

ANDHRA PRADESH POWER GENERATION CORPORATION LIMITED
A B S T R A C T

APGENCO – Regulations – Sanction of 'Adhoc Service Benefit' to the personnel whose pay is capped at the maximum of the Master Scale in Revised Pay Scales 2022 on or after 01.04.2022 – Orders – Issued.

G.O.O. No.115/JS(Per)/2025

Date:28.07.2025

Read the following:

1. G.O.O. No.132/JS(Per.)/2023, Dt. 23.08.2023
2. G.O.O. No.186/JS(Per.)/2024, Dt.07.10.2024
3. Representation of Unions & Associations.
4. Record of Discussion of meeting dt. 21.03.2025 and 28.03.2025
5. T.O.O. (Addl. Secy-Per) Ms. No.3691 Dt. 21.07.2025

ORDER

In the reference 1st cited, orders have been issued by APGENCO for revision of Scales to various cadres with effect from 01.04.2022. In the GOO 2nd cited an amendment to the GOO 1st cited has also been issued.

2) The APTRANSCO vide T.O.O 5th cited, with terms & conditions therein, issued orders extending the financial benefit equivalent to Rs.5,150/- per month in the form of 'Adhoc Service Benefit' to all eligible employees who have been capped at the maximum of the master scale at the time of pay fixation in PRC – 2022 due to fixation of pay w.e.f. 01.04.2022 or in exercise of option for fixation of pay in RPS-2022 as on their date of increment. In cases where the capping reached as on 01.04.2022, eligibility for the financial benefit is the same date i.e. 01.04.2022. Further if the capping is reached the maximum of the master scale due to fixation of pay in RPS-2022 by virtue of exercising option as on the date of increment subsequent to 01.04.2022, in such case the 'Adhoc Service Benefit' shall be sanctioned w.e.f. 1st day of the next commencing financial year.

3) After careful consideration of the issue, APGENCO hereby orders to extend financial benefit equivalent to Rs.5,150/- per month in the form of 'Adhoc Service Benefit' to all eligible employees who have been capped at the maximum of the master scale at the time of pay fixation in PRC – 2022 due to fixation of pay w.e.f. 01.04.2022 or in exercise of option for fixation of pay in RPS-2022 as on their date of increment. In cases where the capping reached as on 01.04.2022, eligibility for the financial benefit is the same date i.e. 01.04.2022. Further if the capping is reached the maximum of the master scale due to fixation of pay in RPS-2022 by virtue of exercising option as on the date of increment subsequent to 01.04.2022, in such case the 'Adhoc Service Benefit' shall be sanctioned w.e.f. 1st day of the next commencing financial year with terms and conditions mentioned therein.

4) The same relief shall also be extended to the employees whose pay is capped at maximum of the master scale by any reason thereafter. In other cases

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and for any reason who reached the maximum pay of the master scale, the 'Adhoc Service Benefit' shall be admissible with effect from the 1st day of the next financial year commencement falling between 01.04.2022 to 31.03.2026. This extension of financial benefit in the form of 'Adhoc Service Benefit' shall be sanctioned between 01.04.2022 to 31.03.2026 as per eligible dates as mentioned above and shall be strictly conditional upon the following;

"Ensuring that such financial relief is treated purely as a boost to morale and welfare measure for the limited period from 01.04.2022 to 31.03.2026 and not as a right or entitlement to Basic Pay enhancement".

This sanction of 'Adhoc Service Benefit' freezes on 31.03.2026 AN for all categories. Illustrations are also attached to this order for guidance and the analogy shall not be deviated by any Pay Drawing Officer while allowing payments. This 'Adhoc Service Benefit' will be displayed as separate item in 'Pay Slips'.

5) After issuing formal sanction by the Authority concerned, who are delegated powers for pay fixation, the Pay Drawing Officer shall release this Adhoc Service Benefit for the remaining 9 months of FY 2025-26 with effect from July 2025 salaries, payable in August 2025. The arrears of the eligible amount, as arrived, as a result of release of 'Adhoc Service Benefit' to all eligible employees will be paid in 12 equal monthly instalments, also commencing from July, 2025 payable in August, 2025.

6) These orders are issued with the concurrence of Chairman/APGENCO vide e-file No.1022/2025,Dt: 28.07.2025.

7) These orders are also available on APGENCO Website and can be accessed at the address www.apgenco.gov.in.

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

**N.V.V. GOPAL RAO,
JOINT SECRETARY (PER)**

To

All the Station Heads/Functional Heads at Head Quarters.

