

ANDHRA PRADESH LAST GRADE SERVICE

G.O. Ms. No. 565 GA (Service-B) Dept, Dt. 24.10.1992.

In exercise of the powers conferred by the proviso to the Article 309 of the Constitution of India, the Governor of Andhra Pradesh hereby makes the following Special Rules in supersession of the existing rules issued in the G.O.Ms.No. 580 GA (Rules) Department dt. 12.5.1961.

SPECIAL RULES

1. SHORT TITLE:

These rules shall be called the Andhra Pradesh Last Grade Service Rules, 1992.

2. CONSTITUTION:

The service shall consist of the following categories of posts; namely:-

CATEGORY (1)	(a) Jamedar (b) Jamedar sweeper/Jamedar Scavenger (c) Head Mali/head Malan (d) Daroga/Head Chowkidar/Head Watchman
CATEGORY (2)	(a) Attenders. Attender Warder/Peon-Warder in the Prisons Department Attender for Oil extraction be Indian Medicine and Homeopathy. Attendant Assistant Record Keeper in Medical Education/Health and Family Welfare Department. Battery Transport Attenders in Information & Public Relations & Tourism Department. Daffadars Dalayats Dafedars, Jamedars and other Government Servants in the scale of pay of Attenders in the Judicial Department (see note 2 below) Dafrari in the scale of pay of Attender. Doctor Boy Herb Collector in the Indian Medicine and Homeopathy Department. Junior Attendant. Kamagara (Knitting) Medical Education Department/Knitting men. Maiotries Museum Attender (formerly designated as Museum Curator) in the Indian Medicine and Homeopathy Department.

	Museum Attendant in Medical Education Department
	Office Boy
	Ophthalmic Assistant
	Process Servers/Process Amins.
	Sub-Jail Warders in the scale of pay of Attenders.
	Store Attendant in the General Administration Deptt
	Telephone Attendant
	Depot Helper
	Lab Attender
	Daffadar in the Indian Medicine and Homeopathy Department
	Jawans not included in any other special Rules.
	Switch Board Operator in the Tourism Department
	Stage Technician in Information and Public Relations Department
	Telephone Messenger
	(b) Attenders in the office of the Non-ISF Record, Hyderabad.
CATEGORY (3)	Watchman
	Attender-cum-Watchman
	Chowkidars
	Gatekeeper
	Gate Peon
	Gate Porter
	Gate man
	Gurkha Watchman
	Hawaldar
	Mali-cum-Watchman
	Monument Attendant
	Night Watchman/Day Watchman
	Night Guard
	Office Watcher
	Treasury Guard
	Tappal Watcher
CATEGORY (4)	Watchman-cum-Pump Driver in Tourism Department
CATEGORY (5)	Auto-Rickshaw Driver in the Scale of pay of Attender.
CATEGORY (6)	Cycle Orderly in the scale of pay of Attender.
	Ambulance Cleaner
	Attender-cum-Cleaner
	Lorry Cleaner
	Motor Cleaners
	Truck Cleaner; and
	Van Cleaner
CATEGORY (7)	Helper
	Chainman in the Settlement, Survy and Land Records and Agriculture Department and Town Planning Department.
	Female Attendants in the Prisons Department.
	Followers in the Police Department.
	Lascars including Tent Lascars.

CATEGORY (8)

Masalchi
Packer
Store Mazdoor in the Department of Industries
Tent Tindals
Ward Boy in the Prisons Department`
Games Boy
Mattes in the Tourism Department
Nurses, Class Room Attendant
Plant Helper
Stewards
Workshop Boy in Medical Education Department
Gas Plant Attendant in Medical Education Department
Sweeper including sweeper-cum-Scavenger and Head
Sweeper.

