



**GOVERNMENT OF TELANGANA
ABSTRACT**

Public Services – Recommendations of 10th Pay Revision Commission- Implementation of Automatic Advancement Scheme –Orders – Issued.

FINANCE (HRM.IV) DEPARTMENT

G.O.MS.No. 38

**Dated: 15-04-2015.
Read the following:-**

1. G.O.Ms.No.117 Fin &Plg (FW.PRC.I) Dept., dated 25.05.1981.
2. G.O.Ms.No.164 Fin &Plg (PRC.I) Dept., dated 01.06.1982.
3. G.O.Ms.No.297 Fin &Plg (PRC.I) Dept., dated 25.10.1983.
4. G.O.(P).No.2 Fin &Plg (PRC.I) Dept., dated 04.01.1988.
5. G.O.(P) No.290 Fin &Plg. (PC.II) Dept., dated 22.07.1993.
6. G.O.Ms.No.311 Fin &Plg (PC.II) Dept., dated 20.08.1993.
7. G.O.(P).No.362 Fin &Plg (FW.PC.II) Dept., dated 28.10.1994.
8. G.O.(P).No.150 Fin &Plg (PC.II) Dept., dated 01.09.1999.
9. G.O.(P).No.241 Fin &Plg (PC.II) Dept., dated 28.09.2005.
10. G.O.(P).No.201 Fin &Plg (PC.II) Dept., dated 10.07.2006.
11. Govt.Cir.Memo.No.038035/199/PC.II/2008,Fin.(PC.I)dept.,dt.19.09.2009
12. G.O.Ms.No.93 Finance (PC.II) Dept., dated 03-04-2010.
13. G.O.Ms.No.96 Finance (PC.II) Dept., dated 20-05-2011.
14. Cir.Memo.No.020091/125/PC.II/2011, Fin (PC.II) Dept., dt.17.08.2011.
15. Memo.No.023400-A/163/PC.II/2011, Fin (PC.II) Dept., dt.09.09.2011.
16. G.O.Ms.No.25, Finance (HRM.IV) Dept., dated 18.03.2015.

* * * * *

ORDER:

Government, in the order first read above,introduced the Automatic Advancement Scheme to the State Government employees and employees of Local Bodies as a substitute for those who are entitled to get promotions, but are unable to get them at regular intervals because of stagnation due to non-availability of vacancies. According to this Scheme, every employee after a service of ten years in a particular scale shall be eligible for the next higher scale, called Special Grade Post Scale. A Government Employee who completes a period of 15 years in a particular scale shall be eligible for promotion scale called Special Temporary Promotion Scale. The fixation of pay on appointment to the posts under Automatic Advancement Scheme shall be in relaxation of relevant provisions of the Andhra Pradesh Fundamental Rules. The employees upto XVIII Grade in RPS 1978 were eligible for this scheme. In Govt.Memo.No.41086-202/PRC I/81-1 Fin &Plg. (FW PRC.I) Dept., dt.31.12.1981, it was clarified that the appointment to the Special Grade Post / Special Temporary Promotion Post / Special Adhoc Promotion Post is not a promotion to a higher post involving higher duties and responsibilities of higher post. The Government in G.O.Ms.No.266 G.A (Ser.A) Dept., dt.25.05.1981 made an Adhoc

rule to the above extent. The Scheme was further extended to Teachers working in Government, Municipalities, Municipal Corporations, Zilla Parishads and PanchayathSamithis and also Aided Institutions in the G.O. second read above.

