

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

Case No. IR2/810(01)/2020-PO-III

Office of the VC& MD,
RTC House, Vijayawada.

NOTIFICATION No: PD-01/2020 dated 21.01.2020

Sub:- SERVICE RULES - Recognition of Service Associations by Government as per Service Rules – Communicated.

- Ref:-
1. Andhra Pradesh State Road Transport Corporation (Absorption of employees into Government Service) Act, 2019 (Act No.36 of 2019) published in AP Gazette Notification (Part IV-B Extraordinary) No.36 dated 27.12.2019
 2. G.O. Ms. No.50 of T,R&B(TR.II) Dept., dated:30.12.2019 published in AP Gazette Notification (Part I Notifications) W.No.52, G.495 of T,R&B (TR.II) Dept., dated 01.01.2020
 3. G.O. Ms. No.51 of T,R&B(TR.II) Dept., dated:31.12.2019 published in AP Gazette Notification (Part I Extraordinary) No.1, G.836 of T,R&B (TR.II) Dept., dated 01.01.2020
 4. G.O. Ms. No.52 of T,R&B(TR.II) Dept., dated:31.12.2019 published in AP Gazette Notification (Part I Extraordinary) No.2, G.837 of TR&B(TR.II) Dept., dated 01.01.2020
 5. G.O. Ms. No.2 of GA (CABINET-II) Dept., dated 03.01.2020.
 6. Gazette Notification No.277 dated 05.07.2001 of Govt. of AP
 7. G.O. Ms. No.202 of GA (Services Welfare) Department dated 04.05.1999

In terms of para No. 3 of the Gazette Notification under reference 1st cited, “notwithstanding anything to the contrary contained in “The Andhra Pradesh Prohibition of Absorption of employees of State Government Public Sector Undertakings into Public Service Act, 1997 (Act No.14 of 1997)”, on and from the date of commencement of “The Andhra Pradesh State Road Transport Corporation (Absorption of employees into Government Service) Act, 2019 (Act No.36 of 2019),” all the employees of APSRTC shall stand absorbed into Government Service into such Department, as may be notified by the Government.

2. According to para No. 7 of reference 2nd cited, the Government created “Public Transport Department” which shall be under the administrative control of T, R&B Department of A.P. Secretariat and as per the provisions contained in Article 6 under Chapter-II of Andhra Pradesh Financial Code Volume-I, Government also declared PTD as Head of the Department for exercising financial powers.

3. Vide reference 3rd cited, “in exercise of the powers conferred by Sub-section (2) of Section 1 of Andhra Pradesh State Road Transport Corporation (Absorption of employees into Government Service) Act, 2019 (Act No.36 of 2019),” the GoAP notified the **appointed day as 1st day of January, 2020** on which all the provisions of the said Act shall come into force.

Please Turn Over

4. Vide reference 4th cited, "in exercise of powers conferred by Section 3 of Andhra Pradesh State Road Transport Corporation (Absorption of employees into Government Service) Act, 2019 (Act No.36 of 2019)," the GoAP notified the PTD created vide Go. Ms. No.50, TR&B (TR.II) Dept., dated 30.12.2019 as the Department into which all the employees of APSRTC shall stand absorbed into Government Service on and from the date of commencement of said Act i.e., 1st day of January, 2020.

5. As per Section.4 of Act No.36 of 2019 at reference 1st cited, "save as otherwise provided for by the Government, by notification specifically applicable to the absorbed employees of APSRTC, all the Rules made by or under any Law for the time being in force applicable to the State Government servants, shall be applicable to the employees of the APSRTC absorbed into Government Service by virtue of this Act."

6. From the above, all the Rules for the time being in force applicable to the State Government employees shall be applicable to the employees of the APSRTC absorbed into Government Service, PTD from the appointed day i.e., 01.01.2020.

7. In accordance with references 6th and 7th cited, copies of which are enclosed herewith, all the employees of PTD will be governed by the Rules specified therein.

8. Therefore, the guidelines issued earlier in APSRTC under the provisions of Industrial Disputes Act, 1947, Trade Union Act, 1926 and Code of Discipline will not be applicable to the employees absorbed into Government Service, PTD, from the date of absorption i.e., 01.01.2020.

9. The Corporation Board, in its meeting held on 20.01.2020, authorized the VC&MD, APSRTC to take all the steps required in connection with absorption of employees of APSRTC into Government service, PTD and also on the other recommendations specified in the Secretaries' Committee report dated 05.12.2019 which was approved by the Govt. of AP.

