

**ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
ABSTRACT**

Pay Scales – APGENCO – Revision of Pay Scales of Workmen & Other than Workmen with effect from 01.04.2022 – Orders – Issued.

G.O.O.No.132/JS(Per)/2023

Date:23.08.2023

Read the following:

1. G.O.O.No.216/JS(Per)/2018, dt.18.06.2018
2. G.O.O.No.217/JS(Per)/2018, dt.18.06.2018
3. G.O.Ms.No.4 (Energy (OP) Dept.), dt.02.02.2022
4. G.O.O.No.237/CGM (Adm.,IS&ERP)/2021, dt.04.02.2022
5. Minutes of the Meeting held on 09.08.2023
6. Memorandum of Settlement with FOUR (04) Unions dt.16.08.2023.
7. T.O.O.(Addl.-Secy-Per).Ms.No.2924, dt.21.08.2023

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ORDER:

The Scales of Pay & Allowances of Workmen and Other than Workmen were revised w.e.f. 01.04.2018 vide references 1st & 2nd read above on the basis of Memorandum of Settlement signed on 31.05.2018. The said settlement was operative up to 31.03.2022 AN. Hence, the said Scales of Pay & Allowances of Workmen and Other than Workmen have to be revised w.e.f. 01.04.2022.

2. The Government of Andhra Pradesh have appointed a Pay Revision Commission vide reference 3rd read above, chaired by Dr. Manmohan Singh, I.A.S., (Retd.), and these orders have been adopted by APGENCO vide ref. 4th cited. The Commission has submitted its recommendations to the Government. Thereafter, the Govt. of A.P. vide letter dt.20.07.2023 while enclosing the report have directed the Managements of A.P Power Utilities to undertake bilateral negotiations with the unions/associations towards settlement. Accordingly, the Management has conducted series of negotiations with Unions/Associations. There upon, the Management considering the recommendations of the Commission and other relevant factors has offered the proposals to the Employees Unions and Associations on the Revision of Pay Scales and Allowances, 2022.

3. In view of the Minutes of the meeting held on 09.08.2023 & Memorandum of Settlement entered with the Employee Unions dt.16.08.2023 and after careful consideration, APGENCO directs that Scales of Pay of the Employees coming under the categories of Workmen and Other than Workmen shall be revised with effect from 01.04.2022 as per Notification as at APPENDIX read with Annexure I & II of the notification, subject to approval of Government of Andhra Pradesh. Further, it is hereby ordered that assigning different Master Scales to the categories under Workmen and Other than Workmen is hereby dispensed and a unique Single Master Scale is introduced and assigned for both categories of employees working in APGENCO. The Single Master Scale and other terms and conditions are as follows:

To have cap with Single Master Scale for all employees:

- i) **New Single Master Scale (including DA @ 24.99% + 8% Fitment):**
Rs.29100-850-33350-1000-38350-1225-44475-1650-52725-2000-62725-2130-71245-2500-86245-2900-100745-3350-117495-3725-136120-4155-156895-4550-179645-4850-203895-5020-228995-5150-259895.
- ii) **Effective Date & Monetary Benefit:** With Effect from 01.04.2022. At the outset, pay which was received by the employee drawn as on 31.3.2022 shall not be reduced. (Here, the pay shall be comprised of Pay + Personal Pay as on 01.04.2022 & pay does not include allowance).
- (iii) **Coverage:** The Revised Pay Scales shall apply to all the Employees of the APGENCO under Other than Workmen and Workmen category (O&M, Construction Staff and Office Staff) including Security Staff, Medical Staff, Education Staff and Fire Fighting Staff who are in Service as on 01.04.2022 .

(iv) **Option of Revision:** The date of option for the Revised Pay Scales shall be 01.04.2022 or on the date of increment in the existing scale on or before 31.03.2023. The Form for exercising the option is at Annexure-III.

(v) **Fixation of Pay:** For the purpose of Fixation of Pay in the Revised Scales, the revised basic shall be arrived at in the following manner:

a) Basic Pay as on 01.04.2022 or on the date of Option. For those who had already drawn Four (4) Stagnation Increments by 01.04.2021 or any date before 31.03.2022 and thus continue to stagnate at that stage for one year from that date, One (01) Notional Increment shall be added.

(Plus)

b) DA as on 01.01.2022 @ 24.99% on item (a) above.

