

## **Andhra Pradesh Last Grade Service Rules, 1992**

### CONTENTS

1. Short Title
2. Constitution
3. Applicability Of General Rules
4. Method Of Appointment
5. Qualifications
6. Appointing Authority
7. Reservation Of Appointments
8. Age
9. Minimum Service
10. Probation
11. Training
12. Service In A Category In Different Department Or Offices To Count For Probation And Seniority
13. Unit Of Recruitment, Appointment, Discharge And Re-Appointment Etc
14. Postings And Transfers
15. Jamedars For Attendance On Ministers
16. Service Counting For Leave And Pension In Respect Of Persons Transferred From A Local Body Or Municipal Institutions
17. Special Provisions

### **APPENDIX 1 :- ANNEXURE I**

### **APPENDIX 2 :- ANNEXURE II**

## **Andhra Pradesh Last Grade Service Rules, 1992**

(G.O.Ms.No.565, GA (Services-B) Department,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, G.A. (Rules) Department, dt.12.5.1961.

### **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) Office Subordinates	
	Attender Warder/Peon-Warder in the Prisons Department.	
	Attender for Oil Extraction in 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.	
	Daffedars	
	Dalayats.	
	Daffedars, Jamedars and other Government servants in the scale of pay of Office Subordinates in the Judicial Department (see note 2 below)	
	Daftari in the scale of pay of Office Subordinates.	
	Doctor Boy.	
	Herb Collector in the Indian Medicine and Homeopathy Department.	
	Junior Attendant.	
	Kamagars (Knitting) Medical Education Department/Knitting men.	
	Maistries.	
	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 Office Subordinates.	
	Stores Attendant in the General Administration Department.	
	Telephone Attendant.	
	Depot Helper	
	Lab Attender	
	Daffedar 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) Office Subordinates 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	
	Watchman-cum-Pump Driver in Tourism Department.	
Category (4)	Auto-Rickshaw Driver in the scale of pay of office Subordinates.	
Category (5)	Cycle Orderly in the scale of pay of office subordinates.	
Category (6)	Ambulance Cleaner	
	Attender-cum-cleaner	
	Lorry Cleaner	
	Motor Cleaners	
	Truck Cleaner; and	
	Van cleaner	
Category (7)	Helper	
	Chainman in the Settlement, Survey 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.	
	Lasalchi	
	Packer	
	Store Mazdoor in the Department of Industries.	
	Tent Tindals	
	Ward Boy in the Prisons Department.	
	Games Boy.	
	Mates in the Tourism Department.	
	Nurses, Class Room Attendant.	

	Plant Helper	
	Stewards	
	Workshop Boy in Medical Education Department.	
	Gas Plant Attendant in Medical Education Department.	
Category (8)	Sweeper including Sweeper-cum-Scavenger and Head Sweeper.	
	Scavenger including Scavenger-cum-Sweeper.	
	Scavenger-cum-Thoti	
	Sweeper-cum-Gardener in the Tourism Department.	
	Thotis	
	Bhoi	
	Cleaner Attendant	
	Wash Tub Attendant	
	Washer Attendant	
	Cart Driver in Women Development, Child Welfare and Labour Department.	
	Drainage Cleaner	
	Drainage Coolie.	
	Dusting Women	
	Dispensary Servants.	
	Gangman	
	Head Sweeper	
	Kamatees/Kamatens	
	Masalchies	
	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	
Category (9)	Cooks	
	Butlers	
	Assistant Butlers	
	Bearer-cum-cook	
	Bearer	
	Cookmate	
	Kitchen Boy/Kitchen Attendant	
	Lachi/Lachan in the Medical Education and Health and Family Welfare Department.	
	Maitee/Maiten/Maitee Boy.	
	Nurses Quarter Table Attendent.	

	Room Boy	
	Supplies in the Technical Education Department.	
	Servant Girls.	
	Table Boy/Table Women/Table Servant	
Category (10)	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 Praksasam District.
	Conductress	
	Dog Attender	
	Cattle Attendant	
	Fireman	
	Farm Hand in Women Development, Child Welfare and Labour Department.	
	Floor Mill Operator including Grinding Women in Medical Education	Department.
	Gas House Cleaner	
	Handler	
	Khalasi	
	Women Servant	
	Water Man/Water Woman/Water Boy Worker including Mazdoor in the scale of pay of Office Subordinates.	
	Cobbler	
	Washerman in Excise Department	
	Linen Room Attendant	
	Milk Vendor, Shepherded, Bull-Man & Flockman, Grade-II in the Animal	Husbandry Department.
	Craft Attendant	
Category (11)	Gardener	
	Malan	
	Mali	
	Mali, Malan of Herbal Gardens in Indian Medicine and Homeopathy Department	
Category	Other posts by whatever designations known, in the scale of pay of Office Subordinates and with qualifications for direct	

(12)	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 want of vacancies and re-appointment, postings and transfers and appointment as full members or 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. 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:-

Sl.No.	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) Office Subordinates and other posts listed in	(i) By Direct recruitment or
	Category-2(a)	(ii) If any persons in Category-2(a) or Categories 3 to 12 possesses 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) Office Subordinates in the O/o Non-ISF Records,	(i) By Direct recruitment or

	Hyderabad (ii) If any persons in Category-2(a) or Categories 3 to 12 possesses 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 (3)/(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 Crops and Auxiliary Cadet Crops Personnel in making appointments to the posts of Lascars and Office Subordinates in the National Cadet Crops Offices.