Copy to the:

Dy.EE (T) to the Managing Director/APGENCO

AO to the Director (Finance & Comml.)/APGENCO

Dy.EE (T) to the Director (Thermal)// Director (Coal & Logistics)/APGENCO\

Dy.EE (T) to the Director (Hydel)/APGENCO

PO to the Director (HR&IR)/APGENCO

AE(T) to the Chief General Manager (Adm.IS &ERP)/APGENCO

PA to the Joint Secretary (Per)/APGENCO

Pay Officer//Accounts Officer (CPR)/APGENCO

Stock File/Spare Copy.

C. No. JS(Per)/DS(Estt.)/AS(Reg.)/PO(Reg.)/265/2023

//FORWARDED :: BY ORDER//


ASSISTANT SECRETARY

ILLUSTRATION

Case – I: The pay of the employees reached at the maximum of the Master Scale due to fixation of their pay in RPS – 2022 Scales as on 01.04.2022.

- a. As per order, 'the Adhoc Service Benefit' is equivalent to the value of Rs.5,150/- per month.
- b. Admissibility of 'Adhoc Service Benefit' is w.e.f 01.04.2022 in the following manner.

| | |
|------------|--|
| 01.04.2022 | - Rs.5,150/- |
| 01.04.2023 | - Rs.10,300/- |
| 01.04.2024 | - Rs.15,450/- |
| 01.04.2025 | - Rs.20,600/-and payment ends on 31.03.2026 Salary paid in April-2026 |

Case II : If the pay of the employee reached at the maximum of the master scale due to fixation of their pay in RPS-2022 scales as per his /her exercising of option for fixation as on the date of their annual grade increment, the 'Adhoc Service Benefit' will be as follows.

Increment date of employee is 01.08.2022 and he opted to fix his pay in RPS-2022 w.e.f.01.08.2022. After fixation as on date of increment, he has reached maximum of the master scale as on 01.08.2022. So the 'Adhoc Service Benefit' will be admissible from 01.04.2023 as follows:

01.04.2023-Rs.5,150/-

01.04.2024-Rs.10,300/-

01.04.2025-Rs.15,450/- and paid upto31.03.2026.

Case – III : The pay of the employees reached at the maximum of the master scale due to (i) Release of annual grade increment or (ii) Increment under automatic advancement increment or (iii) Pay fixation due to Promotion.

- i. Release of annual grade increment:

If an employee 'A' attained the maximum of the master scale i.e 2,59,895/- due to release of annual grade increment on 01.01.2023, the admissibility of 'Adhoc Service Benefit' is as follows w.e.f.

| | |
|------------|--|
| 01.04.2023 | - Rs. 5,150 |
| 01.04.2024 | - Rs. 10,300 |
| 01.04.2025 | - Rs. 15,450 and payment ends on31.03.2026 i.e. March-2026 salary paid in April-2026. |

ii. Increment under the provisions of Automatic Advancement Scheme:

If an employee 'D' reached the maximum of the master scale due to release of increment under Automatic Advancement Scheme w.e.f 01.02.2024, so the admissibility of 'Adhoc Service Benefit' value is as follows.

'D' reached maximum of the master scale due to fixation of pay by release of increment under Automatic advancement scheme in SPP-2 scale w.e.f. 01.02.2024. So he will get 'Adhoc Service Benefit' as follows.

01.04.2024 -Rs.5,150/-

01.04.2025 -Rs.10,300/- and will be paid upto 31.03.2026

Payable in April, 2026.

iii. Pay fixation due to Promotion:

If an employee 'B' reached the maximum of the Master Scale by promotion fixation in October-2024 and an employee 'C' reached the maximum of the Master Scale by pay fixation due to promotion in August 2025 and they will be admissible 'Adhoc Service Benefit' value as follows":

- a. 'B' got promotion and opted for fixation of pay under Regulation 30 (A), read with 30(a)(1), as on the date of increment falls due on 01.10.2024. His pay reached maximum of the master scale due to fixation of pay in promotion scale. So he will get 'Adhoc Service Benefit' value w.e.f. 01.04.2025 as follows.

01.04.2025- Rs.5,150 and will be paid upto 31.03.2026.

- b. 'C' got promotion and opted for fixation of pay under Regulation 30 (A) as on the date of promotion i.e on say 01.08.2025, reached the maximum of the master scale due to fixation i.e Rs.2,59,895/-. So he will not get 'Adhoc Service Benefit' value w.e.f 01.04.2026 as after 31.03.2026 it is not entitled to be allowed.

Note: Duly observing the above analogies 'Adhoc Service Benefit' may be allowed to eligible employees as per orders from time to time.

N.V.V.GOPAL RAO
JOINT SECRETARY(Per)