

TELANGANA STATE POWER GENERATION CORPORATION LIMITED

ABSTRACT

Estt – TSGENCO – Revision of Pay Scales of Other than Workmen with effect from 01.04.2018 – Orders – Issued

T.G.O.O.No.101/CGM(Adm)/2018

Date:05.09.2018

Read the following:-

1. T.G.O.O.No.336/CGM(HR)/2014, Dtd.13.01.2015
2. T.O.O. (Jt.Secy-Per) Ms.No.94, Dtd.30.04.2018

* * * * *

ORDER:

In the reference first read above, the Scales of pay of Other than Workmen were revised with effect from 01.04.2014.

2. In the reference 2nd read above, the Committee was constituted for revision of Pay Scales and Allowances of the Employees of TSTRANSCO, TSGENCO, TSSPDCL & TSNPDCL and had discussions with various employees Unions/Associations of the Companies. The Committee has submitted its recommendations vide letter dt.30.08.2018 to TSTRANSCO/TSGENCO on the revision of Pay Scales and Allowances of the Employees coming under the categories of Workmen and Other than Workmen.

3. In the meeting held on 30.08.2018 with the Employee Unions / Associations, the Chairman & Managing Director/TSGENCO & TSTRANSCO informed that the Wage Revision proposals will be finalized after apprising to the Hon'ble Chief Minister. In the meeting held on 01.09.2018 at Pragathi Bhavan, the Hon'ble Chief Minister announced 35% fitment benefit to all the employees and pensioners of TSTRANSCO, TSGENCO, TSSPDCL & TSNPDCL in the presence of Special Chief Secretary to Government, Energy Department, Government of Telangana and Chairman & Managing Director/TSTRANSCO & TSGENCO and CMDs/DISCOMs.

4. The TSGENCO after careful consideration of the report submitted by Pay Revision Negotiating Committee-2018 and subsequent discussions held with the Employees Unions/Associations on 05.09.2018 reached a wage settlement on 05.09.2018. The Wage settlement is operative till 31.03.2022.

5. The TSGENCO directs that the scale of pay of Joint Secretary shall be equated with the scale of pay of Chief Engineer/FA&CCA/CGM. Further TSGENCO directs that the scale of Sub-Engineer shall be stepped up to eight (8) increments in the time scale of pay Rs.45205 – 2225 – 56330 – 2655 – 69605 – 3100 – 85105 – 3560 – 88665 of Revised Pay Scales'2018.

6. Further, TSGENCO directs that scales of pay of the employees coming under the categories of **Other than Workmen** shall be revised with effect from 01.04.2018 as indicated in the Annexure appended to this T.G.O.O.

7. **Option of Revision:** The date of option for the Revised Pay Scales shall be 01.04.2018 or the date of increment in the existing scale on or before 31.03.2019.

8. **Fixation of Pay:** For the purpose of fixation of pay in the revised pay scales, the revised Basic pay shall be arrived at in the following manner:

- a) Basic pay as on 01.04.2018 or on the date of option. For those who have already drawn four (4) stagnation increments by 01.04.2017 or any date before 31.03.2018 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 01.01.2018 @ 21.094% on item (a) above.

(Plus)

- c) 35% 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 2018 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 Weightages:** The Service Weightage increments shall be given in the revised scales as follows:

0 to 5 years	:	One (1) increment
Above 5 years and upto 15 Years	:	Two (2) increments
Above 15 Years	:	Three (3) increments

The service would reckon from the date of joining. The Training period, 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 Telangana 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, 2018 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 01.04.2018 to 31.03.2022 in any scale 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 given below:

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

Where:

C0 = Index on 01.01.2018

C1 = Index on any future date

(including 01.07.2018 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.

The new Dearness Allowance with effect from 1-7-2018 shall be @ 2.135%.

13. **House Rent Allowance:** House Rent Allowance shall be allowed as per the rates in Government of Telangana.

