

A B S T R A C T

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

G.O.O. No.440/JS(Per)/2014

Dated :22.12.2014.

Read the following:

1. G.O.O.No.36/JS(Per)/2010, Dt.19.04.2010
2. T.O.O.(Addl.Secy-Per) Ms.No.34, Dt.14.02.2014
3. T.O.O (Addl.Secy-Per)Ms.No.126, dt.31-05-2014
4. Lr.No.Addl.Secy/DS(L,IR&R)/AS(L,IR&R)/PO(Regulations)/JPO/
272/13, Dt.16.09.2014
5. Govt. of A.P. Letter No. 4455/OP.A3/2013 Energy (OP.A1) Department,
Dt.17-12-2014.

* * *

ORDER:

The Scale of pay of Workmen were revised with effect from 1.4.2010 In the reference 1st cited.

2. The Committee constituted in the T.O.O 2nd cited for revision of Pay Scales and Allowances of the Employees of APTRANSCO, APGENCO and A.P. Power Distribution Companies held discussions with various employees 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. The APTRANSCO after careful consideration of the report submitted by Pay Revision Negotiating Committee-2014 and subsequent discussions held with the Employees Unions/Associations requested the Special Secretary to Government, Energy Department, Government of A.P vide letter dt.20-05-2014 to issue formal orders on Revision of Pay Scales and Allowances, 2014. Subsequently on 27-05-2014, the Government was requested for payment of Interim Relief @27.5% to the in-service employees/ Pensioners/ Family Pensioners. The Special Secretary to Government, Energy Department vide Ir.dt.31-05-2014 accorded approval for payment of Interim Relief @27.5%. Accordingly APGENCO vide GOO No. 148/JS(Per)/2014, dated 31-05-2014 issued orders for release of Interim Relief.

3. The Chairman & Managing Director/APTRANSCO vide Lr. No. Addl.secy/DS(L,IR&R)/AS(L,IR&R)/PO(Regulation)/JPO/272/13 dt.16.09.2014 has submitted proposals on the Revision of Pay Scales and Allowances, 2014 for Employees of APTRANSCO, APGENCO, APSPDCL & APEPDCL to the Government of Andhra Pradesh for approval and entering into **Memorandum of Settlement** with the recognized Employees Unions for issuing orders on Revision of Pay Scales and Allowances, 2014.

4. The Government of Andhra Pradesh vide Letter No.4455/OP.A3/2013, Energy (OP.A1) Department, dt.17-12-2014, have given their approval for Revision of Pay Scales and Allowances 2014 of the Employees of APTRANSCO, APGENCO, APSPDCL & APEPDCL with 30% fitment instead of 27.5% fitment as proposed along with the service weightages and other benefits as proposed by APTRANSCO vide Ir.dt.16-09-2014.

5. 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 1.4.2014 as Indicated in the **Annexure** to this G.O.O.

6. The full time contingent staff, who were hitherto drawing the scale of pay of Rs.8420-170-9270-250-10520-325-12145-400-13745 shall draw the corresponding revised scale as shown in the Annexure to this G.O.O. with effect from 01.04.2014.

7. **Option of Revision:** The date of option for the Revised Pay Scales shall be 01.04.2014 or the date of increment in the existing scale on or before 31.03.2015.

8. **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 01.04.2014 or on the date of option. For those who have already drawn four (4) stagnation increments by 01.04.2013 or any date before 31.03.2014 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 01.01.2014 @ 47.797% on item (a) above.

(Plus)

- c) 30% 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 2014 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.

9. 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 and Full Time Contingent Service (if there is no break in service) if any shall also be considered for calculating service weightages.

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

11. **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, 2014 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 01.04.2014 to 31.03.2018 in any scale he would be appointed to, shall not exceed four in all.

12. **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;

$$\text{New DA} = \frac{C1 - C0}{C0} \times \text{Revised pay at the applicable neutralization level.}$$

Where:

C0 = Index on 01.01.2014

C1 = Index on any future date
(Including 01.07.2014 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.

13. The new Dearness Allowance with effect from 1-07-2014 shall be 3.321%.

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

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

Pay range in Pay Scales, 2014	Greater Hyderabad Municipal Corporation (in Rupees)	Greater Visakhapatnam Municipal Corporation & Vijayawada (in Rupees)	Other Municipal Corporations (in Rupees)
Rs.14,975/-	200	120	100
Rs.14,976 to Rs.23,055	300	160	120
Rs.23,056 to Rs.30,575	350	220	130
Above Rs.30,576	525	350	140

16. 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.