Scavenger including scavenger-cum-Sweeper.
Scavenger-cum-Thoti.
Sweeper –cum-Gardener in the **** Department

Bhoi
Cleaner Attendant
Washer Attendant
Cart Driver in Women Development, Child Welfare and
Labour Department
Drainage Cleaner
Drainage Coolie
Dusting Women
Dispensary Servants
Gangman
Head Sweeoeer
Kamatees/Kamatens

CATEGORY (9)

Mortuary Attendant in the Medical Education and Health
and family Welfare Department
Post Mortem Attendant/Post Mortem Boy in the Medical
Education/ Health and Family welfare Department.
Post-Mortem Attendant and Animal Attendant in the
Animal Husbandry Department.
Watchman-cum-Scavenger/watchman-cum-Sweeper.
Cooks
Butlers
Assistant Butlers
Bearer-cum-Cook
Bearer
Cook mate
Kitchen Boy/Kitchen Attendant
Lachi/Lachan in the Medical Education and Health and
Family Welfare Department.
Maitee/Maiten/Maitee boy
Nurses Quarter Table Attendent

CATEGORY (10)

Room Boy
Suppliers in the Technical Education Department.
Servant Girls.
Table Boy/Table women/Table Servant.
Head Farash
Dog Boy in the Police Department
Lab picker of Civil Supplies Department
Hamalies
Mutchies
Animal Attendant
Animal Caretaker and Animal Keeper
Ayas
Chenchu Headmen in Nallamalai Forest Area Comprising
Kurnool, Nandyal, Atmakur in Kurnool District and
Giddalur Division in Prakasam District.
Conductress.
Dog Attender
Cattle Attendant
Fireman
Fisherman
Farm Hand in Women Development, Child welfare and
Labour Department
Gas House Cleaner
Handler
Khalasi
Women Servant
Waterman/Water women/Water Boy Worker including
Mazdoor in the scale of pay of Attenders.
Cobbles
Washerman in Excise Department
Limon Room Attendant.
Milk Vandor, Shepherd, Bullman & Flockman, Grade-II
in the Animal Husbandry Department.

CATEGORY (11)

Craft Attendant
Gardener
Malan
Mali
Mali, Malan of Herbal Gardens in Indian Medicine and
Homeopathy Department.

CATEGORY (12)

Other posts by whatever designations known, in the scale
of pay of Attenders and with qualifications for direct
recruitment prescribed as a pass in VII Class or below
and not included in any other Special Rules.

NOTE-1

For purposes of appointment promotion, probation,
seniority, discharge for rent of vacancies and re-
appointment, postings and transfers and appointment as
full member on for confirmation every post or group of
posts in any category bearing a distinct designation, shall
be deemed to constitute a separate category.

NOTE-2

The posts with any of the designations mentioned in

these rules but included in any other Special Rules shall be governed by the relevant Special Rules in which such other posts are included.

NOTE-3

Appointment to the posts of process Servers, I Grade in the Judicial Department shall be made only by promotion from process Servers, II Grade, in the Department.

3. (a) APPLICABILITY OF GENERAL RULES:

The Andhra Pradesh State and Subordinate services Rules shall apply to the service except to the extent different provisions are made in these rules.

(b) SCOPE OF THE RULES:

These rules shall not apply to the posts borne on the Contingent Establishment.

4. METHOD OF APPOINTMENT:

Subject to the other provisions in these rules, the method of appointment to the several categories shall be made as follows:-

Category	Method of Appointment
1. (a) Jamedar	By promotion from category-2(a) or 2(b) as the case may be
(b) Jamedar Sweeper/Jamedar Scavenger	By promotion from Category – 8
(c) Head Mali Head Malan	By promotion from Category-11
(d) Daroga/Head chowkidar/Head watchman	By promotion from Category-3
2. (a) Attendar and other posts listed in category-2(a)	(i) By direct recruitment
	OR
	(ii) If any persons in Category 2 (a) or categories 3 to 12 possesse the qualifications prescribed for direct recruitment for appointment to the post in Category 2 (a) and are willing for transfer, by of transfer such personnel.
(b) Attender in the O/o Non-ISF Records, Hyderabad.	(i) By direct recruitment.
	OR
	(ii) If any person in Category-2(a) or Categories 3 to 12 prossesses the qualifications prescribed for direct recruitment for appointment to the post in Category 2(b) and are willing for transfer, by transfer of such personnel.
3 to 12 (31/(4)/(5) (6)/(7)/(8)(9)/(10)/(11)/(12)	By direct recruitment

NOTE-1:- All promotions and transfers indicated in the above table shall be made within each unit of appointment.