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

Pay Range in Pay Scales'2018	Greater Hyderabad Municipal Corporation (in Rs.)	Other Municipal Corporations (in Rs.)
Rs.23,380/-	Rs.400/-	Rs.200/-
Rs.23,381/- to Rs.35,990/-	Rs.600/-	Rs.300/-
Rs.35,991/- to Rs.47,730/-	Rs.700/-	Rs.350/-
Above Rs.47,731/-	Rs.1000/-	Rs.500/-

15. Medical Allowance: A sum of Rs.1350/- (Rupees One thousand three hundred and fifty only) per month shall be paid to all the in service employees working in TSTRANSCO, TSGENCO, TSSPDCL & TSNPDCL with effect from 01.04.2018.

16. All Special pay, Family Planning incentive increment, Telangana Increment, Special Increment (24 x 7 power supply) 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, CCA and all other allowances.

17. The fixation benefits as per these orders shall accrue from 01.04.2018 or on the date of option whichever is later. The arrears of Revised Pay Scales, 2018 for the months of April'2018 to August'2018, shall be paid in cash in Five (5) equal monthly installments commencing from 01.10.2018 salary.

18. The Competent Authority/Authorities who are 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 TSGENCO.

19. During the implementation of the above orders, any anomalies that may arise shall be brought to the notice of TSGENCO for issue of necessary orders.

20. The notification in Appendix-I to this order shall be published in the Telangana State Gazette.

21. The Union assures 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 commercial losses.

22. These orders are issued with the concurrence of Director (Finance)/TSGENCO vide Regd.No.337/B, Dtd.05.09.2018.

23. These orders are also available on TSGENCO website and can be accessed at the address <http://www.tsgenco.co.in>

Encl: As above.

(BY ORDER AND IN THE NAME OF TELANGANA STATE POWER GENERATION CORPORATION LIMITED)

D. PRABHAKAR RAO
CHAIRMAN & MANAGING DIRECTOR

To
All the Heads of Power Generating Stations
All the Functional Heads in Vidyut Soudha

Copy to the:

The Prl. Secretary to Government, Energy Dept., Secretariat, Govt. of Telangana
The Prl. Secretary to Government, Finance Dept., Secretariat, Govt. of Telangana.
The Spl. Chief Secretary to Government, PE Dept., Secretariat, Govt. of Telangana.
JS & PS to Chairman & Managing Director, TSGENCO, Hyderabad
SE/Tech to Chairman & Managing Director, TSGENCO, Hyderabad
Joint Secretary-I/TSGENCO
Joint Secretary-II/TSGENCO
DE(T) to Director (HR)/TSGENCO
DE(T) to Director (Thermal)/TSGENCO
DE(T) to Director (Hydel)/TSGENCO
Dy.CCA to Director (Finance)/TSGENCO
DE(T) to Director (Projects)/TSGENCO
AS to Director (Fuel Management)/TSGENCO
Company Secretary/TSGENCO
All Superintending Engineers/TSGENCO
All Dy.CCAs/VS/Hyderabad
AE(T) to CGM (Adm)/TSGENCO // PA to CGM(IS&ERP)/TSGENCO

