



**GOVERNMENT OF ANDHRA PRADESH
ABSTRACT**

ALLOWANCES- Andhra Pradesh Manual of Special Pay and Allowances – Recommendations of the Pay Revision Commission, 1999 on Special Pays – Orders – Issued.

FINANCE AND PLANNING (FW.TA) DEPARTMENT

G.O.Ms.No.130

Dt. 24-8-1999

Read the following:

1. G.O.Ms.No. 46, Finance and Planning (FW.TA) Department, dt. 6-2-1980
2. G.O.Ms.No. 74, Finance and Planning (FW.TA) Department, dt. 25-3-1987
3. G.O.Ms.No.352, Finance and Planning (FW.TA) Department, dt. 25-11-1989
4. G.O.Ms.No. 112, Finance and Planning (FW.TA) Department, dt.20-3-1989
5. G.O.Ms.No.203, Finance and Planning (FW.TA) Department, dt.30-3-1990
6. G.O.Ms.No. 312, Finance and Planning (FW.TA) Department, dt.24-7-1990
7. G.O.Ms.No.216, Finance and Planning (FW.TA) Department, dt.27-5-1993
8. G.O.Ms.No.101, Finance and Planning (FW.TA) Department, dt.18-3-1994
9. G.O.Ms.No. 363, Finance and Planning (FW.TA) Department, dt. 29-10-1994
10. G.O.Ms.No.139, Finance and Planning (FW.TA) Department, dt. 2-4-1996
11. G.O.Ms.No. 268, Finance and Planning (FW.TA) Department, dt.31-12-1997
12. G.O.Ms.No.565, General Administration (Spl.-A) dt.25-12-1997
13. G.O.(P).No. 114, Finance and Planning (FW.PC-b) Department, dt.11-8-1999

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ORDER:

In the Government Orders first to sixth read above, Government have sanctioned special pays to various categories of Government employees.

2. In the Government Orders Seventh to eleventh read above, Government have sanctioned special pays to various categories of Government employees basing on the recommendation of earlier pay revision Commissions, High Power Committee and Anomalies Committee.

3. In the Government order twelfth read above, Government have appointed Sri R.K.R. Gonela, LAS, (Retd.) as Pay Revision Commissioner. One of the terms of reference of the PRC was to examine the need for the various Special Pays with special reference to the circumstances and conditions governing their initial sanction and to make recommendations regarding their continuance or otherwise and if continuance is recommended what modifications, if any are deemed desirable with regard to their rates, terms, and other conditions which should govern them in future. In the Government Order thirteen read above, orders were issued implementing the Revised Pay Scales, 1999 to the State Government employees with effect from 1-7-1999 with monetary benefit from 1-4-1999.

4. The Pay Revision Commission, 1999 have thoroughly reviewed the existing special Pays and based on the following criteria made recommendations accordingly on special Pay and Allowances.

i) The device of special pay should be resorted to as sparingly as possible and should be granted on fulfillment of prescribed criteria and on a rational basis.

ii) Grant of special pay is not justified in respect of a post which is on a pay scale exclusively or consciously assigned to that post keeping in view its duties known to be arduous.

iii) since pay scale of a category is normally fixed on the basis of qualifications, duties and responsibilities, payment of special pay for a whole category as such is not justified. Only such of the employees or posts within a pay scale as have additional responsibilities or specially difficult job responsibilities deserve to be paid special pay.

iv) special pay could be considered to be necessary to attract talent in cases where a person belonging to one cadre is required to man a post outside the cadre subject to, however, fulfillment of the basic criteria for grant of special pay like additional duties and responsibilities and arduousness of the job.

v) No officer should be normally allowed more than one special pay.

vi) special pay on individual considerations should not ordinarily be separately sanctioned.

vii) the quantum should be such as would adequately compensate for either the extra duties or the arduous nature of the job, but at the same time should not be such as would distort the salary structure. Suitable up gradation of the pay scale is preferable to a disproportionate amount of special pay.

5. besides the requests for substantial enhancement in the quantum of existing special pays, the commission received a large number of requests for grant of special pays for whole categories which indicates an erroneous perception of the concept of special pay. Most of those requests are mentioned under the categories are discussed. As rightly observed by the earlier Pay Revision Commission acceptance of such requests would make special pay a rule rather than exception, The Commission however, carefully examined all those requests as also the requests in this regard to quantum, keeping in view the settled criteria referred to above and the recommendations in regard thereto are incorporated in Annexure to this order.
6. The Government have accepted the recommendations of the Pay Revision Commission, 1999 and accordingly hereby ordered that:
 - a) the criteria laid down by the Pay Revision Commission above in the matter of sanction of Special Pays should be followed by the all the Departments and that no proposal for Special Pays which do not fulfill these criteria should be recommended to the Government in Finance and Planning (FW.TA) Department consideration .
 - b) The Special Pays recommended or revision be sanctioned as per annexure to this order, to the holders of the posts indicated therein, subject to the remarks in column 5 thereof.
7. the revised special pays indicated in the annexure to this order are admissible only to those already drawing the amounts shown in column "existing" wherever both "existing" and "revised" special pays are shown. The new sanctions have been clearly indicated as "nil" amount (or by a dash) against the column "existing".
8. these orders shall come into force with effect from 1-4-1999 and the arrears from 1-4-1999 to 30-6-1999 shall be credited to General Provident Fund Accounts of the employees. The enhanced rates shall be paid in cash with effect from 1-7-1999.
9. Necessary amendments to the Andhra Pradesh Manual of special pays and allowances shall be issued in due course.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)

S.K.ARORA

Principal Secretary to Government