Note 2 :- 20% of the vacancies in the category of Attenders arising in the District Revenue Establishment shall be filled by appointment by transfer of eligible Village Servants as Office Subordinates, treating the District as a Unit.

Note 3:- All appointments to the post of Watchman, in all the Women Welfare institutions which are residential in nature shall be made by the Woman candidates only.

### **5. Qualifications :-**

(a) No person shall be eligible for appointment to the category specified in Column (1) of the Annexure-I 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 the languages of the District specified in Annexure-II 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 House at Vijayawada, Kurnool and Governors 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 Office Subordinates 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 33 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. (vide G.O.Ms.No.162, G.A. (Ser.B) Dept., dt.27.5.2003) "Provided that in the case of candidates released from bonded labour the maximum age limit shall be forty years". Provided further that in the case of direct recruitment to the categories of Watchman 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.

(b) 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-Appointment 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 Directorate; or an Office or group 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 inter-Departmental transfers and postings of Last Grade Service from the unit of one appointing authority to that of another unit in another department shall be made by the appointing authority of the unit to which such Last Grade Servant belongs with the consent of the appointing authority of the unit to which he is to be transferred, subject to limiting the inter-unit transfer to local cadres. Provided that transfers and postings from a local cadre to any Special Office or establishment or State Level Office/Offices or Institutions notified under the Andhra Pradesh Public Employment (Organization of Local Cadres and Regulation or Direct Recruitment)

Order, 1975 or to the Directorate of the Office of the Head of the Department or to Secretariat and vice versa shall be made by the concerned Head of the Department. Provided further that in respect of Regional Offices with 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, such categories of posts in such offices 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 over more than one District or more than one zone and 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 Jamedar, Sweepers, Jamedar, Scavengers, Daffedars and Office Subordinates 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) OFFICE SUBORDINATES AND SWEEPERS ATTENDANCE ON MINISTERS:**

Ministers may select such persons as are in their opinion, suitable for appointment as their Office Subordinates 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 Office Subordinates and one sweeper under each of the Minister and two Office Subordinates 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 Office Subordinates 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 Office Subordinates 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 Office Subordinates but a person so selected shall not, by reason only of his appointment under the Government Whip, be regarded as appointed to the service, not shall such appointment confer on 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 Institutions :-**

(a) Any person transferred from a Local Body or Municipal Institutions 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, unless the local body/Institution under whom he was 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.

APPENDIX 1

ANNEXURE I

(See Rule 5(a))

S.no.	Category	Method of appointment	Qualification	
1	-1	-2	-3	
2	(a) Office Subordinates 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)	Office Subordinates	By any method specified the O/o the Non-	(i) Must have passed VII Class examination	(ii) Must be able to ride a Bicycle.

	in	ISF Records, Hyderabad	with Urdu as a subject.
	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 have able to ride a Bicycle.
4	Autorickshaw Driver in scale of pay of Office Subordinates	By any method specified	(i) Must be able to read and write Telugu and Urdu or English or Hindi.
			(ii) Must posses a current valid license 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 Office Subordinates	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 and Urdu or English or Hindi.
8	Sweeper Scavenger other posts listed in (Category-8)	By any method specified	(i) Must be able to read and write Telugu and Urdu or English or Hindi.
9	Cooks and other posts listed in (Category-9)	By any method specified	(i) Must be able to read and write Telugu and Urdu or English or Hindi.
10	Farash and other posts listed in (Category- 10)	(ii) Must have experience for one year in the relevant vocation.	
11	Mali, Malan and other posts listed in (Category-11)		

12	Other posts	by whatever designations known in the scale of pay of Office Subordinates 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 functions 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 and Urdu or English or Hindi.
			(ii) Must have experience for one year in the relevant vocation as may be required for the post.

AD-HOC RULE "Notwithstanding any thing contained in the Andhra Pradesh Last Grade Service Rules, in the matter of Direct Recruitment to the posts of Attenders etc. in the Andhra Pradesh Last Grade Service to which VII Class is prescribed as the basic Qualification, the visually Handicapped persons, who prosecuted higher studies such as SSC and above directly without the basic qualification of VII Class prescribed in the said rules, may be considered for appointment to the said posts without insisting for passing of VII Class, in the event of non availability of Visually Handicapped candidates with the basic educational qualifications prescribed for the said posts in the Andhra Pradesh Last Grade Service Rules". (vide G.O.Ms.No.34, G.A. (Ser.B) Dept., dt.3.2.2003)

APPENDIX 2

ANNEXURE II

Referred to in Rule 5 (b)

District	Language
-1	-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
Vizakhapatnam	Telugu
Vizianagaram	Telugu
Hyderabad	Telugu and Urdu
Medak	Telugu and Urdu
Nizamabad	Telugu and Urdu
Warangal	Telugu and Urdu
Mahabubnagar	Telugu and Urdu
Khammam	Telugu and Urdu
Adilabad	Telugu/Urdu or Marathi
Nalgonda	Telugu and Urdu
Ranga Reddy	Telugu and Urdu