All Deputy Secretaries/Assistant Secretaries/TSGENCO
 Civil Surgeon/VSD/VS/Hyderabad
 Superintendent of Police(V&S)/TSGENCO
 Pay Officer//Accounts Officer (CPR)/TSGENCO
 Divisional Engineer/MPP/TSGENCO
 All Pay Drawing Officers of Power Generating Stations
 The General Secretary, TEE Union (Regd.No.1104), (Recognized), H.No.#6-1-48, Mint Compound, Hyderabad.
 The Secretary General, T.S.E. Employees Union (Regd.No.327), (Recognized), Dr. GSR Bhavan, H. No. 6-1-48/4, Mint Compound, Hyderabad – 500 063.
 The General Secretary, Telangana State Power Generating Employees Union (Regd.No.E-1535), Lakshmi Plaza, Plot No.111,H.No.6-3-662/18/A Jafar Ali Bagh, Somajiguda, Hyderabad – 500 082.
 The General Secretary, Telangana Raastra Vidyut Karmika Sangam (Regd.No.H-58/2005), Affiliated to TRS, Q.No.3-7-443, Besides 132/33, KV Sub Station, Jagithyal Road, Karimnagar –505001.
 The General Secretary, APSE Board Engineers Association (Regd.No.874/75), H.No:6-3-663, Somajiguda, Hyderabad.
 The General Secretary, State Scheduled Tribe Employees Welfare Association (Regd.No.956/78), H.Q., Mint Compound, besides APCPDCL (HQ), (New building), Hyderabad-500063.
 The President, Power Generation Corporation Backward Class Employees Welfare Association, (Regd.No.1204/01), Plot No. 62, Door No. 7-89/62, Ayyappa Colony, Phase – I, Near Gayatri Dhyam Mandir, Dammaiguda Village, Keesara Mandal, Hyderabad – 500 083.
 The General Secretary, Genco Mechanical Engineers Association (Regd. No 1805/2002), Qr.No.BDE-5, KTPS – Colony, Paloncha, Bhadadri Kothagudem – 507115.
 The Secretary General, AP Transco, Genco SC,ST/Dalith Christian Employees Association (Regd.No.15/2002),Plot No.12,near G.N.R. Gardens, Anandbagh, Malkajgiri, Hyderabad – 500047.
 The Secretary General, State O.C. Employees Welfare Association (Regd.No.1813/04), No.19, New MLA quarters, Adarshnagar, Opposite Post office, Hyderabad.
 The General Secretary, Telangana Electricity Employee's Association (Regd.No. H-61/2005), H.No.14-3-237, Goshmahal, Begum Bazar, Hyderabad – 12.
 The General Secretary, Telangana Electricity Backward Classes Employees Welfare Association (Regd. No. 1681/2006), Vidyut Bhavan, Mint Compound, Hyderabad – 500 063.
 The General Secretary, Telangana Vidyut Engineers Association (Regd.No. 1438/2007), 3rd Floor, A- Block, Vidyut Soudha, Khairatabad, Hyderabad – 50008.
 The Secretary General, Telangana Electricity Engineers' Association (Regd.No.319/07), Prof. Jaya Shankar Bhavan, Mint Compound, Khairatabad, Hyderabad. – 500004.
 The Secretary General, Electricity O.C Employees Welfare Association (Regd. No.1088/08), H.No. 1-1-287/33, A, Chikkadapally, Hyderabad-500020.
 The President, Telangana State Genco Personnel Service Employees Welfare Association (Regd.No.299/2008), H. No. 6-3-572, Room No. 408, 'B' Block, Vidyut Soudha, Hyderabad – 500 082.
 The Secretary General, AP Power Engineers Association, (Regd.No.279/09), H.No.1-9-286/2/4/2/A, Ram Apartments, Vidyanagar, Hyderabad-44.
 The General Secretary, Genco Engineers Association(Regd.No.1269/2009), T-5, Om Shakthi Towers, Plot No.144, Motinagar, Hyderabad.
 The General Secretary, GENCO Pensioner's Welfare Association (Regd.No.97/2009), HQs, KTPS, Paloncha, Before Shuttle Indoor Court, Paloncha, Bhadadri Kothagudem Dist - 507115.
 The Secretary General, Telangana Genco Transco Discoms SC/ST Employees Association (Regd.No.202/2010), C-37, 'A' Colony, Ramagundam – 505208, Peddapalli Dist.
 The Founder and State President, Telangana Vidyut Contract Workers Union (Regd.No.2871/2012, H.No.6-1-44/3; Opp. MeeSeva, Telangana, Chowrastha, Mint Compound, Hyd-500004.
 The General Secretary, APGENCO Civil Engineers Association (Regd.No:1344/2012), Q.No:C-7, APGENCO Housing Colony, Old Paloncha, Bhadadri Kothagudem Dist-507154.
 The General Secretary, Telangana Electricity Accounts Staff Association (Regd. No. 1228/2013), Flat No. 104, Balaji Residency, H. No. 3-100/22, Srinagar Colony, Boduppall, R.R. District – 500 092.