Provided that notwithstanding anything contained in these rules preference shall be given to the ex-National Cadet Corps and Auxiliary Cadet Corps personnel in making appointments to the posts of Lascars and Attenders in the National Cadet Corps Offices.

NOTE-2:- Appointment to the posts of Attenders, the qualified village servants shall be given preference for such appointment by transfer in the District Revenue Establishment (G.O.Ms.No. 566, General Administration (services – B) Department, Date 9.10.1990).

5. QUALIFICATIONS:-

(a) No person shall be eligible for appointment to the category specified in Column (1) of the Annexure-1 by the method specified in the corresponding entry in Column (2) unless he possesses the qualifications specified in the corresponding entry in Column (3) thereof.

(b) No person shall be eligible for appointment to any Category in this service, unless he is able to read and write the language or one of languages of the District specified in Annexure-II in which appointment is to be made.

6. APPOINTING AUTHORITY:

In the case of all the posts, the appointing authority shall be the Head of the Office or Institution or the Gazetted Officer of a Department exercising jurisdiction over a District, as the case may be, and where the Head of the Office or Institution has a Gazetted Officer dealing with Establishment matters, such officer.

Provided that in the case of Watchman, Gardener, Scavenger, Cleaner, Sweeper, Maitee, Mali and Malan in the District State Guest Houses at Vijayawada, Kurnool and Governor's Summer Residence-cum-Circuit House at Waltair, the Appointing Authority shall be the District Collector Concerned.

Provided also that the District and Sessions Judge concerned, Chief Judge, City Civil Court, Hyderabad and the Chief City Magistrate, Hyderabad, as the case may be, shall be the Appointing Authority in respect of all the appointment to the posts in the Last Grade Service in all the respective Courts under their respective control.

7. RESERVATION OF APPOINTMENTS:

(a) In selecting candidates for direct recruitment to the posts included in the service, the following principles shall be adopted:-

(i) Posts of Sevikas, Ayas, malans and Kamatons and other posts for which women alone are considered suitable, may be filled by women only:

- (ii) In the matter of direct recruitment for appointment to the post of Sweeper for which women are better suited they may be preferred.

(b) In the matter of appointment to the posts of Chowkidars, Attenders required to ride Bicycle or Drive Motor Cycle, Process Servars, Dalayats and sub-Jail Warders, only men shall be appointed.

(c) In the case of appointments to the posts in the Secretariat and Offices of Head of Departments to which the principle of reservation of appointments applies, out of the fifty four vacancies meant for open competition one vacancy shall be reserved for direct recruitment of "Meritorious Sportsman".

(d) The appointments to the service in the Endowments Department shall be made only from among persons professing the Hindu Religion.

8. AGE:

Candidates for appointment by direct recruitment to any of the categories in the service, must not have completed 28 years of age and must have completed 18 years of age on the first day of July of the year in which the notification for selection is made.

"Provided that in the case of candidates released from bonded labor the maximum age limit shall be forty years".

Provided further that in the case of direct recruitment to the categories of watchmen etc., in Category (3), in the case of Ex-servicemen, the maximum age limit shall be as provided in the A.P. State and Subordinate Service Rules (General Rules).

Provided also that the age limits aforesaid shall not apply in the case of appointment of any person transferred from a local body or municipal institution in consequence of the transfer of such local body/institution to the control of the State Government.

9. MINIMUM SERVICE:

No person shall be eligible for appointment by transfer or promotion unless he has put in not less than three years of service in the category from which appointment by transfer or by promotion is made.

10. PROBATION:

(a) Every person appointed by direct recruitment to any of the posts, shall, from the date on which he commences probation, be on probation for a total period of two years on duty within a continuous period of three years.

Every person appointed to any of the posts by promotion shall from the date on which he commences probation, be on probation for a total period of one year on duty within a continuous period of two years.

(c) A person transferred from one post to another within a category or to a post included in another category in the service, shall not be required to be on probation again in that latter category.

11. TRAINING:

Every member of the service, shall, whenever required by the appointing authority undergo training as Home Guard for a period of two years. The said training shall be restricted to places where the training facilities exist. Women who have attained the age of 35 years are exempted from training in Home Guards.