(Plus)

c) 8 % Fitment on item (a) above.

d) After arriving at the sum total of the items (a) + (b) + (c) above, the Basic Pay in the Revised Scales of Pay of 2022 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 Single Master Scale. If any pay so fixed goes beyond the Single Master Scale stated above, that will be treated as Personal Pay.

However, anomalies in the Pay Scales will be referred to the HR Committee, which is constituted under separate orders of Govt. of A.P.

e) The PRC arrears will be paid in 12 installments.

(vi) **Stagnation Increments:** As the Unions/Associations have requested, the managements have agreed that, such of those employees who have reached or crossed the maximum in the Revised Time Scale after fixation of pay shall be allowed Annual Stagnation Increments up to a maximum of FOUR (04) beyond the maximum of the Time Scale duly elongating the Time Scale. Stagnation Increment shall be allowed at the maximum increment rate in the corresponding Time Scale. No Stagnation Increments shall be allowed beyond maximum of Master Scale.

(vii) **Automatic Advancement Scheme:** The Automatic Advancement Scheme (SGP/SPP/SAPP) as existing in Government of A.P. shall continue to be followed.

(viii) **Dearness Allowance:** Revision of Dearness Allowances 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 given below.

New D.A. = $\frac{(C1-C0)}{C0}$ x Revised pay at the applicable neutralization level.

Where

C0 = Index on 01.01.2022

C1 = Index on any future date (including 01.07.2022 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 D.A. formula, the same will be adopted in case it is advantageous.

(ix) **House Rent Allowance:** House Rent Allowance shall be allowed as per the rate in Government of Andhra Pradesh.

(x) **City Compensatory Allowance (CCA):** City Compensatory Allowance shall be allowed as per the rates in Government of A.P duly revising the pay ranges taking into account the Revised Pay Scales-2022, which is as follows:

Pay Range in Pay Scales, 2022	Secretariat and Head of the Departments (HODs) (in Rupees)	Greater Visakhapatnam Municipal Corporation & Vijayawada Municipal Corporation (in Rupees)	Other Municipal Corporations (in Rupees)
Up to Rs.29,100/-	400	250	200
Rs.29,100/- to Rs.46,125/-	600	350	300
Rs.46,126/- to Rs.60,725/-	700	450	350
Above Rs.60,725/-	1000	700	500

(xi) For the employees who retire on or after 01.04.2022, the pension will be fixed duly considering the above said Master Scale and the Personal Pay amounts as per G.O.Ms.No.68, Finance (Pension-I) Dept., dt.28.04.2011 read with G.O.Ms.No.227, Finance (Pen-I) Dept., dt.29.05.2001 and APSEB Leave Regulations for terminal benefits. The other benefits on Personal Pay will be paid on par with GoAP guidelines issued from time to time.

4. 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.

5. The fixation benefits as per these orders shall accrue from 01.04.2022 or on the date of option whichever is later. The arrears due to Revised Pay Scales, 2022 shall be paid in 12 installments.

6. The Competent Authority/Authorities responsible for Fixation of Revised Pay Scales 2022 and Pre-check on Promotion of an Employee(s) as per the existing orders/ procedure.

7. During the implementation of the above orders, any anomalies that may arise shall be brought to the notice of HR Committee/AP Power Utilities.

8. 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 endeavor of all the Employees shall be to improve the PLF and other performance indices. Further Unions/Associations shall make efforts to further reduce the auxiliary consumptions and cost of generation.

9. These orders are issued with the concurrence of Director (Finance & Commercial)/APGENCO dated.23.08.2023.

(BY ORDER AND IN THE NAME OF THE A.P. POWER GENERATION CORPORATION LTD.)

**K.V.N. CHAKRADHAR BABU, I.A.S.,
MANAGING DIRECTOR**

To
The Executive Director (Finance)/APGENCO
Chief General Manager (Adm.,IS&ERP) /APGENCO
All Heads of Generating Stations/APGENCO
Chief General Manager (Audit & Trust)/APGENCO
Joint Secretary (Per)/APGENCO
All General Managers (Finance)/APGENCO

Copy Submitted to:

The Special Chief Secretary to Govt., Energy Department, A.P. Secretariat, Velagapudi.
The Special Chief Secretary to Govt., Finance Department, A.P. Secretariat, Velagapudi.

