

A B S T R A C T

APGENCO – Regulations - Pay Scales – Scales of Pay of Workmen – Revision – Orders – Issued.

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G.O.O.No. 217/J.S.(Per)/2018,

Dated: 18.06.2018

Read the following:-

- 01). G.O.O.No.440/J.S.(Per)/2014, Dated. 22.12.2014,
- 02). G.O.O.No.441/J.S.(Per)/2014, Dated. 22.12.2014,
- 03). T.O.O(Addl.Secy-Per) Ms.No.649, Dated : 20.12.2017
- 04). T.O.O(Addl.Secy-Per) Ms.No.813, Dated : 14.06.2018

-: O :-

ORDER :-

The Scales of pay of Workmen were revised with effect from 01.04.2014 in the reference 1<sup>st</sup> cited.

02). The Committee, constituted in the T.O.O 3<sup>rd</sup> cited for revision of Pay Scales and Allowances of the Employees of APTRANSCO, APGENCO and two Distribution Companies viz., APSPDCL & APEPDCL held discussions with various Employee Unions/Associations of the Companies and submitted its recommendations to APTRANSCO on the revision of Pay Scales and Allowances of the Employees coming under the categories of Workmen and Other than Workmen.

03). The APGENCO after careful consideration directs that scales of pay of the Employees coming under the categories of Workmen shall be revised with effect from 01.04.2018 as indicated in the Annexure to this G.O.O subject to approval of the Government of Andhra Pradesh.

04). The full time contingent staff, who are hitherto drawing the scale of pay of Rs.14975-305-16500-445-18725-580-21625-715-25200 shall draw the corresponding revised scale as shown in the Annexure to this G.O.O. with effect from 01.04.2018.

05). **Option of Revision:** The date of option for the Revised Pay Scales shall be 01.04.2018 or the date of increment in the existing scale on or before 31.03.2019.

06). **Fixation of Pay:** For the purpose of fixation of pay in the revised pay scales, the revised basic shall be arrived at in the following manner:

- a) Basic pay as on 01.04.2018 or on the date of option. For those who have already drawn four (4) stagnation increments by 01.04.2017 or any date before 31.03.2018 and thus continue to stagnate at that stage for One year from that date, one (1) notional increment in the pre-revised scale shall be added.

**(Plus)**

- b) D.A. as on 01.01.2018 @ 21.094% on item (a) above.

**(Plus)**

- c) 25% fitment on item (a) above

- d) After arriving at the sum total of the items (a) to (c) above, the Basic Pay in the Revised Scales of pay of 2018 shall be fixed at the next stage above the amount of such total. If the amount exceeds maximum of the revised time scale, the pay shall be fixed beyond the maximum of the time scale duly elongating the scale as per the master scale.

07). **Service Weightages:** The Service Weightage increments shall be given in the revised scales as follows:

0 to 15 Years	:	Two (2) Increments
Above 15 Years	:	Three (3) Increments

The service would reckon from the date of joining. The Training period, Full Time Contingent Service (if there is no break in service) & Contract Service if any shall also be considered for calculating Service Weightages

08). The Automatic Advancement Scheme as existing in the Government of Andhra Pradesh shall continue to be followed.

09). **Stagnation Increments:** Such of those employees who have reached or crossed or so reach or cross the maximum of pay in the revised time scales of pay whether at the time of initial fixation of pay in the revised scales or at any time thereafter, shall be allowed four annual increments beyond the pay fixed in the revised scale suitably elongating the scale as per the master scale. The stagnation increments beyond the time scale shall be at the rate in the master scale corresponding to the basic pay of the employee and shall be treated as part of pay for all purposes. The first stagnation increment shall be admissible from the date of their increment which they would have drawn had they continued in the existing scale or immediately following completion of one year from the date of crossing or reaching the maximum in the revised pay scales, 2018 and subsequent stagnation increments shall accrue every year thereafter. The grant of stagnation increments shall be governed by the same rules, which govern the normal increments. The total number of stagnation increments that can be allowed to any employee during the period from 01.04.2018 to 31.03.2022 in any scale he would be appointed to, shall not exceed four in all.