10. Therefore, all Officers of the Corporation are hereby advised to go through the above and deal with the grievances of employees in terms of the guidelines issued by the GOs at reference 6th & 7th cited.

These instructions will come into force with immediate effect.


EXECUTIVE DIRECTOR (A)
APSRTC

Encl:As above

To
All Officers of the Corporation

12



ఆంధ్ర ప్రదేశ్ రాజ పత్రము
THE ANDHRA PRADESH GAZETTE
PART I - EXTRAORDINARY
PUBLISHED BY AUTHORITY

No. 277]

HYDERABAD, THURSDAY, JULY 5, 2001

NOTIFICATIONS BY GOVERNMENT

GENERAL ADMINISTRATION DEPARTMENT

(Services Welfare)

RECOGNITION OF SERVICE ASSOCIATIONS BY GOVERNMENT-RULES.

[G.O.Ms.No.264, General Administration (Services Welfare),
22nd June, 2001.]

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and in supersession of the Andhra Pradesh Civil Services (Recognition of Service Associations) Rules, 1962 issued in G.O.Ms.No.1144, General Administration (Ser.C) Department, dated 08-08-1962 and as subsequently amended from time to time and of all the previous orders on the subject, the Governor of Andhra Pradesh hereby makes the following rules:-

RULES

1. **Short Title:-** These rules may be called the Andhra Pradesh Civil Services (Recognition of Service Associations) Rules, 2001.
2. **Definitions:-** In these rules, unless the context otherwise requires:
 - (a) "Government" means the Government of Andhra Pradesh.
 - (b) "Government Employee" means any person who is a member of a Civil Service of the State of Andhra Pradesh or holds any civil post under the State or in connection with the affairs of the State whether he is on duty or under suspension or on leave or on foreign service either within or outside the State.

- (c) "Member" means a member of a Service Association or Union as defined in rules 2(b).
- (d) "Service Association or Union" means a Service Association or Union recognised under these rules and includes a federation or confederation of service associations or unions so recognised but does not include an association, union, federation or confederation of Government employees employed in any Industrial undertaking owned or controlled by the Government and also employees employed in any of the aided/unaided institutions/corporations".

3. Recognition of Service Associations and withdrawal thereof:-

- (1) The Government may, for the purpose of enabling the Government employees to make any representation regarding their conditions of service and matters pertaining thereto for any redress, recognise any service association if it satisfies the following conditions, namely:-

- (a) The Service association/union shall ordinarily consists of a distinct class or category of Government employees i.e., Class-IV, Non-Gazetted and Gazetted without any amalgamation of Government employees but, in the case of a service association/union relating to the Police or the Jail Department membership shall be limited to such distinct rank or ranks of employees as the Government may specify in this behalf every such employee belonging to a class or rank as the case may be, shall be eligible for the membership of the association/union provided that such association for any class or category or rank of employees must represent 25% of the membership of the category in which it is proposed to form the association/union or 50 members of an association/union whichever is higher.
- (b) The service association is formed primarily with the object of promoting the common service interests of its members;
- (c) The service association is not formed on the basis or any caste, tribe or religious denomination or of any group within or section of such caste, tribe or religious denomination.-
- (d) The funds of the service association consist exclusively of subscriptions from members and grants, if any, made by the Government and are applied only for the furtherance of the object of the service association.
- (e) No person, who is not a Government employee, shall be associated or connected with the affairs of the service association/union and no Government employee shall be a member of a service association/union after attaining the age of superannuation.

- (2) The Government may withdraw the recognition accorded to any service association after giving an opportunity to that association of making a representation against such withdrawal:

(M)

(a) If the service association:

- (i) takes up or supports the cause of any individual Government employee in matters relating to the conditions of his service;
- (ii) seeks the assistance of any political party, organisation or politicians to represent the grievances of its members.
- (iii) deviates, except with the previous permission of the Government from the terms and conditions subject to which it is recognised by the Government.
- (iv) allows any person other than a member to address any of its meetings.
- (v) holds, except with the previous permission of Government a Joint meeting with any other service association or union;
- (vi) (a) allows its members or its office bearers to take part in any capacity in the activities of any service association of which they are not members.
(b) allows its members to continue in a Non-Gazetted Officers association or union even after their becoming Gazetted Officers subsequently.
- (vii) engages or assists in engaging in any strike or demonstration of a type which would lead to disorder or other similar activity or incitement thereto;
- (viii) maintains any political fund or lends itself to the propagation of the views of any political party or politician;
- (ix) starts or publishes any periodical, magazine or bulletin without the previous approval of the Government;
- (x) addresses any communication to a foreign authority except through the Government which shall have the right to withhold it;
- (b) the service association does not confine its meetings only to its members or if it permits the proceedings of any meeting to be open to the press or to any person other than a member;
- (c) the service association/union of Government employees in the Police or Jail Department makes or modifies any of its bye-laws or Constitution except with the previous approval of the Government.
- (d) the service association/union does not modify any of its bye-laws or constitution in such manner as the Government may direct.

