH ASSEMBLY CONSTITUENCY :

TO IMPROVE GRAVITY & CLARITY IN SUPERVISION THE UNION PROPOSES TWO D.E.O POSTS FOR PRIMARY AND SECONDARY EDUCATION SEPARATELY. IN THE SAME WAY FOR EACH ASSEMBLY CONSTITUENCY, THERE SHOULD BE ONE DEPUTY EDUCATIONAL OFFICER SINCE THE BURDEN OF SUPERVISION IS INCREASED FIVE TIMES IN COMPARISON TO THE YEAR OF EMERGENCE OF EDUCATION DEPT

CONCLUSION:-

WE , TEACHERS RENDER HUMAN RESOURCES DEVELOPMENT ACTIVITIES , AND ALSO SOCIAL WELFARE ACTIVITIES OF THE STATE BY THEIR HARDWORK WITH RISKS AND RESPONSIBILITIES NOT ONLY IN CITIES BUT ALSO IN UTMOST RURAL AS WELL AS AGENCY AREAS .THE EXCERPTS FROM VARIOUS EDUCATIONAL COMMITTEE REPORTS , COURTS WILL JUSTIFY OUR REASONABLE ASPIRATIONS ON DEMANDS

THE UNION FERVENTLY BELIEVE AND ALSO IS CONFIDENT THAT 11TH PAY REVISION COMMISSION WILL ANALYZE AND EVALUATE THE DUTIES, SKILL, INSERVICE TRAINING , RESPONSIBILITIES OF THE TEACHERS, HEADMASTERS, AND OTHER OFFICERS IN THE DEPT AND ALSO WISHES TO PRESCRIBE SUITABLE PAY SCALES BESIDES REMEDIAL MEASURES TO THE TUNE OF LONG LASTING GRIEVANCES & ANGUISH AMONG THE COMMUNITY.

WITH REGARDS

FAITH FULLY YOURS

*(GADDAM NARAYANA RAO)
PRESIDENT
PRTU AP, AMARAVATHI*

*(K SRINIVAA RAJU)
GENERAL SECRETARY
PRTU AP, AMARAVATHI*

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.*

NO, NOT ADEQUATE

<u>Name of Category</u> (No.)	<u>Sanctioned</u> (No.)	<u>Availability</u>	<u>Requirement</u>
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(b) *What steps are preferred to rectify the problem of excess / shortfall? Please state for each category separately with a brief explanation.*

- i) *Recruitment : DSC TO BE CONDUCTED EVERY YEAR*
- ii) *Hiring on contract ; NOT FEASIBLE FOR TEACHING*
- iii) *Hiring through outsourcing ; ONLY FOR DATA CAPTURING*
- iv) *Re-deployment : NA*
- v) *De-centralization and Delegation of authority; NOT NECESSARY*
- vi) *Re-organization of staff/field units ; NOT NECESSARY*
- vii) *Outsourcing of services / activities to professional agencies*
- viii) *Training and Skill up-gradation of existing staff ; YES WELCOMING*
- ix) *Use of Information and Communication Technology(ICT); WEL COMING*
- x) *Improve mobility ; NOT APPLICABL*
- xi) *Closure of non-functional units; YES*
- xii) *Privatization of units ; NO*
- xiii) *Another ;*

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.

Ans: SSA AND RMSA

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.

Ans: TEACHERS RERUITMENT BY APPSC ONLY. OUT SOURCING BY DSC

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.

Ans: UPTO 3 RD CLASS BY SGTS WITH INTER+TTC

FROM 4TH TO 7TH BY SCHOL ASSISTANTS HAVING DEGREE +B.Ed

FROM 8TH TO 10TH BY PGTS HAVING P.G + B.Ed

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.

Ans: lab technicians, computer operators, digital as well as Virtual class room operators

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?

Ans; Not suitable for teaching. online public grivience system may be adopted for obtaing information

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.

Ans: not applicable to schools in which grievances of public be addressed through physical verification not by a call

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.*

Ans: NOT APPLICABLE

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?*

Ans: present programmes holds good and also adequate

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?*

Ans: No even at district level .District and divisional level infrastructure for the periodic training of teachers and head masters to be developed

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?*

Ans: Intensive training before appointment to post fulfils the task to some extent

GENERAL

If you feel that any issue which is within the terms of reference of the Pay Revision Commission, but not covered in the Questionnaire, such issues may be identified and indicate your point of view on such issues.

The University authorities/ Service Associations of the Non-Teaching Staff and the individual employees of the Universities may also enumerate their suggestions with special reference to the conditions of their service in the Universities.

The Commission expects that the suggestions made are comprehensive and supported by data and probable financial implications. Where the proposed suggestions involve financial implications please indicate them in the following formats:-

Format - I

Suggestions involving financial implications:

Sl. No.	Issue	Item No. in Questionnaire	Existing Position	Difficulty faced	Reasons	Suggestions to mitigate the difficulty	Financial implications
1	Minimum pay						
2	Fitment						
3	Rate of increment						
4	DA						
5	HRA						
6	STAGNATION INCREMENT						
7	ALLOWANCES						
8	PENSION						
9	DEATH RELIEF						

Note: a. Illustration may be given below if necessary.

b. Each item shall be on separate sheet unless they are related to each other.

c. The Govt. order relied for stating the existing provision may be enclosed.

d. Each sheet has to be signed.

Format -II

Suggestions involving new schemes:

Sl. No.	Issue	New Scheme Proposed	Need	Justification	Financial Implications
1	AAS	4-8-12-16-20-24 SCALES		MINIMUM SERVICE FOR PROMOTION X 2	2 TIMES INCREASE

Format - III

In case where suggestions are made for the continuation or otherwise of the existing system

Sl. No.	Issue No.	Item No. in Questionnaire	If continuance is suggested	If discontinuance is suggested furnish reasons
			Without modifications	With modifications
1	MATERNITY LEAVE			