17. The fixation benefits as per these orders shall accrue from 01-04-2014 or on the date of option whichever is later and after adjusting the Interim Relief paid, the balance if any will be paid in cash along with the salary for the month of December, 2014 payable in January, 2015.

18. 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.

19. 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.

20. The Unions/Associations shall ensure that all their members will 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.

21. These orders are issued with the concurrence of Director (Fin & Comm)/ APGENCO U.O.No.684, dated 22.12.2014

(BY ORDER & IN THE NAME OF A.P. POWER GENERATION CORPORATION LIMITED)

K. VIJAYANAND
Managing Director

To:

All Chief Engineers
All FA & CCAs/Dy.CCAs
All Superintending Engineers.
All Divisional Engineers/Executive Engineers
The Joint Secretary (Per)/Vidyut Soudha, Hyd.]
] APGENCO

Copy to:

PS to Chairman /APGENCO/VS/Hyd.
PS to Managing Director/APGENCO/VS/Hyd.

PS to Director (Fin. & Commr.)/APGENCO/VS/Hyd.
 PS to Director (HR&IR)/ APGENCO/VS/Hyd.
 PS to Director (Thermal)/APGENCO/VS/Hyd.
 PS to Director (Hydel)/APGENCO/VS/Hyd.
 PS to Director (Coal & Logistics)/APGENCO/VS/Hyd.
 The Chief General Manager (Adm.)/APGENCO/VS/Hyd.
 The Principal Secretary to Govt., Energy Department, A.P. Secretariat, Govt. of A.P.
 The Principal Secretary to Govt., Finance Department, A.P. Secretariat, Govt. of A.P.
 The Special Chief Secretary to Govt., Public Enterprises Department, A.P. Secretariat,
 The Pay Officer//Accounts Officer (CPR) APGENCO/VS/Hyd.
 The Company Secretary/ APGENCO/VS/Hyd.
 All Deputy Secretaries./All Asst. Secretaries/ APGENCO/VS/Hyd.
 All Sections in P&G Services/ APGENCO/VS/Hyd.
 The Deputy Chief of Vigilance and Security/APGENCO
 All Superintending Engineers/APGENCO
 The DIG & Chief of Vigilance & Security, APGENCO
 The Divisional Engineer (MPP)/APGENCO.
 The Dy. Secretary (General)/GAD/Andhra Pradesh Secretariat, Hyderabad.
 The General Secretary, A.P.E.E.Union (Regd. No.1104) (Recognized), Mint Compound, Hyd.
 The Secretary General, APSEB Employees Union (Regd.No.327)(Recognized), Mint
 Compound, Hyd.
 The General Secretary, Telugunadu Vidyut Karmika Sangham (Regd.No.B-
 1245),(Recognized), Mint Compound, Hyd.
 The General Secretary, A.P.Power Generating Employees Union (Regd.No.E-1535), H.Q.SRT-
 30"A" Colony, VTPS, Ibrahimpatnam, Krishna District.
 The Secretary General, APSE Board Engineers Association (Regd.No.874/75),H.No.6-3-663,
 Somajiguda, Hyd.
 The Secretary General, APGENCO Diploma Engineers Association (Regd.No.H- 48),Affiliated to
 APPGEU-E-1535, H.Q.SRT-30'A'Colony,VTPS,Ibrahimpatnam.
 The General Secretary, A.P.S.E.B.Accounts Officer's Association (Regd.No.C5) III rd floor, A
 Block, Vidyut Soudha, Hyd.
 The General Secretary, Andhra Rashtra Power Employees Union (Regd.No.G-445), H.No. 1-8-
 565/5, RTC "X" Road, Hyd-20.
 The General Secretary, State Scheduled Tribe Employees Welfare Association,(Regd. No.
 956/78), Mint compound, Hyderabad.
 The General Secretary, Junior Accounts Officers Association (R.No.880),Vidyut Soudha, Hyd.
 The General Secretary, All Projects Electricity Employees Union (R.No.1076),
 Onukudelli, Dist.,Koraput, Orissa (Affiliated to APEE Union Regd.No.1104)
 The General Secretary, United Electricity Employees Union (Regd.No.B-1829),1-1-60/4,
 Musheerabad, Hyderabad -20.
 The Secretary General, A.P.S.E.B Secretariat Employees Association (Regd.No.54/69), Vidyut
 Soudha, Hyderabad.
 The General Secretary, A.P.S.E.B. Technical Employees Union (Regd.No.B-2275), C/o Sri
 K.Sampath Reddy, H.No.6-1-49/5, Mint Compound, Hyd.
 The Secretary General, APSEB SC & ST Employees Welfare Association (Regd.No.1589),
 Mint compound, OPP. AP Text book press, Khalatabad, Hyderabad.
 The General Secretary, A.P.E.E. P&G and Officers Association (Regd.No.EEA 10656), Mint
 Compound, Hyderabad.