10). **Dearness Allowance:** Revision of Dearness Allowance in future will continue to be half yearly, and will be regulated with reference to the All India Price Index (preceding 12 months moving average) at the neutralization levels applicable, as per the formula;

$$C1-C0$$

New DA = ----- x Revised pay at the applicable neutralization level.

$$C0$$

Where:

C0 = Index on 01.01.2018

C1 = Index on any future date

(including 01.07.2018 for initial determination of new DA)

(Index means preceding 12 months moving average of All India Price index)

Note: If the Government makes any change in the existing DA formula, the same will be adopted in case it is advantageous.

**11. House Rent Allowance:** House Rent Allowance shall be allowed as per the rates in Government of Andhra Pradesh.

**12. City Compensatory Allowance:** The employees are entitled for CCA at the following rates.

Pay range in Pay Scales, 2018	Greater Hyderabad Municipal Corporation (in Rupees)	Greater Visakhapatnam Municipal Corporation & Vijayawada (in Rupees)	Other Municipal Corporations (in Rupees)
Rs.21,880/-	400	250	200
Rs.21,881/- to Rs.33,745/-	600	350	300
Rs.33,746 to Rs.44,740/-	700	450	350
Above Rs. 44,741/-	1000	700	500

13). All Special pays, Family Planning incentive increments and Personal pays sanctioned as advance increments for acquisition of higher qualification shall not be reckoned as pay for the purpose of calculation of DA, HRA and CCA and all other Allowances.

14). The fixation benefits as per these orders shall accrue from 01-04-2018 or on the date of option whichever is later. The arrears in Revised Pay Scales, 2018 for the month of April, 2018 & May, 2018 shall be paid during the Financial Year.

15). The Competent Authority/Authorities responsible for Fixation of Pay and Pre-check on Promotion of an Employee(s) as per the existing orders/ procedure shall be the competent Authority/Authorities for Fixation of Pay and Pre-check in Revised Pay Scales of the Employees of APGENCO.

16). During the implementation of the above orders, any anomalies that may arise shall be brought to the notice of APGENCO for issue of necessary orders.

17). The Unions/Associations shall ensure that all their members with stay at their respective Head Quarters, without exception, and discharge their duties in such a manner as to substantially increase the Revenue of the Utilities and reduce the losses. The Endeavour of all the Employees shall be to improve PLF and other performance indices. Further the Unions/Associations shall make special efforts to further reduce the auxiliary consumption and cost of generation.

18). These orders are issued with the concurrence of Director (F& C)/APGENCO,  
Dated:18.06.2018

K. VIJAYANAND  
MANAGING DIRECTOR

To

All Chief Engineers  
All FA & CCAs  
Chief General Manager (Adm, IS & ERP)  
Joint Secretary (Per)  
All Superintending Engineers//All Dy.CCAs.  
All Divisional Engineers/Executive Engineers

**Copy to :-**

The Principal Secretary to Govt., Energy, I&I Department, A.P. Secretariat, Velagapudi.  
The Principal Secretary to Govt., Finance Department, A.P. Secretariat, Velagapudi.

PS to Chairman/APGENCO  
PS to Managing Director/APGENCO  
SAO to Director (Finance & Commercial)/APGENCO  
ADE(Tech) to Director (Thermal)/APGENCO  
ADE (Tech) to Director (Hydel)/APGENCO  
ADE (Tech) to Director (HR&IR)/APGENCO  
PA to the Company Secretary/APGENCO  
PA to Chief of Vigilance & Security/APGENCO  
All Dy.CCAs/ Dy.Secretaries/All Assistant Secretaries/APGENCO.  
Pay Officer/Accounts Officer(CPR)/APGENCO.

The General Secretary, APEE Union (Regd.No. 1104) (Recognized), Vidyut Sakha Bhavan,  
Maharani Peta Post, Visakhapatnam-2.

The General Secretary, APSE Union (Regd.No. 327) (Recognized), Q.No. JE-337, Security  
Colony, Dr.NTTTPS, Ibrahimpatnam, Dist: Krishna-521 456

The General Secretary, Telugunadu Vidyut Karmika Sangham (Regd.No. B-1245),H.No. 48-  
9/10, Muniswamy Nilayam,Viswam Nagar, Behind CBR Residency, Gunadala, Vijayawada.