12. SERVICE IN A CATEGORY IN DIFFERENT DEPARTMENT OR OFFICES TO COUNT FOR PROBATION AND SENIORITY:

(a) Service rendered in a post included in any one of the categories in a Department or office shall count for probation and seniority in regard to the same or another post in the same category whether in the same or another Department or Office.

(b) The seniority of any member of the service who was re-employed after having been retrenched (by the erstwhile Government of Hyderabad or by the Government of Andhra Pradesh) owing to reduction of staff as a measure of economy shall ordinarily be determined in accordance with the date of his absorption into the service.

Provided that the inter-se-seniority of a member absorbed, into the same category of this service shall be determined:-

- (i) in any case in which absorption of such member was made in consultation with any selecting authority, in accordance with the order of merit or order of preference indicated by the said selecting authority;
- (ii) in any other case, in accordance with the total length of service in the same, equivalent or higher service, class or category or grade put in by such members prior to retrenchment.

13. UNIT OF RECRUITMENT, APPOINTMENT, DISCHARGE AND RE-APPOINTEMENT ETC.,:-

For purpose of recruitment, appointment, discharge for want of vacancy, seniority, promotion, transfer and appointment as full member, the unit of appointment for the categories covered by these rules shall be each of the officer of the Heads of the Departments or Directorates; or an office or group of offices; or a District or a part of a District; or an Institution or office or a group of Institutions or offices within the District, in each Department, as may be specified by an order issued by the Head of the Department with the approval of the Government.

EXPLANATION: For the purpose of this rule, all the Courts under the control of each of the District and Sessions Judge and the Chief Judge, City Civil Court and the Chief City Magistrate, as the case may be, shall be a separate unit.

14. POSTINGS AND TRANSFERS:

- (a) No member of the service shall be required to serve outside the unit to appointment in which he is appointed.
- (b) The appointing authority may transfer a person from one post to another, within a category, irrespective of the functions attached to such posts for reasons to be recorded in writing.
- (c) All transfers and postings shall be made by the appointing authority.

Provided that the powers conferred on the appointing authority by this sub-rule may be exercised also by any authority to whom the appointing authority is administratively subordinate.

(d) All transfers and posting from the jurisdiction of one appointing authority to that of another shall be made by the authority to which such appointing authorities are administratively subordinate, subject to the provisions contained in para 5 (2) of the Andhra Pradesh Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975.

Provided that transfers and posting from a local cadre to any Special Office or Establishment or State Level Office/Offices/Institutions notified under the A.P. Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975 or to the Directorate or the Office of the Head of the Department or to Secretariat and vice versa shall be made by the concerned Head of the Department after obtaining the prior approval of the Government.

Provided further that in respect of Regional offices exercising territorial jurisdiction over more than one District or more than one zone and where such offices constitute separate units of appointment in respect of certain categories, these categories of posts in such officers can be filled by transfer of persons holding equivalent categories of posts in the local cadres located within the area over which that office has territorial jurisdiction or vice versa.

(e) All transfers and postings from the unit of one appointing authority to that of another shall be made by the former appointing authority with the consent of the later subject to the provisions of Andhra Pradesh Public Employment (Organisation of Local Cadres and Regulation of Direct Recruitment) Order, 1975.

15. JAMEDARS FOR ATTENDANCE ON MINISTERS:

(a) Ministers may select such persons, as are, in their opinion, suitable, for appointment as their Jamedars, from among Jameder sweepers, Jamader scavengers, Daffadars and Attenders and other equivalent categories of the General Administration Department or other Department or office and a person so selected shall not, by reason only of his appointment under a Minister, be regarded as regularly appointed, nor shall such appointment confer on him any preferential claim for continuance in the category to which he is appointed, in the General Administration Department or such other Department or Office as the case may be. The number of persons so appointed shall not exceed, under each Minister, such number as may be specified by Government from time to time.

Provided that whenever the service of such person is not required by a Minister, such person may be reverted to the General Administration Department or such other respective Department or office, as the case may be, without any reasons being assigned for such reversion.