 The General Secretary, Electricity BC Employees Welfare Association (Regd.No. 1681/2006),
 C/o Sri R. Krishnalah, H.No. SRT-43, Vidyanagar, Hyderabad.
 The President, APSEB Retired Employees Welfare Association (Regd.No.7/26-3, Bhagya
 Nagar, Guntakal.
 The Secretary, APSEB Retired Welfare Association, 12-2-323/A/77, Santosh Nagar,
 Mehidipatnam, Hyd.
 The General Secretary, APSEB Rtd Officers Welfare Association, 1-24-47, Venkatapuram,
 Secunderabad.
 The General Secretary, The Dist APSEB Rtd Officials Welfare Assn (Regd No.418/02),
 D.No.7-8-13, Velamuri Street, Ramaraopeta, kaklnada-533 004
 The General Secretary, A.P.S.E.B Security Officers Welfare Association,(Regd.No.4024/91)
 O/o ASO/Vidyut Soudha, Hyderabad.
 The General Secretary, Machkund Workers Union (Regd.No.301),Onukudelli.
 The President, Power Generation Corporation Backward Class Employees Welfare
 Association (Regd. No. 1204/01) H.No.14-3-237, Goshamahal, Begambazar,
 Hyderabad-12.
 The General Secretary, Andhra Pradesh Electricity Employee's Association (Regd.No.H-61/05)H.No.
 14-3-237, Goshamahal, Begambazar, Hyderabad-12.
 The General Secretary, Andhra Pradesh Electricity Staff & Workers Union (Regd.No. H- 64),
 Affiliated to AITUC, Q.No.DT-16, RTPP, VV Reddy Nagar, Yerragadda (M), KADAPA, (Dist) -
 516312.

- The General Secretary, Andhra Pradesh Electricity Staff & Workers Union (Regd.No. H-64),
Affiliated to AITUC, H.No.3-5-912, Himayatnagar, Hyderabad.
- The General Secretary, Genco Engineers Association (1269/09/T5) Om Shanti Towers, Plot
No.144, Moti Nagar, Hyderabad.
- The General Secretary, APGENCO JAOs Association (Regd.No.1967 of 2005) Stores Section
O/o FA&CCA (A/cs)"A" Block, 3rd Floor, Accounts Wing,VS/Hyderabad.
- The General Secretary, Andhra Pradesh Genco Employees Union (Regd.No.H-67), Hq: DT-3,
RTPP, VV Reddy Nagar, Kadapa Dist.
- The General Secretary, Machkund Hydro Electricity Employees Union, (Regd.No.189 Jey),
Onukudelli.
- The General Secretary, Personnel Services Employees Welfare Association (Regd.
No.299/08), H.No.6-3-572, Room. No.502, B-Block, VS/Hyderabad
- The Secretary, General Electricity OC Employees Assn (Regd. No.1088/08)H.No.1- 1-
287/33A, Chikkadapally, Hyderabad.
- The Secretary General, AP Power Engineers Association (Regd.No.279/09) H.No.1-9-
286/2/4/2/A. Ram Apartments, Vidya Nagar, Hyderabad.
- The General Secretary, AP Transco & Genco, SC/ST & Dalith Christian Employees Assn,
(Reg.No.15/2002) Plot No.12, near GNR Gardens, Anandbagh, Malkajigiri, Hyderabad-
500047,
- The Secretary General, Andhra Pradesh Engineers Association, (Regd.No. 319/07) Prof.
Jaya Shankar Bhavan, Mint compound, Khairatabad, Hyderabad-500 004.
- The Secretary General , YSR APGenco Employees Union (Regd.No. H-128) H.No.8- 4-
369/256, Besides Anjaneya Swamy Temple, Swaraj Nagar, Borabanda, Post Sanath
nagar, IE, Hyderabad-500 018.
- The Secretary General, State OC Employees Welfare Assn, (Reg.No.1813/04) No.19, New
MLA Quarters, Adarsh Nagar, Opp: Post office, Hyderabad.
- The General Secretary, State Schedule Tribe Employees Welfare Assn (Regd.No.956/78)
H.Q. Mint Compound, Besides APCPDCL (Hq), (new building) Hyderabad-500063.
- The General Secretary, AP Power Employees Union (Regd.No.H-129) H.No.G- 207, RTPP,
VV Reddy Nagar, Kalamalla, Kadapa (Dist), AP-516 312.
- Sri S.M.Basha, Founder & State President, Andhra Pradesh Electricity Employees Muslim
Minority Assn, D.No. 12/3-670-1, Jesus Nagar, Opp:D4 Section APSPDCL,
Ananthapuram.
- The State President, Andhra Pradesh Electricity Employees Union (Regd.No. H-142),
(H.No.19-5-32/13/A/19, Mahmood Nagar, Kishan Bagh, Hyderabad. - 500064.
- The General Secretary, Andhra Pradesh Electricity Accounts Staff Association (Regd.No.
1228/2013), Projects Section, III Floor, APGENCO, 'A' Block, Vidyut Soudha,
Hyderabad.
- The Founder and State President, Andhra Pradesh Vidyut Contract workers' Union (Regd.
No. B-2871 /2012), # 6-1-44/3, Opp Mee Seva, Mint Compound, Hyderabad -
500004.