The General Secretary, APPGE Union (Regd.No. E-1535), SRT-30, A-Colony, Dr.NTTTPS,  
Ibrahimpatnam, Dist: Krishna - 521 456.

The General Secretary, APGENCO Chemist's Association(Regd.No. 756), O/o Chief Chemist,  
O&M, Dr.NTTTPS, Ibrahimpatnam, Dist Krishna - 521 456.

The General Secretary, APGENCO Civil Engineer's Association, (Regd.No.1344/2012), Qtr.  
No. DE-31, C Colony,Dr.NTTTPS, Ibrahimpatnam - 521 456.

The General Secretary, APSEB Assistant Engineers' Association, (Regd.No. 1185/1977), Flat  
No. 301, Sai Fortune Apartments, Ramavarppadu, Vijayawada - 521 108.

The General Secretary, GENCO Mechanical Engineers Association, (Regd.No; 1805/2002),  
Quarter No. E-109, V.V.Reddy Nagar, Erraguntla (M), Dist: Kadapa - 516 312

The General Secretary, AP Vidyut Shakthi Employees Union (Regd.No. H-  
155), H.No. G-207, RTPP V.V.Reddy Nagar, Kalamalla, Dist: Kadapa.

The State General Secretary, Electricity Backward Classes Employees Welfare Association, (Regd.No. 1681/2006), O/o Electricity Revenue Office-Rural 1, APSPDCL Near RTC Bus Stand, Guntur.

The General Secretary, Electricity OC Employees Welfare Association, Regd.No. (1088/2008), SRT 20, Security Colony, Dr.NTTPS, Ibrahimpatnam, Dist: Krishna.

The General Secretary, APGENCO Personnel Service Employees Welfare Association (Regd.No. 299/2008) 5<sup>th</sup> Floor, Vidyut Soudha, Vijayawada – 500 004.

The General Secretary, Andhra Pradesh State Electricity Accounts Officers Association (Regd.No. 387/2014) D.No. 74-2-1/1, F-203, Tirumala Residency Pandaripuram, Ashok Nagar, Vijayawada, Dist:Krishna

The General Secretary, JAO's Association (Regd. No. 1967/2005),APGENCO, Vidyut Soudha, 5<sup>th</sup> Floor, Gunadala, Vijayawada – 520 004.

The General Secretary, APGENCO Accounts Officers Association, APGENCO Vidyut Soudha, 5<sup>th</sup> Floor, Gunadala, Vijayawada – 520 004.

The General Secretary, All Projects Electricity Employees Union (Regd.No. 1076) Onukudelli, Dist: Koraput, Orissa.

The President, Andhra Pradesh Electricity Staff & Workers Union Regd.No. H-64), Affiliated to AITUC, Qtr.No.UD/LD-378, B.Colony, New Quarters, Dr.NTTPS, Ibrahimpatnam, Vijayawada.

The General Secretary, Andhra Pradesh State Vidyut Scheduled Tribe Employees Welfare Association (Regd.No. 956/78), Flat No. 102, Sri Ram's Residency, Patamata, Vijayawada – 520 010.

The General Secretary, Andhra Pradesh Power Employees Union (Regd.No. H-129), H.No. G-207, RTPP V.V.Reddy Nagar, Kalamalla, Dist: Kadapa.

The State President, AP Electricity Employees Muslim Minority Association, Regd.No. 151/2010), D.No. 12/3-670/1, Jesus Nagar, Opp. D4 Section, APCPDCL, Anantapur.

The State General Secretary, AP Vidyut Shakhi Employees Union (Regd.No. H-155), Door No. 13-110,/1, Dr.NTTPS, Ibrahimpatnam, Dist: Krishna 521 456

Madiga Vidyut Employees Welfare association (Regd.No,251/2017), D.No.25-26-12, 4<sup>th</sup> Lane, Josph Nagar, Lalpuram Road, Guntur-522004.

A.P.State General Secretary, Andhra Rastra Power Employees Union G-445, D.No.77-16/1-27C, A.S.Nagar, Vijayawada-510015.