Copy to the:

PS to Chairman/APGENCO
Dy.EE (T) to the Managing Director/APGENCO
AO to the Director (Finance & Coml.)/APGENCO
Dy.EE (T) to the Director (Thermal)/APGENCO
Dy.EE (T) to the Director (Coal & Logistics)/APGENCO
Dy.EE (T) to the Director (Hydel)/APGENCO
PO to the Director (HR&IR)/APGENCO
PO to the Chief of Vigilance & Security/APGENCO
Pay Officer//Accounts Officer (CPR)/APGENCO
The General Secretary, APEE Union (Regd.No. 1104) (Recognized), Vidyut Sakha Bhavan, Manarani Peta Post, Visakhapatnam-2.
The General Secretary, APSE Union (Regd.No. 327) (Recognized), Q.No. JE-337, Security Colony, Dr.NTTPS, Ibrahimpatnam, Dist. Krishna-521 456
The General Secretary, Telugunadu Vidyut Karmika Sangham (Regd.No. B-1245),H.No. 48-9/10,Munneswara Nilayam,Viswam Nagar, Behind CBR Residency, Gunadaia, Vijayawada
The General Secretary, APPGE Union (Regd.No. E-1535), SRT-30, A-Colony, Dr.NTTPS, Ibrahimpatnam, Dist: Krishna – 521 456.
The General Secretary, YSR Vidyut Employees Union, (Regd. No.H-128, Estd-2012, Tanuku,West.Godavari Disr, A.P.
The Secretary General, APSEB Engineers Association, (Regd.No.874/1975), Ground Floor Vidyut Soudha, Gunadala, Vijayawada
The General Secretary, AP Power Diploma Engineers Association,(Regd. No. B-473) Flat No. 553, Indira Towers Beside American Hospitals, Near (PWD) Grounds Vijayawada.
The General Secretary, APSEB Assistant Engineers' Association, (Regd.No.1185/1977), Flat No. 301, Sai Fortune Apartments, Ramavarppadu, Vijayawada.
The General Secretary, APGENCO Chemist's Association(Regd.No. 756), O/o Chief Chemist, O&M, Dr.NTTPS, Ibrahimpatnam, Dist Krishna – 521 456.
The General Secretary, APGENCO Civil Engineer's Association, (Regd. No.1344 /2012), Qtr. No. DE-31, C Colony, Dr.NTTPS, Ibrahimpatnam – 521 456
The Secretary General, APSEB SC & ST Employees Welfare Association, (Regd. No.1589/1992), Q.No.SRT-28, A- Colony, Dr.NTTPS Ibrahimpatnam, 521 456.
The State General Secretary, AP Vidyut Shakhi Employees Union (Regd. No. H-155), Dr No. 13-110,/1, Dr.NTTPS, Ibrahimpatnam, Dist: Krishna 521 456
The State President, AP Electricity Employees Muslim Minority Assn., Regd.No.151/2010), D.No. 12/3-670/1, Jesus Nagar, Opp. D4 Section, APCPDCL, Anantapur.
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 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 President, Andhra Pradesh Electricity Staff & Workers Union Regd. No. H-64), Qtr.No.UD/LD-378, B Colony, New Quarters, Dr.NTTPS, Ibrahimpatnam,
The General Secretary, APGENCO Accounts Officers Association, APGENCO Vidyut Soudha, 5th Floor, Gunadala, Vijayawada – 520 004.
The General Secretary, APGENCO Personnel Service Employees Welfare Association (Regd. No. 299/2008) 5th Floor, Vidyut Soudha, Vijayawada.
The General Secretary, Electricity OC Employees Welfare Association, Regd. No. (1088/2008), SRT 20, Security Colony, Dr.NTTPS, Ibrahimpatnam,

The State General Secretary, Electricity Backward Classes Employees Welfare
Association., (Regd.No.1681/2006), HQ SRT, 26, A- Colony, Dr.NTTPS,
Ibrahimpattanam- 521456.
Stock File/Spare Copy