2. In the G.O. 4th read above, orders were issued revising the Automatic Advancement Scheme as recommended by the Pay Revision Commission 1986 to the employees drawing pay upto Grade XVIII in the Revised Pay Scales 1986 and also introduced another level of Advancement after completion of 22 years of service by assigning second level promotion post scale/ next higher scale to the holders of SPP I/ SAPP I Scale as the case may be. In the G.O. 5th read above, orders were issued modifying the Scheme as recommended by the Pay Revision Commission 1993. According to these orders, the Scheme was modified by allowing Automatic Advancement Grades on completion of 8,16 and 24 years of service instead of 10, 15 and 22 years of service. It was also ordered for fixation of pay under F.R. 22(a) (i) on promotion to regular post after availing the benefit of Automatic Advancement Scheme instead of fixation under F.R.22-B as ordered in G.O.Ms.No.2, Fin &Plg (PRC.I) Dept., dated 04.01.1988 and also discontinued the SPP-II Scale (Second level promotion scale) on completion of 24 years in a post, instead it was ordered that employees who completed 24 years of service shall be allowed one increment in the SPP-I scale only.

3. Government, based on the recommendations of Pay Revision Commission 1999 issued orders in the G.O. 8th read above continuing the Scheme as recommended by the Pay Revision Commission 1993 and also exempting those employees who crossed 45 years of age from passing the Departmental tests, for appointment to the first level promotion post on the same conditions as were prescribed in G.O.Ms.No.225, G.A. (Ser.C) Dept., dt.18.05.1999.

4. In the Government orders 9th and 10th read above, based on the recommendations of the Eighth Pay Revision Commission 2003, orders were issued reintroducing the fixation of pay under F.R.22-B on promotion after availing the benefit of Automatic Advancement Scheme and also modifying the orders issued sanctioning one increment in the existing scales of SPP-II/SAPP-II post scale by reintroducing the SPP-II/SAPP-II Scales on completion of 24 years which is the next promotion post to the first level promotion post. It was also clearly ordered that in the case of an employee holding a post for which there is no promotion post under the relevant Service Rules, he should be eligible to be placed on completion of 24 years of service, in the scale of pay, next above the scale applicable to Spl.Adhoc Promotion Post Scale-I.

5. On the recommendations of Ninth Pay Revision Commission, the Government issued orders in G.O.Ms.No.93, Finance (PC.II) Dept., dt. 03.04.2010, modifying the earlier orders issued by extending the Scheme to the employees upto and inclusive of Grade XXV in the Revised Scale (i.e.) Rs.25600-50560 as against the scales of pay upto under Grade XXI. It was also ordered for fixation of pay under FR 22-B for those employees who are promoted after availing the benefit of Automatic Advancement Scheme and if the above fixation results in, the senior drawing less pay than that of junior, the pay of the senior shall be stepped up w.e.f. the date of promotion of the junior to a figure equal to the pay fixed for the junior in the higher post to which he/she is promoted on or after 01.07.2008, subject to the conditions laid down therein, with monetary benefit from 01.02.2010. Further, Government also

ordered that if the Service Rules are changed imposing additional qualifications, for promotion after the entry of the individual into service, he shall be allowed the benefit of the next scale contemplated under Special Adhoc Promotion Post Scale instead of denying the benefit of promotion and consequently the benefit of SPP-I/SPP-II Scales. Those who benefited from this dispensation cannot claim the benefit of SPP-I or II even if they acquire the necessary qualification at a later date.

6. Subsequently, the Joint Action Committee of Employees, Workers and Teachers of the State, represented for change of periodicity of the Scheme as 6/12/18/24 years of service from the existing provision 8/16/24 years under Automatic Advancement Scheme. Government have agreed for the change of periodicity from the existing 8/16/24 to 6/12/18/24 years, for appointments under the Automatic Advancement Scheme and accordingly orders were issued in the G.O. 13th read above. Subsequently, necessary clarifications were also issued in the Memos., 14th and 15th read above. In the G.O. 16th read above, the Revised Pay Scales, 2015 were implemented.