- (e) the service association/union does not furnish annually to the Government the total number of its members and a list of Office-bearers, an updated copy of the bye-laws or constitution and an audited annual statement of its accounts through proper channel after the annual general body meeting so as to reach the Government before the 1st day of July, in every year;
- (f) the service association fails to furnish a list of its members as and when required by the Government.
- (g) the service association/union does not seek the previous approval of the Government for making any amendment of a substantial character in the bye-laws/constitution of the service association/union and does not communicate any other amendment of minor importance through proper channel for transmission to the Government for information.
- (h) the service association/union does not obtain the previous permission of the Government before seeking affiliation with any other union, service association or federation.
- (i) the service association/union does not cease to publish any periodical magazine or bulletin, if directed by the Government to do so on the ground that the publication thereof is prejudicial to the interests of the Government, the government of any other State, the Central Government or any Government authority or to good relations between the Government servants and the Government or any Government authority;
- (j) any communication addressed by the service association/union or by any Officer on its behalf to the Government authority contains any disrespectful or improper language.
- (k) the service association/union, being a federation or confederation of service associations/unions affiliates any association/union other than a recognised service association/union or if it does not disaffiliate a service association/union, the recognition of which is withdrawn by the Government;
- (1) the service association/union does not comply with any other direction or condition which may be issued or imposed by the Government for the purpose of giving effect to the provisions of these rules;
- (3) Nothing in clauses (a) and (b) of sub-rule (2) shall apply to any meeting which is exclusively of a social, literary or cultural character.
- (4) A service association/union which has been recognised by the Government before the commencement of these rules, and in respect of which the recognition is subsisting at such commencement shall be deemed to have been recognised by the Government under these rules and shall continue to be so recognised until that recognition is withdrawn.
- (5) The term of office of the office bearers of all the recognised Gazetted and Non-Gazetted service associations/unions shall not be more than three years.

(10)

4. Representations of service associations/unions:-

- (1) Notwithstanding anything in the rules for the time being in force relating to the submission of petitions and Memoranda by the Government employees but subject to the provisions of sub-rules (2) and (3) any oral or written representation made or any deputation led by or on behalf of a service association shall be received by the Government or other appropriate Departmental authority.
- (2) The Government may, from time to time, specify the authorities, through which representations by or on behalf of a service association shall be submitted, and by which deputations shall be received.
- (3) It shall be open to a Minister or a Departmental authority to refuse to receive any deputation from a service association.

5. Relaxation:- The Government may dispense with, or relax the requirements of these rules to such extent, and subject to such conditions as they may deem fit in regard to any service associations.

6. Interpretation:- If any question arises as to the interpretation of any of the provisions of these rules, it shall be referred to the Government whose decision thereon shall be final.

7. Penalties:- The Government may from time to time impose penalties for violation of rule 3(1)(e), rule 3(2)(d), (e), (f) and (g) and rule 3(5). The minor penalties are:-

- (i) temporary suspension of recognition to the association/union till the retired/non-government employees are removed from association/union.
- (ii) automatic vacation of post as office bearers of associations/unions after completion of their term of a maximum period of three years. The associations are advised to complete the election process for the next body before completing term of Office of the outgoing body of office bearers.

8. Probation period:- Every association/union shall complete a minimum probationary period of three years before it is considered for representation on the Andhra Pradesh Civil Services Joint Staff Council (State level).

P.V. RAO,
Chief Secretary to Government.

G-271-2

9

(H)

**GOVERNMENT OF ANDHRA PRADESH
A B S T R A C T**

Services Welfare - Andhra Pradesh Civil Services Joint Staff
Council (State Level)- Constitution - Orders - Reissued.

GENERAL ADMINISTRATION (SERVICES -WELFARE) DEPARTMENT

G.O.Ms No.202

Dt.04-05-1999.