The General Secretary, Telangana Electricity Accounts Officers Association (Regd.No.575/2013), H. No.11-1-141, Kanteshwar, Nizamabad-503002.

The President, Telangana Mala Electricity Employees Welfare Association (Regd.No.1577/2013, H.No.16-1-143, Swathi School Road, New Paloncha-507115, Bhadradri Kothagudem District.

The President, Telangana Electricity Muslim Minority Employees Welfare Association (Regd.No.132/2014), 12-1-1035/1, North Lalaguda, Hyderabad-17.

The State Secretary General, Telangana State Electricity SC, ST/Dalit Christian Employees Association (Regd.No.684/2014) Plot No.12, Near GNR Gardens, Anandbagh, Malkajgiri, Hyd-500047.

The Secretary General, Telangana State Electricity SC & ST Officers Welfare Association (Regd.No.556/2014) H.No.8-3-228/1280/56, Jawahar Nagar, Yousufguda, Hyderabad-500045.

The General Secretary, Telangana Electricity employees Muslim Minority Association (Regd.No:1124/2014) Affiliated to A.I.M.I.M H.No:8-4-544/58/1;Erragadda, Sanath Nagar (Post), Hyderabad-18.

The President, Telangana State Power Engineers Association (Regd.No. 555/2014), H.No.6-3-663, Somajiguda, Hyderabad - 500 082.

The President, Telangana Power Diploma Engineers Association (Regd. No. 272/2014), H.No. 5-9-22/55, Adarsh Nagar, Hyderabad - 500 063.

The President, Adivasi Vidyut Employees Welfare Association (Regd.No.14/2014), H.Q.Paloncha, Khammam Dist. Telangana State.

The President, Telangana State Electricity Assistant Engineers Association (Regd.No. 618/2014), H.Q. KTPS, New Paloncha, Khammam Dist. 507 115.

The General Secretary, State Electricity SC & ST Employees' Welfare Association (Regd.No.621/2014), H.O.:Dr. B.R. Ambedkar Bhavan, Mint Compound, Khairtabad, Hyderabad, Telangana.

The State General Secretary, Telangana Vidyut Diploma Engineers Association, (Regd.No. 1106/2015), BC Association Building, Mint Compound, Hyderabad -

The President, Telangana Backward Class Engineers Federation (Regd. No.583/2015), TBCEF Bhavan, near CGM/MZ Office, stone building, Mint Compound, Hyderabad-4

The President, Telangana Electricity Employees Welfare Society (Regd.No.193/2015), H.No.3-6-497, Flat G-1 Sai Krupa Apartment, Himayathnagar, Hyderabad-29.

The President, Telangana Electricity Assistant Engineers' Association (TEAEA) (Regd.No. 108/2016), H. No.12-1-63,Gandhinagar,New Paloncha, Khammam District, Telangana-507115.

The General Secretary, Telugunadu Vidyut Karmika Sangham (Regd.No.B-1245), (Recognized), Mint Compound, Hyderabad.

The General Secretary, United Electricity Employees Union (Regd.No.B-1829),1-1-60/4, Musheerabad, Hyderabad-507115.

The General Secretary, A.P.S.E.B. Asst. Engineers Association (Regd.No.1185),New Paloncha, Bhadradri, Kothagudem Dist -507115.

The General Secretary/APSEB Technical Employees Union (Regd.No.B-2275), C/o. Sri. K. Sampath Reddy, H.No.6-1-49/5, Mint Compound, Hyderabad.