C.No.JS(Per)/DS(Estt.)/AS(P-NT&Reg.)/PO(P-NT&Reg.)/265/2023

// 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 2022 for Other than Workmen & for Workmen (Office Staff, O&M Staff, Construction staff, and Security Staff & Fire Staff).
- ii) They shall be deemed to have come into force with effect from 01.04.2022
- iii) These regulations shall apply to the categories of employees of APGENCO, coming under Other than Workmen & Workmen (Office Staff, O&M Staff, Construction Staff and Security Staff & Fire Staff) who are in service as on 01.04.2022 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 Power Generation Corporation Limited.
- ii) Existing Scale of Pay means the scales as ordered in G.O.O.No.216/JS(Per)/2018, dt.18.06.2018 and G.O.O.No.217/JS(Per)/2018, dt.18.06.2018.
- iii) Revised scales means the scale specified in the Annexures-I & II to these Regulations.
- iv) Revised pay means the pay of an employee after his pay has been fixed in the revised scales.

3. Revised Pay Scales (RPS) – 2022:

The existing Scale of Pay specified in Annexure-I & II 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 as on the 1st April, 2022, the scale of pay of which is revised, may opt to draw pay in the revised pay scales of 2022, either from 1st April 2022 or from the date of next increment in the existing scale of pay falling before 31.03.2023, 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 2022 from 1st April, 2022 only.

- iv) If an employee exercises option to enter into the revised pay scales 2022 from a date beyond 31.03.2023, 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 2022 only.
- vi) Every employee shall exercise his option in writing in the form annexed to these orders and shall communicate it, in triplicate to their following Officers (as applicable) and obtain an acknowledgement of its receipt from them.
 - a) The Pay Officer/APGENCO in respect of the Employees working in Vidyut Soudha, Gunadala, Vijayawada.
 - 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, 2022 or who may have died 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 01.04.2022 or on the date of option. For those who have already drawn Four Stagnation Increments by 01.04.2021 or any date before 31.03.2022, 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) 8% Fitment on item (i) (Special Pay, FPI etc. shall not be taken into account for this purpose).
 - iii) Dearness Allowance at the rate that existed as on 01.01.2022 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 2022, 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 2022 and if such total does not coincides with a stage that 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 2022, the pay shall be fixed as:

- a) The Basic Pay in the Revised Scales of Pay of 2022 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 Single Master Scale.
- b) If any pay so fixed goes beyond the Single Master Scale stated above, that will be treated as **Personal Pay**.

However, anomalies in the Pay Scales will be referred to the HR Committee, which is constituted under separate orders of Govt. of A.P.

Provided that the employees shall be allowed to get their pay fixed in the Revised Pay Scales 2022 in either of the following alternatives:

- i) Based on the pay in the pre-revised scale as on 01.04.2022 excluding the increment due on 01.04.2022. After the pay is fixed with effect from 01.04.2022, they shall be allowed increment in the revised pay scales, 2022 which accrued as on 01.04.2022.
- (OR)
- ii) Based on the pay in the pre-revised scales including the increment due on 01.04.2022 in the pre-revised scale then, fix the pay in the Revised Pay Scales, 2022.

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 01.04.2023 provided there are no periods of non-qualifying service.

- c)
 - (i) An Employee who is under suspension on the 1st April 2022 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 into the Revised Pay Scales 2022 only from the date of his joining into the duties.
 - (ii) An Employee who is on leave without leave salary on 01.04.2022, is entitled to get the pay fixed with effect from the date of entry into the Revised Pay Scales 2022 and he/she shall be entitled for monetary benefit from the date of assumption of duty or 01.04.2022 whichever is later.
- d) 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 2022, 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 2022 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 2022 but for the stoppage of increment.

Provided that he/she has opted for the revised pay scales 2022 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 2022 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 d(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 FOUR (04) Stagnation Increments or not by 01.04.2021, if promoted to the higher category after 01.04.2021 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 01.04.2022, 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 Automatic Advancement Scheme (SGP/SPP/SAPP) as existing in Government of A.P., shall continue to be followed. The revised scales of pay under the said scheme are indicated in the Annexure I & II.

8. Date of next Increment in the Revised Pay Scales 2022

The next increment of an employee whose pay is fixed in the revised pay scales 2022 on 1st April, 2022 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 2022 is fixed on 01.04.2022 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:

As the Unions/Associations have requested, the managements have agreed that, such of those employees who have reached or crossed the maximum in the Revised Time Scale after fixation of pay shall be allowed annual stagnation increments up to a maximum of four (4) beyond the maximum of the time scale duly elongating the time scale. Stagnation increment shall be allowed at the maximum increment rate in the corresponding time scale. No Stagnation increments shall be allowed beyond maximum of Master Scale

10. Dearness Allowance:

Revision of Dearness Allowances 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 given below.