7. The 10th Pay Revision Commission has opined that the scheme requires no further changes and it may be continued to be implemented as indicated below:

- i. The existing Special Grade, SPP IA/ SAPP IA/ SPP IB/ SAPP IB/SPP-II/SAPP-II may be continued with the Special Grade after 6 years, SPP-IA/SAPP-IA after 12 years, SPP-IB/SAPP-IB after 18 years and SPP-II/SAPP-II after 24 years.
- ii. If service rules are amended prescribing additional qualifications for promotion the Commission recommends that the existing incumbents may be exempted from possession of such higher qualifications for appointment to Special Promotion posts under Automatic Advancement Grades.
- iii. The benefit of pay fixation under F.R.22-B be continued on promotion even if the employee had derived the benefit under SG or SPP I-A and SPP I-B and if this results in the senior drawing less pay than the junior, the pay of the senior be stepped up to that of the junior subject to the conditions enumerated in G.O.Ms. No.297, Fin. (PRC-I) Dept., dated: 25-10-1983.
- iv. Where service rules are relaxed to enable regular promotion, they should be automatically extended to the Automatic Advancement Scheme for purposes of extending the benefit of SPP-IA / SPP-II.
- v. In certain categories like Attender, Dafedar, Jamedar and Record Assistants or Roneo Operators, it was decided that the services rendered by them in these categories together shall be reckoned for purpose of Automatic Advancement Scheme. The commission recommended for continuation of this special dispensation.
- vi. The benefit of Automatic Advancement Scheme may be continued upto and inclusive of Grade-XXV in the revised scales i.e., Rs.49,870-1,00,770.

8. Government accepted the above recommendations with certain modification and accordingly hereby order that,

- i. The existing Special Grade, SPP-IA/SAPP-IA/SPP-IB/SAPP-IB/SPP-II/SAPP-II shall be continued with the Special Grade after 6 years, SPP-IA/SAPP-IA after 12 years, SPP-IB/SAPP-IB after 18 years and SPP-II/SAPP-II after 24 years.
- ii. If service rules are changed prescribing additional qualifications for promotion after the entry of the individual into service, thereby depriving him of the benefit of promotion and consequently to the benefits of Special Promotion Post Scale-I A&B/ Special Promotion Post Scales-II, he/she shall be given the benefit of the next scale contemplated under the Special Adhoc Promotion Post Scale-IA & IB and SAPP-II.
- iii. The benefit of pay fixation under F.R.22-B be continued on promotion even if the employee had derived the benefit under SG or SPP I-A and SPP I-B and if this results in the senior drawing less pay than the junior the pay of the senior be stepped up to that of the junior subject to the conditions enumerated in G.O.Ms. No.297, Fin. (PRC-I) Dept., dated: 25-10-1983.
- iv. Where service rules are relaxed to enable regular promotion, they should be automatically extended to the Automatic Advancement Scheme for purposes of extending the benefit of SPP-IA / SPP-II.
- v. In certain categories like Attender, Dafedar, Jamedar and Record Assistants or Roneo Operators, it was decided that the services rendered by them in these categories together shall be reckoned for purpose of Automatic Advancement Scheme.
- vi. The benefit of Automatic Advancement Scheme shall be continued up to and inclusive of Grade-XXV in the revised scales i.e., Rs.49,870-1,00,770.

9. The employees after availing the benefit of SPP-II are not eligible for the Automatic Advancement Scheme on their further promotions.

10. The service that is to be reckoned for the purpose of appointment to Automatic Advancement Scheme is as spelt out in Govt .Memo.No.11th read above.

11. All the conditions laid down, clarificatory orders and instructions issued from time to time so far as they are in consonance with these orders shall continue to be in force.

12. These orders shall be applicable to the Government employees, teaching and Non-teaching staff of Local Bodies and Aided Institutions drawing State Pay Scales

and drawing the pay in Grade-I to Grade-XXV in the Revised Scales, 2015, i.e. upto and including the pay scale of Rs.49,870-1,00,770.

13. The Scheme shall be deemed to have come into force on and from 01.07.2013. The salary as per the pay fixation under this scheme in the Revised Pay Scales, 2015 will be paid in cash from the month of March, 2015, payable in April, 2015. As regards the arrears of pay fixations as per the A. A. Scheme in the Revised Pay Scales, 2015 from 02-06-2014 to 28-02-2015, orders will be issued separately.