C.No. JS(PER)/DS(F)/AS(REG)/70/2014.

//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 2014 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 01.04.2014.
- 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 01.04.2014 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 Generation Corporation Limited.
- ii) Existing scale of pay means the scales as ordered in G.O.O.No.36/JS(Per), Dt.19.04.2010
- iii) Pensioner means an Employee who retired on or after 01.04.2014 but before the date of issue of this orders.
- iv) Revised scales means 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 2014:**

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 1st April, 2014 the scale of pay of which is revised, may opt to draw pay in the revised pay scales of 2014, either from 1st April 2014 or from the date of next increment in the existing scale of pay falling before 31.03.2015, 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 2014 from 1st April, 2014 only.**
- iv) If an employee exercises option to enter the revised pay scales 2014 from a date beyond 31.03.2015 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 1st April 2014 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, APGENCO 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 1st April, 2014 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 01.04.2014 or on the date of option. For those who have already drawn four stagnation increments by 01.04.2013 or any date before 31.03.2014 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) 30% 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 01.01.2014 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 2014, 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 2014 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 2014, the pay shall be fixed at the next stage elongating the master scale.

Provided that the employees shall be allowed to get their pay fixed in the revised Pay Scales 2014 in either of the following alternatives:

- i) Based on the pay in the pre-revised scale as on 01.04.2014 excluding the increment due on 1.4.2014. After the pay is fixed with effect from 1.4.2014 they shall be allowed increment in the revised pay scales, 2014 which accrued on 1.4.2014.
- (OR)
- ii) Based on the pay in the pre-revised scales including the increment due on 1.4.2014 in the pre-revised scale then fix the pay in the Revised Pay Scales, 2014.

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 1.4.2015 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 and 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 1st April 2014 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 2014 only from the date of his joining appointment.
 - (ii) An Employee who is on leave without leave salary on 01.04.2014, is entitled to get the pay fixed with effect from the date of entry into the Revised Pay Scales 2014 and he/she shall be entitled for monetary benefit from the date of assumption of duty or 01.04.2014 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 2014 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 2014 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 2014 but for the stoppage of increment.

Provided that he/she has opted for the revised pay scales 2014 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 2014 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 1.4.2013, if promoted to the higher category after 1.4.2013 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 1.4.2014, 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 2014**

The next increment of an employee whose pay is fixed in the revised pay scales 2014 on 1st April, 2014 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 2014 is fixed on 1.4.2014 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 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 2014 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 1.4.2014 to 31.03.2018 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 1st January and 1st July) with reference to the All India Price Index (preceding 12 months moving average as per the formulated given below:

$$\text{New DA} = \frac{C1 - C0}{C0} \times \text{Revised pay at the applicable neutralization level.}$$

Where:

C0 = Index on 01.01.2014

C1 = Index on any future date
(Including 01.07.2014 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, 2014	Greater Hyderabad Municipal Corporation (In Rupees)	Greater Visakhapatnam Municipal Corporation & Vijayawada (In Rupees)	Other Municipal Corporations (In Rupees)
Rs.14,975/-	200	120	100
Rs.14,976/- to Rs.23,055/-	300	160	120
Rs.23,056 to Rs.30575/-	350	220	130
Above Rs. 30,576/-	525	350	140

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, 2014

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
2014 with effect from 1st April 2014/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.