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

Where

C0 = Index on 01-01-2022

C1 = Index on any future date (including 01-07-2022 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 D.A. formula, the same will be adopted in case it is advantageous.

11. **House Rent Allowance:** House Rent Allowance shall be allowed as per the rate in Government of A.P.

12. **City Compensatory Allowance:** City Compensatory Allowance shall be allowed as per the rates in Government of A.P duly revising the pay ranges taking into account the Revised Pay Scales-2022, which is as follows:

Pay Range in Pay Scales, 2022	Secretariat and Head of the Departments (HODs) (in Rupees)	Greater Visakhapatnam Municipal Corporation & Vijayawada Municipal Corporation (in Rupees)	Other Municipal Corporations (in Rupees)
Up to Rs.29,100/-	400	250	200
Rs.29,100/- to Rs.46,125/-	600	350	300
Rs.46,126/- to Rs.60,725/-	700	450	350
Above Rs.60,725/-	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.

**K.V.N. CHAKRADHAR BABU, I.A.S.,
MANAGING DIRECTOR**

// FORWARDED :: BY ORDER //


PERSONNEL OFFICER

ANNEXURE-I (G.O.O.No.132/JS(Per)/2023, Date:23.08.2023)

OTHER THAN WORKMEN SCALE

Existing Scales - 2018 (01.04.2018)			Revised Scales - 2022 (01.04.2022)		
Master Scale			Master Scale		
27475-1265-33800-1695-42275-2085-52700-2485-65125-2900-79625-3335-96300-3720-114900-4120-135500-4555-158275-4940-182975			29100 - 850 - 33350 - 1000 - 38350 - 1225 - 44475 - 1650 - 52725 - 2000 - 62725 - 2130 - 71245 - 2500 - 86245 - 2900 - 100745 - 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550 - 179645 - 4850 - 203895 - 5020 - 228995 - 5150 - 259895.		
I	Ordinary	30005-1265-33800-1695-42275-2085-52700-2485- 60155	I	Ordinary	39575-1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245 - 2900 - 100745-3350-117495-3725-121220
	SGP	32535-1265-33800-1695-42275-2085-52700-2485-65125		SGP	42025-1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245 - 2900 - 100745-3350-117495-3725-128670
	-	-		SAPP I A	44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245 - 2900 - 100745-3350-117495-3725-136120
	-	-		SAPP II	47775 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245 - 2900 - 100745-3350-117495-3725-136120-4155-144430
II	Ordinary	50615-2085-52700-2485-65125-2900-79625-3335-82960	II	Ordinary	71245 - 2500 - 86245 - 2900 - 100745 - 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550 - 179645 - 4850 -189345
	SGP	55185-2485-65125-2900-79625-3335-89630		SGP	76245 - 2500 - 86245 - 2900 - 100745 - 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550-179645-4850-199045
	-	-		SAPP I A	81245 - 2500 - 86245 - 2900 - 100745- 3350 - 117495 - 3725 - 136120 - 4155 - 156895-4550-179645-4850-203895-5020-208915
	-	-		SAPP II	86245 - 2900 - 100745- 3350 - 117495 - 3725 - 136120 - 4155 - 156895- 4550-179645-4850-203895-5020-218955

ANNEXURE-I (G.O.O.No.132/JS(Per)/2023, Date:23.08.2023)