Read the following:-

1. G.O.Ms No.585 GAD dt.15-05-61.
2. G.O.Ms No.964 GAD dt.03-08-61.
3. G.O.Ms No.569 GAD dt.15-10-80.
4. G.O.Ms No.716 GAD dt.26-12-92.
5. G.O.Ms No.221 GAD dt.17-04-93.
6. G.O.Ms No.439 GAD dt.16-08-93.
7. G.O.Ms No.303 GAD dt.22-06-94.
8. G.O.Ms No.287 GAD dt.09-07-97.
9. Proceedings of AP civil Services Joint Staff Council Meeting (State level) held on 04-09-98.

ORDER:

In the meeting of the A.P.Civil Services Joint Staff Council (State level) held on 4th September, 1998 while considering the issue of ratification of induction of new members into the A.P.Civil Services Joint Staff Council the issue whether any such ratification by the council is required when once the Government issues orders was discussed. According to Rule 17, of G.O. 4th read above, the constitution of Andhra Pradesh Civil Services Joint Staff Council can be amended at an annual meeting and the notice of amendments to the Constitution shall be given and circulated to the members with atleast one month notice before the meeting.

2. The Government carefully examined the matter and decided that the procedure prescribed in rule 17 needs revision and accordingly the rule 17 of the Constitution is amended as follows:

* The Government shall have the power to reconstitute the A.P.Civil Services Joint Staff Council(State Level) duly considering the representations, if any, made by the Employees Associations and also for increasing or decreasing the number as per the necessity"

3. Government have also decided to amend Rule 2 in favour of the Members on the official side to nominate the Special Chief Secretaries/Principal Secretaries to Government wherever they are working in the Departments in place of Secretaries to Government and where there are two or more Secretaries in the Departments, the senior of the Secretaries shall be Members on the official side.

4. The Government further decided to amend rule 3 of the said rules by omitting item VII(d) relating to the A.P.Forest Range Officers Association from the purview of recognised service Association (Non-Gazetted) as the post of Forest Range Officer was made Gazetted in G.O.Ms.No.189, EFS & T Department, dated 8th September, 1993.

5. In the Government Order 4th read above, orders have been issued reconstituting the State level A.P.Civil Services Joint Staff Council as a broad based one, on the recommendations of the Committee of 3 Secretaries to Government.

in supersession of the orders issued in the G.O.Ms.No.716, General Administration Department, dated the 26th December, 1992 and duly incorporating all the amendments issued. the Government hereby reconstitute the A.P.Civil Services Joint Staff Council (State level) as provided in the Annexure to this order.

7. Based on the Recommendations of the three Secretaries to Government constituted in G.O.Rt No.631 GAD dated 08th February, 1991, Government direct that :

- (i) The Andhra Pradesh Secretariat Association, the A.P. State Teachers Union and the A.P. Class IV Employees Central Association shall be accorded permanent membership on the Joint Staff Council on par with APNGOs Association and TNGOs Union. The Associations shall be separate groups represented on the Joint Staff Council on permanent basis. The principle of rotation shall not apply to these five Associations or unions.
- (ii) The 7 (Seven) Services Associations which are in existence for more than 3 (Three) years shall also be included in addition to the 35 Service Associations to be on the Joint Staff Council on rotation basis, by deleting the A.P.Public Prosecutors Association which has been made Gazetted.
- (iii) The term of office of members shall be one year (Calendar year).
- (iv) The total number of recognised Associations represented on the J.S.C. is 41 divided into 13 groups each group comprising of one or four or five recognised Service Associations as the case may be.
- (v) Members shall be nominated by rotation from each group by consent, so that all the Associations in each group would get an opportunity in a period of four years. If within the prescribed time they do not come up with their nomination, Government will have the power to nominate their representatives, which shall be final.

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

M.V.H. SASTRY,
SECRETARY TO GOVERNMENT (SERVICES)

To
All Departments of Secretariat
All Heads of Departments
All Collectors
All Recognised Service Associations.
Copy to: The Original Disposal of G.O.Ms No.716 GAD dt.26-12-92.
SC/BF.

//FORWARDED: BY ORDER//

[Signature]
SECTION OFFICER

- 3 -

3

CONSTITUTION OF THE ANDHRA PRADESH CIVIL SERVICES JOINT STAFF COUNCIL (STATE LEVEL)

(Approved by the Government in G.O.Ms.No.716,G.A.D. dt.26.12.1992
as amended from time to time)

I. MEMBERS AND OFFICE BEARERS :

Rule 1: The State Council shall consist of not less than 32 (Thirty two) but not more than 38 (Thirty eight) members. One half to be appointed by the Govt. (Official-side) and the other half by recognised Service Associations (staff-side) to whom Government accord representation on the State Council.

