



ABSTRACT

Pay Scales – TSTRANSCO – Regulation - Scales of Pay of Other than Workmen – Revision – Orders – Issued.

T.O.O.(Jt.Secy-Per) Ms.No.197

Dated : 05.09.2018

Read the following:

1. T.O.O. (Addl.Secy-Per) Ms.No.7 dt.3-4-2009
2. T.O.O.(Addl.Secy-Per)Ms.No.109 dt.22-8-2009
3. T.O.O.(Addl.Secy-Per) Ms.No.316, Dt.04.11.2010
4. T.O.O.(CGM-HRD) Ms.No.9, Dt.13.01.2015
5. T.O.O.(CGM-HRD) Ms.No.10, Dt.14.01.2015
6. T.O.O.(Jt.Secy-Per) Ms.No.94,Dt.30.04.2018
7. T.O.O.(Jt.Secy-Per) Ms.No.145,Dt.05.07.2018
8. TOO (Jt.Secy-Per) Ms.No.171 dt.14-08-2018.

* * *

ORDER:

In the TOO 4th cited, the Scale of pay of Other than Workmen were revised with effect from 1.4.2014.

2. In the TOO 6th cited, the Committee was constituted for revision of Pay Scales and Allowances of the Employees of TSTRANSCO, TSGENCO, TSSPDCL & TSNPDCL and the Committee held discussions with various employees Unions/Associations of the Companies and submitted its recommendations vide letter dt.30-08-2018 to TSTRANSCO 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 / TSTRANSCO & TSGENCO 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 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 TSTRANSCO 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 TSTRANSCO directs that the scale of pay of Jt.Secretary shall be equated with the scale of pay of Chief Engineer/ FA & CCA /CGM in line with TSGENCO. Further TSTRANSCO 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, TSTRANSCO directs that scales of pay of the employees coming under the categories of **Other than Workmen** shall be revised with effect from 1.4.2018 as indicated in the Annexure appended to this T.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 Contingent Service (if there is no break in service) and Contract Service if any shall also be considered for calculating Service Weightages in terms of orders issued in the reference 1st, 2nd and 7th cited respectively.

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 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 Pays, Family Planning Incentive increments, Telangana Increment, Special Increment (24 x 7 power supply), Personal Pays sanctioned and 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 TSTRANSCO.

19. During the implementation of the above orders, any anomalies that may arise shall be brought to the notice of TSTRANSCO 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 Jt.Managing Director (Fin., Comml., & HRD) / TSTRANSCO vide Regd.No. 3954 dated 05-09-2018.

23. These orders are also available on TSTRANSCO website and can be accessed at the address www.tstransco.in.

(BY ORDER AND IN THE NAME OF TRANSMISSION CORPORATION OF TELANGANA LTD.)

D.PRABHAKAR RAO
CHAIRMAN & MANAGING DIRECTOR

To		
The Executive Directors	}	
The Chief General Manager(HRD)/OSD	}	
All Chief Engineers.	}	TS TRANSCO
The Joint Secretary	}	
FA&CCA / Dy. CCAs	}	
All Superintending Engineers.	}	
All Divisional Engineers/Executive Engineers	}	

Copy to:

The Spl. Chief Secretary to Government, Energy Department, Secretariat, Govt. of Telangana.
The Prl.Secretary to Government, Finance Department, Secretariat, Govt. of Telangana.
The Spl.Chief Secretary to Government, PE Department, Secretariat, Govt. of Telangana..
PS to Chairman & Managing Director/TSTRANSCO/Vidyut Soudha/Hyderabad
PS to JMD(Finance, Comml., & HRD)/TSTRANSCO/VS/Hyderabad.
PA to Director (Projects)/TSTRANSCO/VS/Hyderabad
PA to Director (Transmission)/TSTRANSCO/VS/Hyderabad.