OTHER THAN WORKMEN SCALE

Existing Scales - 2018 (01.04.2018)			Revised Scales - 2022 (01.04.2022)		
III	Ordinary	57670-2485-65125 -2900-79625-3335- 89630	III	Ordinary	83745-2500 - 86245 - 2900 - 100745- 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550-179645-4850-203895
	SGP	62640-2485-65125 -2900-79625-3335- 96300		SGP	89145 - 2900 - 100745- 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550-179645-4850- 203895-5020-213935
	SAPP-IA	68025-2900-79625 -3335-96300-3720- 103740		SAPP I A	94945 - 2900 - 100745- 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550-179645-4850- 203895-5020-223975
	SAPP-II	73825-2900-79625 -3335-96300-3720- 111180		SAPP II	100745- 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550-179645-4850-203895- 5020-228995-5150-234145
IV	Ordinary	60155-2485-65125 -2900-79625-3335- 92965	IV	Ordinary	86245 - 2900 - 100745- 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550-179645-4850- 203895-5020-208915
	SGP	65125-2900-79625 -3335-96300-3720- 100020		SGP	92045 - 2900 - 100745- 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550-179645-4850- 203895-5020-218955
	-	-		SPP I A	97845 - 2900 - 100745- 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550-179645-4850- 203895-5020-228995
	-	-		SPP II	104095- 3350 - 117495 - 3725 - 136120 - 4155 - 156895 - 4550-179645-4850-203895- 5020-228995-5150-239295
V	Ordinary	70925-2900-79625 -3335-96300-3720- 107460	V	Ordinary	104095-3350-- 117495 - 3725 - 136120 - 4155 - 156895 - 4550 - 179645-4850-203895-5020- 218955
	SGP	76725-2900-79625 -3335-96300-3720- 114900		SGP	110795-3350-- 117495 - 3725 - 136120 - 4155 - 156895 - 4550 - 179645-4850-203895-5020- 228995
	-	-		SAPP I A	117495 - 3725 - 136120 - 4155 - 156895 - 4550 - 179645- 4850-203895-5020-228995- 5150-239295
	-	-		SAPP II	124945 - 3725 - 136120 - 4155 - 156895 - 4550 - 179645- 4850-203895-5020-228995- 5150-249595

ANNEXURE-I (G.O.O.No.132/JS(Per)/2023, Date:23.08.2023)

OTHER THAN WORKMEN SCALE

Existing Scales - 2018 (01.04.2018)			Revised Scales - 2022 (01.04.2022)		
VI	Ordinary	79625-3335-96300-3720-114900-4120-119020	VI	Ordinary	117495 - 3725 - 136120 - 4155 - 156895 - 4550 - 179645-4850-203895-5020-228995
	SGP	86295-3335-96300-3720-114900-4120-127260		SGP	124945 - 3725 - 136120 - 4155 - 156895 - 4550 - 179645-4850-203895-5020-228995-5150-239295
	-	-		SAPP I A	132395 - 3725 - 136120 - 4155 - 156895 - 4550 - 179645-4850-203895-5020-228995-5150-249595
	-	-		SAPP II	140275 - 4155 - 156895 - 4550 - 179645-4850-203895-5020-228995-5150-259895
VII	Ordinary	86295-3335-96300-3720-114900-4120-127260	VII	Ordinary	128670-3725-- 136120 - 4155 - 156895 - 4550 - 179645- 4850 - 203895 - 5020-228995-5150-239295
VIII	Ordinary	100020-3720-114900-4120-135500	VIII	Ordinary	152740 - 4155 - 156895 - 4550 - 179645- 4850 - 203895 - 5020-228995-5150-254745
IX	Ordinary	103740-3720-114900-4120-135500	IX	Ordinary	156895 - 4550 - 179645-- 4850 - 203895-5020-228995-5150-254745
X	Ordinary	111180-3720-114900-4120-135500-4555-149165	X	Ordinary	165995-4550 - 179645- 4850 - 203895 - 5020 - 228995-5150-259895

**K.V.N. CHAKRADHAR BABU, I.A.S.,
MANAGING DIRECTOR**

// FORWARDED :: BY ORDER //


PERSONNEL OFFICER

ANNEXURE-II (G.O.O.No.132/JS(Per)/2023, Date:23.08.2023)