ANNEXURE

WORKMEN PAY SCALES

MASTER SCALE		EXISTING SCALES 2010 (01.04.2010)										REVISED SCALES 2014 (01.04.2014)													
		8420	170	9270	250	10520	325	12145	400	13245	485	14630	14975	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
		14145	485	16570	590	19520	700	21020	830	23020	955	25000	1050	11700	1300	14500	1585	17225	2280	24825	2885	31200	3665	39525	4540
		27170	955	31945	1115	37520	1280	43920																	
I	Ordinary	820	170	9270	250	10520	325	12145	400	13245	485	14630	14975	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SGP	8750	250	10520	325	12145	400	13245	485	14630	485	15000	15385	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-I	9100	170	9270	250	10520	325	12145	400	14145	485	15000	16195	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-II	9520	250	10520	325	12145	400	14145	485	16570	485	16845	16845	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
II	Ordinary	8750	170	9270	250	10520	325	12145	400	14145	485	15115	15585	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SGP	9100	170	9270	250	10520	325	12145	400	14145	485	15115	16195	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-I	9520	250	10520	325	12145	400	14145	485	16085	485	16605	16955	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-II	10020	250	10520	325	12145	400	14145	485	16570	485	17160	17615	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
III	Ordinary	8950	170	9270	250	10520	325	12145	400	14145	485	16570	17160	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SGP	9270	250	10520	325	12145	400	14145	485	16570	485	16570	17615	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-I	9770	250	10520	325	12145	400	14145	485	16570	485	16570	17750	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-II	10270	250	10520	325	12145	400	14145	485	16570	485	16570	18190	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
IV	Ordinary	9270	250	10520	325	12145	400	14145	485	16570	485	16570	20220	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SGP	9770	250	10520	325	12145	400	14145	485	16570	485	16570	20220	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-I	10270	250	10520	325	12145	400	14145	485	16570	485	16570	20220	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-II	10845	325	12145	400	14145	485	16570	485	16570	485	16570	20220	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
V	Ordinary	9520	250	10520	325	12145	400	14145	485	16570	485	16570	21680	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SGP	10020	250	10520	325	12145	400	14145	485	16570	485	16570	21680	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-I	10520	325	12145	400	14145	485	16570	485	16570	485	16570	21680	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-II	11170	325	12145	400	14145	485	16570	485	16570	485	16570	21680	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
VI	Ordinary	10520	325	12145	400	14145	485	16570	485	16570	485	16570	22920	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SGP	11170	325	12145	400	14145	485	16570	485	16570	485	16570	22920	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-I	11820	325	12145	400	14145	485	16570	485	16570	485	16570	22920	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-II	12545	400	14145	485	16570	485	16570	485	16570	485	16570	22920	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
VII	Ordinary	11820	325	12145	400	14145	485	16570	485	16570	485	16570	23850	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SGP	12545	400	14145	485	16570	485	16570	485	16570	485	16570	23850	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-I	13345	400	14145	485	16570	485	16570	485	16570	485	16570	23850	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-II	14145	485	16570	485	16570	485	16570	485	16570	485	16570	23850	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
VIII	Ordinary	12545	400	14145	485	16570	485	16570	485	16570	485	16570	24680	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SGP	13345	400	14145	485	16570	485	16570	485	16570	485	16570	24680	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-I	14145	485	16570	485	16570	485	16570	485	16570	485	16570	24680	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-II	15115	485	16570	485	16570	485	16570	485	16570	485	16570	24680	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
IX	Ordinary	13345	400	14145	485	16570	485	16570	485	16570	485	16570	25980	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SGP	14145	485	16570	485	16570	485	16570	485	16570	485	16570	25980	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-I	15115	485	16570	485	16570	485	16570	485	16570	485	16570	25980	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-II	16085	485	16570	485	16570	485	16570	485	16570	485	16570	25980	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
X	Ordinary	15115	485	16570	485	16570	485	16570	485	16570	485	16570	31660	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SGP	16085	485	16570	485	16570	485	16570	485	16570	485	16570	31660	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-I	17160	500	19520	700	23020	830	27170	955	31945	1115	35290	3660	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065
	SAPP-II	18340	500	19520	700	23020	830	27170	955	31945	1115	35290	3660	305	16500	445	18725	580	21625	715	24885	715	25200	865	26065

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PERSONNEL OFFICER