(b) ATTENDERS AND SWEEPERS FOR ATTENDANCE ON MINISTERS:

Ministers may select such persons as are in their opinion, suitable for appointment as their Attenders and sweepers but a person so selected shall not by reason only of his appointment under a Minister, be regarded as appointed to the service, nor shall such appointment confer on him any preferential claim for appointment to any service. The number of persons so appointed shall not exceed two Attenders and One Sweeper under each of the Minister and two Attenders and two Sweepers under the Chief Minister. The Services of such person may be terminated at any time by the Minister concerned or Chief Minister as the case may be without any reasons being assigned for such termination.

Notwithstanding anything contained in these rules regarding qualifications, special representation and medium of Employment exchange, the Attenders and Sweepers who have been appointed under Sub-rule (b) of rule 15 and have put in a minimum period of four years of continuous service in the peshies of Ministers/Chairman of Planning and Development Committees shall be eligible for absorption as Attenders and Sweepers for regular appointment as such whenever vacancies arise in the Departments of Secretariat/Offices of Heads of Departments.

(c) STAFF OF THE GOVERNMENT WHIP:

The Government whip may select such persons as are, in his opinion, suitable for appointment as his Attenders but a person so selected shall not, by reason only of his appointment under the Government whip, be regarded as appointed to the service, nor shall such appointment confer in him any preferential claim for appointment to the service.

The services of such persons may be terminated at any time by the Government whip concerned without any reasons being assigned for such termination.

16. SERVICE COUNTING FOR LEAVE AND PENSION IN RESPECT OF PERSONS TRANSFERRED FROM A LOCAL BODY OR MUNICIPAL INSTITUTION.

(a) Any person transferred from a Local Body or Municipal Institution to the control of the State Government shall not be entitled to count his previous service under any local body or Institution for pension, unless:-

- (i) Such service was rendered in a pensionable post or posts and pensionary contributions were being paid on his behalf by such local body/Institution; or
- (ii) Such person was subscribing to a provident fund maintained by such local body/Institution; and

- (iii) Such local body/Institution agrees to contribute its share of the pensionary benefits calculated according to the rule of proportion; and
- (iv) Such person agrees to forego the bonus earned by him in respect of his service under the local body/Institution.

(b) Any person transferred from a local body or Municipal Institution in consequence of the transfer of such local body/Institution to the control of the state Government shall not be entitled to have his leave account credited with the amount of the leave, if any, earned by him prior to such appointment, employed agree to bear the entire leave salary for the period of the leave so earned, calculated on the average pay of such member at the time of his proceeding on leave.

17. SPECIAL PROVISIONS:

Direct recruitment means recruitment of suitable candidates through the Employment exchange. If probationers or approved probationers are ousted from service for want of vacancy or retrenched, the appointing authority shall issue a certificate to the effect indicating the full particulars regarding the service, work and conduct and reasons for discharge of the person. Such probationer or approved probationer will be allotted for appointment in the unit in the vacancy that may be notified to the Employment exchange.

Where two or more such persons are available the senior most in terms of length of service shall be allotted by the Employment Exchange.

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

**D. AURORA,
CHIEF SECRETARY TO GOVERNMENT.**

ANNEXURE – I

Category (1)	Method of appointment (2)	Qualification (3)
2.(a) Attenders and other posts listed in Category-2 (a)	By any method specified	(i) Must have passed VII Class examination (ii) Must be able to ride a Bicycle.
(b) Attenders in the O/o the Non-ISF Records, Hyderabad	By any method specified	(i) Must have passed VII Class examination with Urdu as a subject (ii) Must be able to ride a Bicycle.
3. Watchman and other posts (Category-3)	By any method specified	(i) Must have passed V Class or its equivalent examination. (ii) Must be an ex-Serviceman or must have been trained in Civil Defence or as a Home Guard. (iii) Must be able to ride a Bicycle.
4. Autorickshaw Driver in scale of pay of Attender	By any method specified	(i) Must be able to read and write Telugu and Urdu or English or Hindi (ii) Must possess a current valid licence issued by competent authority under the M.V.Act, 1939, to drive an Autorickshaw with experience of one year in driving an Autorickshaw.
5. Cycle orderly in the scale of pay of Attender	By any method specified	(i) Must have passed VII Class examination. (ii) Must be able to ride a Bicycle.
6. Ambulance Cleaner and other posts listed in (Category-6)	By any method specified	(i) Must be able to read and write Telugu and Urdu or English or Hindi (ii) Must possess experience as a Cleaner of Motor vehicle for one year.