PA to Director (Lift Irrigation Schemes)/TSTRANSCO/VS/Hyderabad.
PA to Director (Grid Operation)/TSTRANSCO/VS/Hyderabad.
PS to Chairman & Managing Director, TSSPDCL, Hyderabad.
PS to Chairman & Managing Director, TSNPDCL, Warangal.
PS to Chairman & Managing Director/TSGENCO/VS/Hyd.
PS to Director (HR), TSGENCO/VS/Hyderabad
All Chief General Managers (HRD)/TSSPDCL & TSNPDCL.
The Pay Officer/ The Accounts Officer/CPR/TSTRANSCO/VS/Hyderabad.
The Company Secretary/TSTRANSCO/VS/Hyderabad.
The Resident Audit Officer, EBCA/TSTRANSCO/VS/Hyderabad.
All Asst. Secretaries /TSTRANSCO/VS/Hyderabad.
All Sections in P&G Services/TSTRANSCO/VS/Hyderabad.
The General Secretary, TEE 1104 Union/Mint Compound, Hyderabad.
The Secretary General, TSEEU (Reg.No.327), Mint Compound, Hyderabad.
The General Secretary, TNVKS Telangana (Regd.No.B-1245), Mint Compound, Hyd.
The General Secretary, Telangana Raastra Vidyut Karmika Sangam, (R.No.H-58),
H.O.:Q.No.3-7-443, 444 Beside 132/33 KVSS, Jagital Road, Karimnagar.
The President, Telangana State Power Employees Union (Regd.No.1535) H.Q: Sri Laxmi Plaza, Plot No.111, D.No.6-3-662/18/A, Jafer Ali Bagh, Somajiguda-Hyderabad.
The Convener, Joint Action Committee, (TEEJAC), Vidyut Soudha, Hyderabad.
The General Secretary, Telangana Electricity Engineers Association, Regd.No.319/07, Mint Compound, Hyderabad.
The General Secretary, Telangana State Electricity P&G Employees Welfare Association, H.No.1-7-162, Bakaram, Musheerabad, Hyderabad – 20.
The President, Telangana State Power Engineers' Association(Regd.No.555/14),
H.No.6-3-663, Somajiguda, Hyderabad.
The General Secretary, Telangana State Electricity Assistant Engineer's Association, (Regd.No.1185/77), New Paloncha-507115.
The President, Telangana Power Diploma Engineers' Association (Regd.No.272/2014), H.No.5-9-22/55, Adarsh Nagar, Hyderabad – 500 063.
The General Secretary, Telangana State Electricity Assistant Engineer's Association, (Regd.No.618/14), New Paloncha-507115.
The General Secretary, Telangana Vidyut Engineer's Association (Regd.No.1438/2007), Plot.No.47, Road No.09, East Kalyana Puri, Uppal, Hyderabad – 500 013.
The General Secretary, Telangana Electricity Accounts Staff Association (TEASA) (Regd.No.1228/2013), 3rd Floor, A-Block, Vidyut Soudha, Hyderabad.
The President, Telangana Electricity Assistant Engineers Association (Regd.No.108/2016), KTPS, Paloncha.
The General Secretary, Telangana Electricity Accounts Staff
The President, T.S. Power Engineers Association (Regd.279/2009), 2nd Floor, SSR Chamber, Opp. Rajdooth Hotel, Telephone Bhavan Road, Lakdikapool, Hyd
The Founder President, Telangana Electricity Employees Association, Regd.No.H-61, Plot No.62, Door No.7-89/62, Ayyappa Colony, Phase-I, Near Gayatri Dhyana Mandir, Dammaiguda,(V) Keesara,(M) Hyderabad-83.
The Secretary General, Telangana State Electricity SC & ST Employees' Welfare Association (Regd.No.621/2014), H.O: Dr.B.R. Ambedkar Spoorthi Bhavan, MC, Khairatabad, Hyd.
The General Secretary, Telangana Electricity Backward Classes Employees Welfare Association, (Regd.No.1681/2006), Vidyuth BC Bhavan, Mint Compound, Hyderabad-500063.
The Secretary General, Electricity OC Employees Welfare Association, (Regd.No.1088/2008), H.No.1-1-287/33/A, Chikkadapally, Hyderabad-020.
The General Secretary, State Scheduled Tribe Employees Welfare Association,(Regd.No.956/78), Mint Compound, Beside TSSPDCL Head Quarters (New Building), Hyderabad.
The Founder & State President, Telangana Electricity Muslim Minority Employees Welfare Association (Regd.No.132/2014), D.No.12-1-1035/1, North Lallaguda, Hyd – 17.
The General Secretary, Telangana Electricity Employees Muslim Minority Association (Regd.No.1124/2014), H.No.8-4-544/58/1, Erragadda, Sanathnagar post, Hyd – 18.
The Secretary General, Telangana Electricity SC & ST Employees Welfare Association (Regd.No.202/2010)Head Off:Qtr.No.C-37, "A" Colony, Ramagundam, District Karimnagar.
The General Secretary, Vidyut Accounts Officers Association of Telangna (VAOAT) (Regd.No.656/2016) H.No.8-62, Sri Sai Nagar colony, Medipally, Medchal (Dist.) -500 039.
The General Secretary, TSSEB Secretariat Employees Association, (Regd.No.54/69), MC, Hyd.
The General Secretary, TSSEB Accounts Officer's Association, (Regd.No.C-5), VS, Hyd.
The General Secretary, Junior Accounts Officer's Association, (Regd.No.880), VS,Hyd.
The General Secretary, TSSEB Technical Employees Union (Regd.No.B-2275),
C/o. Sri K.Sampath Reddy, H.No.6-1-40/5, Mint Compound, Hyderabad.
The General Secretary, United Electricity Employees Union (Regd.No.B-1829)
H.No.1-1-60/4, Musheerabad, Hyderabad-20
The President, Telangana State Electricity SC & ST Officer' Welfare Association (Reg.No.556/2014), H.O:8-3-228/1280/56, Jawahar Nagar, Yousufguda, Hyd.
The General Secretary, YSR Vidyut Employees Unions, (Regd.No.H.128) H.No.8-4-369/256 beside Anjaneya Swamy Temple, Swaraj Nagar, Borabanda, Sananthanagar, I.E., Hyd –18.
The State General Secretary, Telangana Electricity Employees Union (R.No.H-142),
H.Q:# 19-5-32/A/19, Mahmood Nagar, Kishan Bagh, Hyderabad – 500 064.