WORKMEN SCALE

Existing Scales- 2018 (01.04.2018)			Revised Scales-2022 (01.04.2022)		
Master Scale			Master Scale		
21880-450-24130-655-27405-850-31655-1045-36880-1265-43205-1535-50880-1820-59980-2165-70805-2485-83230-2900-97730-3335-114405			29100 - 850 - 33350 - 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900- 100745-3350- 117495 - 3725 - 136120-4155-156895-4550-179645-4850-203895-5020-228995-5150-259895.		
I	Ordinary	21880-450-24130-655-27405-850-31655-1045-35835	I	Ordinary	29100 - 850 - 33350 - 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-92045
	SGP	22780-450-24130-655-27405-850-31655-1045-36880-1265-38145		SGP	30800-850 - 33350 - 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-97845
	SAPP-IA	23680-450-24130-655-27405-850-31655-1045-36880-1265-40675		SAPP-IA	32500-850 - 33350 - 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-104095
	SAPP-II	24785-655-27405-850-31655-1045-36880-1265-43205		SAPP-II	34350- 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-110795
II	Ordinary	22780-450-24130-655-27405-850-31655-1045-36880	II	Ordinary	30800-850 - 33350 - 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-97845
	SGP	23680-450-24130-655-27405-850-31655-1045-36880-1265-39410		SGP	32500-850 - 33350 - 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-104095
	SAPP-IA	24785-655-27405-850-31655-1045-36880-1265-41940		SAPP-IA	34350- 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-110795
	SAPP-II	26095-655-27405-850-31655-1045-36880-1265-43205-1535-44740		SAPP-II	36350- 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495

ANNEXURE-II (G.O.O.No.132/JS(Per)/2023, Date:23.08.2023)

WORKMEN SCALE

Existing Scales - 2018 (01.04.2018)			Revised Scales - 2022 (01.04.2022)		
III	Ordinary	23230-450-24130-655-27405-850-31655-1045-36880-1265-43205	III	Ordinary	32500-850 - 33350 - 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-104095
	SGP	24130-655-27405-850-31655-1045-36880-1265-43205-1535-46275		SGP	34350- 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-110795
	SAPP-IA	25440-655-27405-850-31655-1045-36880-1265-43205-1535-49345		SAPP-IA	36350- 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495
	SAPP-II	26750-655-27405-850-31655-1045-36880-1265-43205-1535-50880-1820-52700		SAPP-II	38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-117495-3725-124945
IV	Ordinary	24130-655-27405-850-31655-1045-36880-1265-43205-1535-50880-1820-52700	IV	Ordinary	34350-1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-110795
	SGP	25440-655-27405-850-31655-1045-36880-1265-43205-1535-47810		SGP	36350- 1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495
	SAPP-IA	26750-655-27405-850-31655-1045-36880-1265-43205-1535-50880		SAPP-IA	38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-117495-3725-124945
	SAPP-II	28255-850-31655-1045-36880-1265-43205-1535-50880-1820-59980-2165-64310		SAPP-II	40800 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-117495-3725-132395
V	Ordinary	24785-655-27405-850-31655-1045-36880-1265-41940	V	Ordinary	36350-1000 - 38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495
	SGP	26095-655-27405-850-31655-1045-36880-1265-43205-1535-44740		SGP	38350 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-117495-3725-124945
	SAPP-IA	27405-850-31655-1045-36880-1265-43205-1535-47810		SAPP-IA	40800 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-117495-3725-132395
	-	-		SAPP-II	43250 - 1225 - 44475 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-117495-3725-136120-4155-140275

ANNEXURE-II (G.O.O.No.132/JS(Per)/2023, Date:23.08.2023)

WORKMEN SCALE

Existing Scales - 2018 (01.04.2018)			Revised Scales - 2022 (01.04.2022)		
VI	Ordinary	27405-850-31655-1045-36880-1265-43205-1535-50880	VI	Ordinary	38350 - 1225 - 44475 - 1650 - 52725-2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900 - 100745-3350-117495-3725-124945
	SGP	29105-850-31655-1045-36880-1265-43205-1535-50880-1820-54520		SGP	40800 - 1225 - 44475 - 1650 - 52725-2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-117495-3725-132395
	SAPP-IA	30805-850-31655-1045-36880-1265-43205-1535-50880-1820-58160		SAPP-IA	43250 - 1225 - 44475 - 1650 - 52725-2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-117495-3725-136120-4155-140275
	SAPP-II	32700-1045-36880-1265-43205-1535-50880-1820-59980-2165-62145		SAPP-II	46125 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495-3725-136120-4155-148585
VII	Ordinary	30805-850-31655-1045-36880-1265-43205-1535-50880-1820-56340	VII	Ordinary	40800-1225 - 44475 - 1650 - 52725-2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900 - 100745-3350-117495-3725-132395
	SGP	32700-1045-36880-1265-43205-1535-50880-1820-59980		SGP	43250 - 1225 - 44475 - 1650 - 52725-2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900-100745-3350-117495-3725-1360120-4155-140275
	SAPP-IA	34790-1045-36880-1265-43205-1535-50880-1820-59980-2165-64310		SAPP-IA	46125 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495-3725-1360120-4155-148585
	SAPP-II	36880-1265-43205-1535-50880-1820-59980-2165-68640		SAPP-II	49425 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495-3725-1360120-4155-156895
VIII	Ordinary	32700-1045-36880-1265-43205-1535-50880-1820-59980-2165-62145	VIII	Ordinary	43250-1225 - 44475 - 1650 - 52725-2000 - 62725 - 2130 - 71245 - 2500 - 86245-2900 - 100745-3350-117495-3725-136120-4155-152740
	SGP	34790-1045-36880-1265-43205-1535-50880-1820-59980-2165-66475		SGP	46125 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495-3725-136120-4155-156895-4550-161445
	SAPP-IA	36880-1265-43205-1535-50880-1820-59980-2165-70805		SAPP-IA	49425 - 1650 - 52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495-3725-136120-4155-156895-4550-170545
	SAPP-II	39410-1265-43205-1535-50880-1820-59980-2165-70805-2485-75775		SAPP-II	52725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495-3725-136120-4155-156895-4550-179645