7. Helper and other posts listed in (Category-7)	By any method specified	(i) Must be able to read and write Telugu or Urdu or English or Hindi.
8. Sweeper Scavenger other posts listed in (Category-8)	-do-	-do-
9. Cooks and other posts listed in (Category-9)	By any method specified	(i) Must be able to read and write Telugu or Urdu or English or Hindi.
10. Farash and other posts listed in (Category-10)	By any method specified	(i) Must be able to read and write Telugu or Urdu or English or Hindi.
11. Mali, Malan and other posts listed in((Category-11)	By any method specified	(ii) Must have experience for one year in the relevant vacatio.
12. Other posts by whatever designations known in the scale of pay of Attenders and with qualification for direct recruitment prescribed as a pass in VII Class or below and not included in any other special Rules.	By any method specified	Depending on the factions and and responsibilities of the posts.
		(a) (i) Must have passed VII Class examination.
		(ii) Must be able to ride a Bicycle.
		OR
		(b) (i) Must be able to read and write Telugu or Urdu or English or Hindi.
		(ii) Must have experience for one year in the relevant vacation as may be required for the post.

ANNEXURE – II

Referred to in Rule 5 (b)

District (1)	Language (2)
Ananthapur	Telugu
Chittoor	Telugu and Tamil
Cuddapah	Telugu and Urdu
East Godavari	Telugu
West Godavari	Telugu
Guntur	Telugu and Urdu
Kurnool	Telugu and Urdu
Krishna	Telugu
Nellore	Telugu
Prakasam	Telugu
Srikakulam	Telugu
Visakhapatnam	Telugu
Vizianagaram	Telugu
Hyderabad	Telugu and Urdu
Medak	Telugu and Urdu
Nizamabad	Telugu and Urdu
Warangal	Telugu and Urdu
Mahabubnagar	Telugu and Urdu
Karimnagar	Telugu and Urdu
Khamam	Telugu and Urdu
Adilabad	Telugu/Urdu or Marathi
Nalgonda	Telugu and Urdu
Ranga Reddy	Telugu and Urdu

AUTOMATIC ADVANCEMENT SCHEME AP RPS-2022

1. **The existing Special Grade, SPP-IA/ SAPP-IA, SPP-IB/ SAPP-IB shall be continued** with eligibility for the Special Grade after 6 years of service in the same post, SPP-IA/ SAPP-IA after 12 years and SPP-IB/ SAPP-IB after 18 years.
2. The present SPP Scale II/SAPP Scale-II, eligible after 24 years of service in the same post, may be rechristened as SPP Scale-IIA/ SAPP Scale-IIA
3. An employee, on completion of 30 years of service in a particular post, may be granted one increment in the SPP Scale HA/ SAPP Scale IIA, as the case may be, which shall be called the Special Promotion Post Scale II-B/ Special Ad hoc Promotion Post Scale II-B.
4. The benefit of Automatic Advancement Scheme may be continued up to and inclusive of Grade 25 in the revised scales i.e., .76730-162780.
5. All other instructions issued by the Government in the G.O.Ms.No.68, Finance (HRM.V. PC) Department dated 12-06-2015, cited vide the reference 3rd read above shall apply mutatis mutandis to the scheme as modified now.

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

The service that is to be reckoned for the purpose of appointment to the Automatic Advancement Scheme is as spelt out in the Govt. Memo in the reference 12th read above.

All the conditions laid down & the clarification orders and instructions on the Automatic Advancement Scheme, issued from time to time, so far as they are in consonance with these orders shall continue to be in force

These orders shall be applicable to the Government employees, teaching & 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, 2021, i.e., up to and including the pay scale of Rs.76,730-1,62,780.

The Scheme shall be deemed to have come into force with effect from 01-07-2018. The salary as per the pay fixation under this scheme in the Revised Pay Scales, 2022 will be paid in cash from the month of January, 2022 onward.

The Special Grade Scales in the Revised Pay Scales, 2022 are as indicated in Annexure-II. Automatic Advancement Scheme scales for the categories of Last Grade Posts, Record Assistants, Roneo Operators and Drivers are indicated in the Annexure .