**C.No.JS(P)/DS(E)/AS(E)/PO.Reg/16/2018**

//FORWARDED :: BY ORDER//

  
PERSONNEL OFFICER

NOTIFICATION

In exercise of the power conferred by Sub-section (2) of Section 133 of the Electricity Act,2003 (Central Act 36 of 2003) read with Rule 7 of the Andhra Pradesh Electricity Reforms (Transfer Scheme) Rules, 1999 the Andhra Pradesh Power Generation Corporation Limited hereby makes the following regulations namely:

**1. Short title, commencement and application:**

- i) These regulations shall be called the APGENCO revised pay scales 2018 for Office Staff, O&M Staff, Construction staff, and Security Staff Regulations.
- ii) They shall be deemed to have come into force with effect from 1.04.2018.
- iii) These regulations shall apply to the categories of employees of APGENCO, coming under Office Staff, O&M Staff, Construction Staff and Security Staff who are in service on 01.04.2018 FN.

**2. Definitions:** In these Regulations unless the context otherwise requires:

- i) "Basic Pay" means as defined in Regulation 10(12)(i) of APSEB Service Regulations Part-I as adopted by Andhra Pradesh Power Corporation Limited.
- ii) Existing scale of pay means the scales as ordered in G.O.O.No.440/JS(Per)/2014, Dated 22.12.2014.
- iii) Pensioner means an Employee who retired on or after 01.04.2018 but before the date of issue of these orders.
- iv) Revised scales mean the scale specified in the Annexure to these Regulations.
- v) Revised pay means the pay of an employee after his pay has been fixed in the revised scales.

**3. Revised Pay Scales of 2018:**

The existing scale of pay specified in Annexure shall be revised as specified in the corresponding entry in the Annexure.

**4. Principles of Exercising Options:**

- i) Subject to other provisions of these regulations, an employee holding a post under APGENCO on the 1<sup>st</sup> April, 2018 the scale of pay of which is revised, may opt to draw pay in the revised pay scales of 2018, either from 1<sup>st</sup> April 2018 or from the date of next increment in the existing scale of pay falling before 31.03.2019, whichever is beneficial to him.

- ii) An employee who is entitled to exercise option under Sub-Regulation (i) above shall do so within a period of three months from the date of issue of this order and in the case of a "Pensioner" as defined above, from the date of receipt of a communication from the head of the department or office in which he was last employed.  
**The option once exercised shall be final.**
- iii) If an employee does not exercise his option in writing within the time specified in Sub-Regulation (ii) above, he shall be deemed to have opted to the revised pay scales of 2018 from 1<sup>st</sup> April, 2018 only.
- iv) If an employee exercises option to enter the revised pay scales 2018 from a date beyond 31.03.2019 such option shall be deemed to have been invalid and shall be treated as a case of failure to exercise option in time and he shall be governed by the Sub Regulation (iii) above.
- v) An employee shall exercise his option in respect of the post held by him on the 1<sup>st</sup> April 2018 only.
- vi) Every employee shall exercise his option in writing in the form annexed to these orders and shall communicate it, in triplicate to the following Officers (as applicable) and obtain an acknowledgement of its receipt from them.
- a) The Pay Officer/APENCO/VS/Vijayawada, in respect of Employees working in Vidyut Soudha, Hyderabad.
- b) Drawing Officers concerned, in respect of Employees working in APGENCO in field offices
- vii) In the case of an employee who died while in service on or after the 1<sup>st</sup> April, 2018 or who may die before the date of expiry for the exercise of option under Sub-Regulation (ii) above, his legal heirs may exercise option in the manner set out in Sub-Regulation (v) above.
- viii) In case where the date of increment in the existing scale of pay of an employee is altered or the circumstances that existed on the date of exercising option are materially altered by any order of the APGENCO or other competent authority he/his legal heirs may exercise the revised option within a period of one month from the date of receipt of the relevant order by him or his legal heirs as the case may be.
- ix) An employee who is on leave or on deputation or under suspension on the date of issue of these regulations and who does not join duty before the expiry of the last date for the exercise of option under Sub-Regulation (ii) may exercise the option as aforesaid within a period of one month from the date of resumption of duty after the expiry of leave or from the date of his rejoining in APGENCO, service on the termination of his deputation or on reinstatement, as the case may be.