ANNEXURE-II (G.O.No.132/JS(Per)/2023, Date:23.08.2023)

WORKMEN SCALE

Existing Scales - 2018 (01.04.2018)			Revised Scales - 2022 (01.04.2022)		
IX	Ordinary	34790-1045-36880-1265-43205-1535-50880-1820-59980-2165-70805	IX	Ordinary	46125-1650-52725-2000-62725-2130-71245-2500-86245-2900-100745-3350-117495-3725-136120-4155-156895
	SGP	36880-1265-43205-1535-50880-1820-59980-2165-70805-2485-75775		SGP	49425-1650-52725-2000-62725-2130-71245-2500-86245-2900-100745-3350-117495-3725-136120-4155-156895-4550-165995
	SAPP-IA	39410-1265-43205-1535-50880-1820-59980-2165-70805-2485-80745		SAPP-IA	52725-2000-62725-2130 - 71245 - 2500 -86245-2900-100745-3350-117495-3725-136120-4155-136120-4155-156895-4550-175095
	SAPP-II	41940-1265-43205-1535-50880-1820-59980-2165-70805-2485-83230-2900-86130		SAPP-II	56725- 2000 - 62725 - 2130 - 71245 - 2500 -86245-2900-100745-3350-117495-3725-136120-4155-156895-4550-179645-4850-184495
X	Ordinary	39410-1265-43205-1535-50880-1820-59980-2165-70805-2485-80745	X	Ordinary	54725-2000 - 62725 - 2130 - 71245 - 2500 -86245-2900 - 100745-3350-- 117495 - 3725 - 136120-4155-156895-4550-170545
	SGP	41940-1265-43205-1535-50880-1820-59980-2165-70805-2485-83230-2900-86130		SGP	58725-2000 - 62725 - 2130 - 71245 - 2500 -86245-2900 - 100745-3350-- 117495 - 3725 - 136120-4155-156895-4550-179645
	SAPP-IA	44740-1535-50880-1820-59980-2165-70805-2485-83230-2900-91930		SAPP-IA	62725 - 2130 - 71245 - 2500 - 86245-2900 - 100745-3350-- 117495 - 3725 - 136120-4155-156895-4550-179645-4850-189345
	SAPP-II	47810-1535-50880-1820-59980-2165-70805-2485-83230-2900-97730		SAPP-II	66985 - 2130 - 71245 - 2500 - 86245-2900 - 100745-3350-- 117495 - 3725 - 136120-4155-156895-4550-179645-4850-199045

**K.V.N. CHAKRADHAR BABU, I.A.S.,
MANAGING DIRECTOR**

// FORWARDED :: BY ORDER //


PERSONNEL OFFICER

ANNEXURE-III TO NOTIFICATION

FORM FOR EXERCISING OPTION

UNDER APGENCO REVISED SCALES OF PAY REGULATIONS, 2022

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 2022
with effect from 1st April 2022 / Date of Next Increment on

Date:

Station:

Signature

Name:

Designation:

Office in which Employed:

Signed before me

Signature (with date)

HEAD OF OFFICE

(*) To be scored out if not applicable.