The Secretary General, APSEB SC&ST Employees Welfare Association (Regd. No. 1589), H.NO.8-3-228/1280/56, Jawaharnagar, Yousufguda, Hyderabad.

The General Secretary, AP Power Diploma Engineers Association (Regd.No.B-473) (Recognized), H.No.5-9-22/55, Adarsh Nagar, Hyderabad.

The State President, Telangana Electricity Employees Union (Regd.No:H-142), H.No.19-5-32/13/A/19, Mahmood Nagar, KishanBagh, Hyderabad - 500 064.

The General Secretary, Telangana Electricity Staff and Workers Union (Regd.No.H-64) (AITUC); H. No. 3-5-912, S.N. Reddy Bhavan, Himayathnagar, Hyderabad.

The General Secretary Telangana State Electricity Board Retired employees association (Regd No.375) Nakshantravilla No. 132, Siddanthi, Shamshabad, Ranga Reddy Dist - 501218.

The General Secretary, Telangana Rashtra Power Employees Union (Regd.No.G-445), KTPS, Paloncha, Bhadradri Kothagudem Dist. Pin: 507115.

The General Secretary, TSGENCO Chemists Association
Stock File/Spare copy

C.No.Dir(HR)/DS(Estt)/AS(Estt-II)/PO.H/235/2018

// FORWARDED :: BY ORDER //

V. Madana Kopal
PERSONNEL OFFICER

APPENDIX-1 to T.G.O.O.No.101/CGM(Adm)/2018, Dated:05.09.2018

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 Telangana State Power Generation Corporation Limited hereby makes the following Regulations namely:

1. Short title, commencement and application:

- i. These regulations shall be called the TSGENCO Revised Pay Scales 2018 for Other than Workmen
- ii. They shall be deemed to have come into force with effect from 01.04.2018.
- iii. These regulations shall apply to the categories of employees of TSGENCO, coming under Other than Workmen who are in service as on 01.04.2018 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 Telangana State Power Generation Corporation Limited.
- ii. Existing scale of pay means the scales as ordered in T.G.O.O.No.335/CGM(HR)/2014, Dt.13.01.2015.
- iii. Pensioner means an Employee who retired on or after 01.04.2018 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 2018:

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 TSGENCO on the 1st April, 2018 the scale of pay of which is revised, may opt to draw pay in the revised pay scales of 2018, either from 1st April 2018 or from the date of next increment in the existing scale of pay falling before 31.03.2019, 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/she shall be deemed to have opted to the revised pay scales of 2018 from 1st April, 2018 only.
- iv) If an employee exercises option to enter the revised pay scales 2018 from a date beyond 31.03.2019 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/she shall be governed by the Sub Regulation (iii) above.
- v) An employee shall exercise his/her option in respect of the post held by him/her on the 1st April 2018 only.

- vi) Every employee shall exercise his/her 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/TSGENCO in respect of Employees working in Vidyut Soudha, Hyderabad.
 - b. The concerned Pay Drawing Officers in respect of employees working in TSGENCO in the field offices.
- vii) In the case of an employee who died while in service on or after the 1st April, 2018 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 TSGENCO or other competent authority his/her legal heirs may exercise the revised option within a period of one month from the date of receipt of the relevant order by his/her 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/her rejoining in TSGENCO, service on the termination of his/her 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 01.04.2018 or on the date of option. For those who have already drawn four stagnation increments by 01.04.2017 or any date before 31.03.2018 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) **35%** of item (i) The Special Pay, FPI, Telangana Increment & Special Increment (24x7 power supply) etc., shall not be taken into account for this purpose.
 - iii) Dearness Allowance at the rate that existed on 01.01.2018 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 2018, 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 2018 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 2018, the pay shall be fixed at the next stage elongating the scale as per the master scale.