5. Principles of fixation of pay in the revised scales of pay under these Regulations shall be as follows:

- a) For the purpose of fixation of pay in the Revised Pay Scales, the sum total of the following shall be first arrived at:
  - i) The Basic pay as on 01.04.2018 or on the date of option. For those who have already drawn four stagnation increments by 01.04.2017 or any date before 31.03.2018 and thus continue to stagnate at that stage from that date, for a period of not less than one year one notional increment shall be added.
  - ii) 25% of item (i) (The Special Pay, FPI etc. shall not be taken into account for this purpose).
  - iii) Dearness Allowance at the rate that existed on 01.01.2018 appropriate to the item (i) above.
- b)
  - i) If the Amount so arrived at, is less than the minimum of the revised pay scales of 2018, the pay shall be fixed at the minimum of that scale.
  - ii) If the sum total is above the minimum of the Revised Pay Scales of 2018 and if such total coincides with a stage or not, the pay of the employee in the Revised Scales shall be fixed at the stage next above the amount of such total.
  - iii) If the sum total is above the maximum of the Revised Pay Scales of 2018, the pay shall be fixed at the next stage elongating the scale as per the master scale.

Provided that the employees shall be allowed to get their pay fixed in the Revised Pay Scales 2018 in either of the following alternatives:

- i) Based on the pay in the pre-revised scale as on 01.04.2018 excluding the increment due on 01.04.2018. After the pay is fixed with effect from 01.04.2018 they shall be allowed increment in the revised pay scales, 2018 which accrued on 01.04.2018.  
(OR)
- ii). Based on the pay in the pre-revised scales including the increment due on 01.04.2018 in the pre-revised scale then fix the pay in the Revised Pay Scales, 2018.

In either case they shall be allowed increment, on completion of the service required to earn increment, i.e., the next increment shall be allowed on 1.4.2019 provided there are no periods of non-qualifying service.

c) **Service Weightage:** The service weightage increments shall be given in the revised scales as follows:

0 to 15 Years	: Two (2) Increments
Above 15 Years	: Three (3) Increments

The service would reckon from the date of joining. The Training period, Full Time Contingent Service (if there is no break in service) if any shall also be considered for calculating Service Weightages.

d)

(i) An Employee who is under suspension on the 1<sup>st</sup> April 2018 shall be entitled to have his pay fixed in accordance with these principles subject to the condition that the monetary benefit shall accrue to him only from the date of resumption of duty by him or date of option whichever is later. A discharged employee shall enter the Revised Pay Scales 2018 only from the date of his joining appointment.

(ii) An Employee who is on leave without leave salary on 01.04.2018, is entitled to get the pay fixed with effect from the date of entry into the Revised Pay Scales 2018 and he/she shall be entitled for monetary benefit from the date of assumption of duty or 01.04.2018 whichever is later.

e) Where an employee is covered by an order of stoppage of increments without cumulative effect on the date of entry into the Revised Pay Scales 2018 his pay shall be fixed.

i) Based on the actual pay drawn by him/her on the date of entry into the revised pay scales 2018 and

ii) Based on the presumptive pay i.e., the pay which he/she would have drawn on the date of entry into the Revised Pay Scales 2018 but for the stoppage of increment.

Provided that he/she has opted for the revised pay scales 2018 from a date, which falls within the period during which the order imposing the penalty of stoppage of increments is operative.

Provided further that he shall draw the pay as fixed under clause (i) above on the date of entry into the revised pay scales 2018 until the expiry of the period during which the order imposing the penalty of stoppage of increments is operative and the pay as fixed as per clause (ii) above after the expiry of the period covered by the stoppage of increment.

An employee covered by the orders of stoppage of increments with cumulative effect is also entitled for fixation of pay as per item e(i) above and shall continue to draw the same pay in the revised scale till he earns his next increment after the expiry of the punishment period.

6. An employee whether drawn 4 stagnation increments or not by 01.04.2017, if promoted to the higher category after 01.04.2017 and opts for fixation of pay under regulation 30-A of APSEB Service Regulations Part-I as adopted by APGENCO on the date of accrual of increment in the lower post on or after 01.04.2018, his pay shall be fixed notionally in the lower post and re-fixed in the scale of pay of the promotion posts under Regulation 30-A of APSEB Service Regulation Part-I as adopted by APGENCO.