14. The Special Grade Scales in the Revised Pay Scales, 2015 are as indicated in Annexure-I. Automatic Advancement Scheme scales for the categories of Last Grade Posts, Record Assistants, Roneo Operators and Drivers are indicated in the Annexure- II.

15. Any pay fixations contrary to the above Rules are liable for revision of pay and the excess amount paid thereon shall be recovered from the salaries of the employees concerned without any notice.

16. The G.O can be accessed at the addresses, <http://goir.telangana.gov.in> and <http://finance.telangana.gov.in>.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

**V. NAGI REDDY
PRINCIPAL SECRETARY TO GOVERNMENT**

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All the Heads of Departments (including Collectors and District Judges)

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The Director of State Audit, Telangana, Hyderabad.

The Pay & Accounts Officer, Telangana, Hyderabad.

The Registrar General, High Court of Judicature at Hyderabad for the State of Telangana and the State of Andhra Pradesh (with covering letter).

The Secretary, Telangana State Public Service Commission, Hyderabad (with covering letter).

The V.C. & M.D., Telangana State R.T.C., Hyderabad (with covering letter).

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// FORWARDED BY ORDER //



SECTION OFFICER

ANNEXURE – I

Grade	Ordinary Grade Scale in RPS, 2015 (Rupees)	Special Grade Scale in RPS, 2015 (Rupees)
I	13000-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-40270	13390-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-41380
II	13390-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-41380	13780-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490
III	13780-390-14170-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490	14600-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-44870
IV	14600-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-44870	15030-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060
V	15030-430-15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060	15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-47330
VI	15460-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-47330	16400-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870
VII	16400-470-16870-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870	17890-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950
VIII	17890-510-18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950	18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-55410
IX	18400-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-55410	19500-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330
X	19500-550-20050-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330	21230-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010
XI	21230-590-21820-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010	22460-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-66330
XII	22460-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-66330	23100-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990

Grade	Ordinary Grade Scale in RPS, 2015 (Rupees)	Special Grade Scale in RPS, 2015 (Rupees)
XIII	23100-640-23740-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990	24440-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-71510
XIV	24440-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-71510	25140-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270
XV	25140-700-25840-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270	26600-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-77030
XVI	26600-760-28120-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-77030	28940-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910
XVII	28940-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910	29760-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-80930
XVIII	29760-820-30580-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-80930	31460-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970
XIX	31460-880-33220-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970	35120-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-87130
XX	35120-950-36070-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-87130	37100-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450
XXI	37100-1030-39160-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450	40270-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-93780
XXII	40270-1110-42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-93780	42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-96110
XXIII	42490-1190-46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-96110	46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-98440
XXIV	46060-1270-49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-98440	49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770
XXV	49870-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770	52590-1360-53950-1460-58330-1560-63010-1660-67990-1760-73270-1880-78910-2020-84970-2160-91450-2330-100770-2520-103290

ANNEXURE II

Sl. No.	Category	Ordinary Grade Scale	Special Grade Scale [6 Years]	Special Ad hoc Promotion Pay Scale-I-A and I-B * [12 and 18years]	Special Ad hoc Promotion Pay Scale - II [24 years]
(1)	(2)	(3)	(4)	(5)	(6)
1.	Office Subordinates and other Last Grade Posts in the Scale of Rs.6700- 20110	13000-40270	13390-41380	14600-44870	15030-46060
2.	Dafedars	13390-41380	13780-42490	14600-44870	15030-46060
3.	Jamedars	14600-44870	15030-46060	15460-47330	16400-49870
4.	Record Assistants/ Roneo Operators	15030-46060	15460-47330	16400-49870	17890-53950 (unqualified) 21230-63010 (qualified)
5.	Drivers (LV)	15460-47330	16400-49870	17890-53950	18400-55410
6.	Drivers (HV)	17890-53950	18400-55410	19500-58330	21230-63010

* One increment shall be allowed in the existing scale on appointment to Special Adhoc Promotion Post Scale I – B.