Provided that the employees shall be allowed to get their pay fixed in the Revised Pay Scales 2018 in either of the following alternatives:

- i) Based on the pay in the pre-revised scale as on 01.04.2018 excluding the increment due on 01.04.2018. After the pay is fixed with effect from 01.04.2018 they shall be allowed increment in the Revised Pay Scales, 2018 which accrued on 01.04.2018.
- (OR)
- i) Based on the pay in the pre-revised scales including the increment due on 01.04.2018 in the pre-revised scale then fix the pay in the Revised Pay Scales, 2018.

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 01.04.2019 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 5 years	: One (1) Increment
Above 5 and upto 15 Years	: Two (2) Increments
Above 15 Years	: Three (3) Increments

The service would reckon from the date of joining. The Training period, 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 1st April 2018 shall be entitled to have his/her pay fixed in accordance with these principles subject to the condition that the monetary benefit shall accrue to him/her only from the date of resumption of duty by him/her or date of option whichever is later. A discharged employee shall enter the Revised Pay Scales 2018 only from the date of his/her joining appointment.
- (ii) An Employee who is on leave without leave salary on 01.04.2018, is entitled to get the pay fixed with effect from the date of entry into the Revised Pay Scales 2018 and he/she shall be entitled for monetary benefit from the date of assumption of duty or 01.04.2018 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 2018 his/her pay shall be fixed.

- i) Based on the actual pay drawn by him/her on the date of entry into the revised pay scales 2018 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 2018 but for the stoppage of increment.

Provided that he/she has opted for the revised pay scales 2018 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/she shall draw the pay as fixed under clause (i) above on the date of entry into the revised pay scales 2018 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/she earns his/her next increment after the expiry of the punishment period.

6. An employee whether drawn 4 stagnation increments or not by 01.04.2017, if promoted to the higher category after 01.04.2017 and opts for fixation of pay under regulation 30-A of APSEB Service Regulations Part-I as adapted by TSGENCO on the date of accrual of increment in the lower post on or after 01.04.2018, his/her 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 adapted by TSGENCO.

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 2018**

The next increment of an employee whose pay is fixed in the revised pay scales 2018 on 1st April, 2018 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/she would have drawn his/her increment had he/she continued in the existing scale of pay.

“Provided that in case of an employee whose pay in revised pay scales 2018 is fixed on 01.04.2018 at the same stage as that fixed for another employee junior to him/her in the same cadre and drawing pay at a lower stage than his/her senior in the existing scale of pay or drawing pay at the same stage as that of his/her 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/her 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 scales as per 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 2018 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 01.04.2018 to 31.03.2022 in any scale he/she 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 01.01.2018

C1 = Index on any future date
(including 01.07.2018 for initial determination of new DA)

(Index means preceding 12 months moving average of All India Price Index)

The Revised Dearness Allowance with effect from 01.07.2018 shall be @ 2.135%.

11. **House Rent Allowance:**

House Rent Allowance shall be allowed as per the rates in Government of Telangana.

12. **City Compensatory Allowance:**

The Employees are entitled for CCA at the following rates

Pay Range in Pay Scales'2018	Greater Hyderabad Municipal Corporation (in Rs.)	Other Municipal Corporations (in Rs.)
Rs.23,380/-	Rs.400/-	Rs.200/-
Rs.23,381/- to Rs.35,990/-	Rs.600/-	Rs.300/-
Rs.35,991/- to Rs.47,730/-	Rs.700/-	Rs.350/-
Above Rs.47,731/-	Rs.1000/-	Rs.500/-

13. **Medical Allowance:** A sum of Rs.1,350/- (Rupees One thousand three hundred and fifty only) per month shall be paid to all the in-service employees working in TSGENCO w.e.f. 01.04.2018.

14. The scale of pay of Joint Secretary shall be equated with the scale of pay of Chief Engineer/FA&CCA/CGM. Further the scale of Sub-Engineer shall be stepped up to eight (8) increments in the time scale of pay Rs.45205 – 2225 – 56330 – 2655 – 69605 – 3100 – 85105 – 3560 – 88665 of Revised Pay Scales'2018.