7. The existing Automatic Advancement Scheme shall continue. The revised scales of pay under the said scheme are indicated in the Annexure.

8. **Date of next increment in the revised pay scales 2018**

The next increment of an employee whose pay is fixed in the revised pay scales 2018 on 1<sup>st</sup> April, 2018 or on the date of option in accordance with the principles of pay fixation specified in Regulation 5 above shall accrue on the date on which he would have drawn his increment had he continued in the existing scale of pay.

“Provided that in case of an employee whose pay in revised pay scales 2018 is fixed on 01.04.2018 at the same stage as that fixed for another employee junior to him in the same cadre and drawing pay at a lower stage than his senior in the existing scale of pay or drawing pay at the same stage as that of his junior in the existing scale of pay prior to that date the next increment shall be deemed to have accrued on the same date as admissible to his junior, if the date of increment of the junior is earlier”

9. **Stagnation Increments:**

Such of those employees who have reached or crossed or so reach or cross the maximum of any of the revised scales of pay whether at the time of initial fixation of pay in the revised pay scales or at any time thereafter, shall be allowed four annual increments beyond the pay fixed in revised scales suitably elongating the scales as per Master Scale. The stagnation increments beyond the time scale shall be at the same rate of increment in the Master Scale corresponding to the stage of pay and such increments shall be treated as part of pay for all purposes. The first stagnation increment shall be admissible from the date of their increment which they would have drawn had they continued in the existing scale or immediately following completion of one year from the date of crossing or reaching the maximum in the revised pay scales 2018 and thereafter. The grant of stagnation increments shall be governed by the same rules which govern the normal increments. The total number of stagnation increments that can be allowed to any employee during the period from 01.04.2018 to 31.03.2022 in any scale he would be appointed to shall not exceed four in all.

10. **Dearness Allowance:**

In future any revision in Dearness Allowance shall be regulated half yearly (on 1<sup>st</sup> January and 1<sup>st</sup> July) with reference to the All India Price Index (preceding 12 months moving average as per the formulated given below:

$$C1-C0$$

$$\text{New DA} = \frac{\quad}{C0} \times \text{Revised pay at the applicable neutralization level.}$$

Where:

C0 = Index on 01.01.2018

C1 = Index on any future date  
(including 01.07.2018 for initial determination of new DA)

(Index means preceding 12 months moving average of All India Price Index)

11. **House Rent Allowance:**

House Rent Allowance shall be allowed as per the rates in Government of Andhra Pradesh.

12. **City Compensatory Allowance:**

The Employees are entitled for CCA at the following rates

Pay range in Pay Scales, 2018	Greater Hyderabad Municipal Corporation  (in Rupees)	Greater Visakhapatnam Municipal Corporation & Vijayawada  (in Rupees)	Other Municipal Corporations  (in Rupees)
Rs.21,880/-	400	250	200
Rs.21,881/- to Rs.33,745/-	600	350	300
Rs.33,746 to Rs.44,740/-	700	450	350
Above Rs. 44,741/-	1000	700	500

13. All special pays, family planning Incentive increments and personal pays sanctioned as advance increments for acquisition of higher qualification shall not be reckoned as pay for the purpose of calculation of DA, HRA and CCA and all other allowances.

14. **Power to remove difficulties:** The APGENCO may by order, make such provisions or give such directions as it may deem necessary for the removal of any difficulty that may arise in giving effect to the provisions of these regulations.

  
PERSONNEL OFFICER

ANNEXURE TO NOTIFICATION

FORM FOR EXERCISING OPTION

UNDER APGENCO REVISED SCALES OF PAY REGULATIONS, 2018

To be exercised on or before

(\*) I ..... holding the post of  
..... in the scale of .....  
..... In the office of .....  
..... do hereby elect to come under the Revised Pay Scales  
2018 with effect from 1st April 2018/date of next increment on .....

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

Date :	Signature :
Station :	Name :
	Designation :
	Office in
	which employed :

Signed before me

Signature (with date)

HEAD OF OFFICE

(\*) To be scored out if not applicable.