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The State Secretary General, Telangana State Electricity SC/ST & Dalitha Christian Employees Association (Reg.No.684/2014) Plot No.12, Near GNR Gardens, Anandbagh Malkajgiri, Hyd-47.
The General Secretary, TS Electricity Board Retired Employees Association (Regd.No.375), Mint Compound, Hyderabad.
The Central Record Section. & Stock File.

C.No.Jt.Secy./DS(Per.II)/AS(IR&R)/PO(Reg.)/134/2017

// FORWARDED BY ORDER //

PERSONNEL OFFICER

APPENDIX-1 to T.O.O.(Jt.Secy-Per) Ms.No.197, Dated: 05.09.2018

NOTIFICATION

In exercise of the power conferred in 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 Transmission Corporation of Telangana Limited hereby makes the following regulations namely:

1. Short title, commencement and application:

- i. These regulations shall be called the TSTRANSCO 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 TSTRANSCO, 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 Transmission Corporation of Telangana Limited.
- ii. Existing scale of pay means the scales as ordered in T.O.O.(CGM (HRD) Ms.No.9, 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 in TSTRANSCO on the 1st April, 2018 and presently working in TSTRANSCO, 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 orders 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 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 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 2018 only.

- vi. Every employee shall exercise his 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 **Joint Secretary/Chief General Manager(HRD)/OSD** as the case may be in respect of Employees working in Vidyut Soudha, Hyderabad.
 - b. Chief Engineer/zones, SE/OMC Circles concerned, in respect of Employees working in field offices of TSTRANSCO.
- 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 TSTRANSCO or other competent authority her/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 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 rejoining in TSTRANSCO, 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 01.04.2018 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 (24 x 7 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 1.4.2018. After the pay is fixed with effect from 1.4.2018 they shall be allowed increment in the revised pay scales, 2018 which accrued on 1.4.2018.
- (OR)
- ii. Based on the pay in the pre-revised scales including the increment due on 1.4.2018 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 1.4.2019 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 and Full Contingent Service (if there is no break in service) if any shall also be considered for calculating Service Weightages in terms of orders issued in T.O.O.(Addl.Secy-Per) Ms.No.7, Dt.03.04.2009, T.O.O.(Addl.Secy-Per) Ms.No.109, Dt.22.08.2009 and T.O.O.(Jt.Secy-Per) Ms.No.145,Dt.05.07.2018 respectively.

d)

- (i) An Employee(s) who is under suspension on the 1st April 2018 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 the Revised Pay Scales 2018 only from the date of his 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 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 pay shall be fixed.
- i) Based on the actual pay drawn by him on the date of entry into the revised pay scales 2018 and
 - ii) Based on the presumptive pay i.e., the pay which he would have drawn on the date of entry into the Revised Pay Scales 2018 but for the stoppage of increment.

Provided that he has opted for the revised pay scales 2018 from a date, which falls within 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 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 earns his next increment after the expiry of the punishment period.

6. An employee whether drawn 4 stagnation increments or not by 1.4.2017, if promoted to the higher category after 1.4.2017 and opts for fixation of pay under regulation 30-A of APSEB Service Regulations Part-I as adopted by TSTRANSCO on the date of accrual of increment in the lower post on or after 1.4.2018, 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 TSTRANSCO.

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 1.4.2018 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 2014 and thereafter. The grant of stagnation increments shall be governed by the same rules which govern the normal increments. The total number of stagnation increment that can be allowed to any employee during the period from 1.4.2018 to 31.03.2022 in any scale he 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:

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

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 1-7-2018 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 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.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.

14. The scale of pay of Jt.Secretary shall be equated with the scale of pay of Chief Engineer/ FA & CCA /CGM in line with TSGENCO. Further the scale of Sub-Engineer is 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), personal pays sanctioned and 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 TSTRANSCO 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.

PERSONNEL OFFICER

ANNEXURE TO TOO (Jt.Secy.-Per) Ms.No.197 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
			44555	1985	54480	2280	65880	2545	78605	2820				69605	3100	85105	3560	102905	3975	122780	4405
			92705	3115	108280	3380	125180							144805	4865	169130	5280	195530			
I	Ordinary	20535	865	23130	1160	28930	1425	36055	1700	41155	I	Ordinary	45205	2225	56330	2655	69605	3100	85105	3560	88665
	SGP	22265	865	23130	1160	28930	1425	36055	1700	44555		SGP	49655	2225	56330	2655	69605	3100	85105	3560	95785
II	Ordinary	34630	1425	36055	1700	44555	1985	54480	2280	56760	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					Pay scale of Joint Secretary is equated with CE/FA&CCA/CGM										
IX	Ordinary	70970	2545	78605	2820	92705					VIII	Ordinary	110855	3975	122780	4405	144805				
X	Ordinary	76060	2545	78605	2820	92705	3115	102050			IX	Ordinary	118805	3975	122780	4405	144805	4865	159400		

PERSONNEL OFFICER