15. All special pays, family planning Incentive increments, Telangana Increment, Special Increment (24 x 7 power supply) 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.

16. **Power to remove difficulties:** The TSGENCO 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.

V. Madana Gopal
PERSONNEL OFFICER

ANNEXURE TO NOTIFICATION

FORM FOR EXERCISING OPTION

UNDER TSGENCO REVISED SCALES OF PAY REGULATIONS, 2018

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 2018
with effect from 1st April 2018/date of next increment on

(OR)

(* 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 to T.G.O.No.101/CGM(Adm)/2018, Dt.05.09.2018

EXISTING SCALES 2014 (01.04.2014)										REVISED SCALES 2018 (01.04.2018)										
MASTER SCALE		18805	865	23130	1160	28930	1425	36055	1700	MASTER SCALE		29355	1355	36130	1815	45205	2225	56330	2655	
MASTER SCALE		44555	1985	54480	2280	65880	2545	78605	2820	MASTER SCALE		69605	3100	85105	3560	102905	3975	122780	4405	
MASTER SCALE		92705	3115	108280	3380	125180				MASTER SCALE		144805	4865	169130	5280	195530				
I	Ordinary	20535	865	23130	1160	28930	1425	36055	1700	I	Ordinary	45205	2225	56330	2655	69605	3100	85105	3560	88665
	SGP	22265	865	23130	1160	28930	1425	36055	1700		SGP	49655	2225	56330	2655	69605	3100	85105	3560	95785
II	Ordinary	34630	1425	36055	1700	44555	1985	54480	2280	II	Ordinary	54105	2225	56330	2655	69605	3100	85105	3560	88665
	SGP	37755	1700	44555	1985	54480	2280	61320			SGP	58985	2655	69605	3100	85105	3560	95785		
III	Ordinary	39455	1700	44555	1985	54480	2280	61320		III	Ordinary	61640	2655	69605	3100	85105	3560	95785		
	SGP	42855	1700	44555	1985	54480	2280	65880			SGP	66950	2655	69605	3100	85105	3560	102905		
	SAPP-I	46540	1985	54480	2280	65880	2545	70970			SAPP-I	72705	3100	85105	3560	102905	3975	110855		
	SAPP-II	50510	1985	54480	2280	65880	2545	76060			SAPP-II	78905	3100	85105	3560	102905	3975	118805		
IV	Ordinary	41155	1700	44555	1985	54480	2280	63600		IV	Ordinary	64295	2655	69605	3100	85105	3560	99345		
	SGP	44555	1985	54480	2280	65880	2545	68425			SGP	69605	3100	85105	3560	102905	3975	106880		
V	Ordinary	48525	1985	54480	2280	65880	2545	73515		V	Ordinary	75805	3100	85105	3560	102905	3975	114830		
	SGP	52495	1985	54480	2280	65880	2545	78605			SGP	82005	3100	85105	3560	102905	3975	122780		
VI	Ordinary	54480	2280	65880	2545	78605	2820	81425		VI	Ordinary	85105	3560	102905	3975	122780	4405	127185		
	SGP	59040	2280	65880	2545	78605	2820	87065			SGP	92225	3560	102905	3975	122780	4405	135995		
VII	Ordinary	59040	2280	65880	2545	78605	2820	87065		VII	Ordinary	92225	3560	102905	3975	122780	4405	135995		
VIII	Ordinary	68425	2545	78605	2820	92705				VIII & IX	Ordinary	110855	3975	122780	4405	144805				
IX	Ordinary	70970	2545	78605	2820	92705				X	Ordinary	118805	3975	122780	4405	144805	4865	159400		
X	Ordinary	76060	2545	78605	2820	92705	3115	102050												

Pay scale of Joint Secretary is equated with CE/FA&CCA/CGM

V. Madana Gopal
PERSONNEL OFFICER