Rule 2: The following officers shall be the members on the official-side.

- (1) Chief Secretary to Government or such other persons not lower in rank than a Special Chief Secretary/Principal Secretary or Secretary to Government, nominated by Government (Ex.Officio) Chairman.
- (2) Chief Commissioner of Land Administration.
- (3) Special Chief Secretary/Principal Secretary to Government or Secretary to Government, Finance & Plg.(Fin.Wing) Department.
- (4) Special Chief Secretary/Principal Secretary to Government or Secretary to Government, Irrigation & Command Area Development Department.
- (5) Special Chief Secretary/Principal Secretary to Government or Secretary to Government, Municipal Administration and Urban Development Department.
- (6) Special Chief Secretary/Principal Secretary to Government or Secretary to Government, Panchayati Raj and Rural Development Department.
- (7) Special Chief Secretary/Principal Secretary to Government or Secretary to Government, G.A.(Coordination) Department.
- (8) Special Chief Secretary/Principal Secretary to Government or Secretary to Government, General Administration (Ser.) Department.
- (9) Special Chief Secretary/Principal Secretary to Government or Secretary to Government, Education (School Education) Department.
- (10) Special Chief Secretary/Principal Secretary to Government or Secretary(Higher Education), Education Department.
- (11) Commissioner/Director of Agriculture
- (12) Commissioner/Director of Health and Family welfare.
- (13) Engineer-in-Chief (Irrigation)
- (14) Commissioner/Director of School Education
- (15) Commissioner/Director of Higher Education

15

(16) Deputy Secretary or Joint Secretary to Government, General Administration (Ser. Wel.) Department who shall also be Secretary of the Council.

(17) ~~Secretary to Government, Ser. Wel. Dept.~~
 (18) ~~Secretary to Government, Ser. Wel. Dept.~~

Rule 3: The staff side, shall consist of recognised Service Associations divided into 15 (Sixteen) groups each comprising of one or two or three or four recognised Service Associations as shown below:

- I. (a) The Andhra Pradesh Secretariat Record Assistants Association.
 (b) The Andhra Pradesh Secretariat Class-IV Employees Association.
 (c) A.P. Panchayat Raj Class-IV Employees Union.
~~(d) The Andhra Pradesh Sehangama Class-IV Employees Central Association.~~
- II. (a) The Andhra Pradesh Primary Teachers Association.
 (b) The Andhra Pradesh Government Institutions of Music and Dance Coaching Staff Association.
 (c) The Andhra Pradesh Treasuries Subordinate Service Association.
 (d) The Andhra Pradesh Gram Panchayat Employees Association.
- III. (a) The Andhra Pradesh Sub Registrars Association.
~~(b) The Andhra Pradesh Revenue Service Association.~~
 (c) The Andhra Pradesh Survey Employees Association.
 (d) The Andhra Pradesh Economic and Statistical Service Association.
- IV. (a) The Andhra Pradesh Roneo Duplicating Operators Central Association.
 (b) The Andhra Pradesh Judicial Employees Association.
 (c) The Andhra Pradesh Commercial Tax NGOs Association.
 (d) The Andhra Pradesh Excise Executive Officers Association.
- V. (a) The Andhra Pradesh Craftsmen & Traders Association.
 (b) The Andhra Pradesh Diploma Engineers Association.
 (c) The Andhra Pradesh Panchayati Raj Diploma Engineers Association.
 (d) The Andhra Pradesh Engineering Research Lab Technical Staff Association.
- VI. (a) The Andhra Pradesh State Typists & Stenographers Association.
 (b) The Andhra Pradesh Panchayati Raj Ministerial Employees Association.
 (c) The Andhra Pradesh Gram Panchayat Executive Officers Association.
 (d) The Andhra Pradesh Cooperative Employees Association (Non-Gazetted Officers Only).
- VII. (a) The Andhra Pradesh Association of Motor Vehicle Inspectors (Non-Gazetted Officers Only).
 (b) The Andhra Pradesh Fire Service Association.
 (c) The Andhra Pradesh Junior Forest Officers Association.
 (d) The Andhra Pradesh Veterinary Assistants Association.
- VIII. (a) The Andhra Pradesh Agricultural Subordinate Service Association.
 (b) The Andhra Pradesh Veterinary & Live Stock Inspectors Association.

VIII(c) The Andhra Pradesh Live Stock Assistants Association. B
(d) The Andhra Pradesh Village Development Officers Association. (14)

IX. The Andhra Pradesh Non-Gazetted Officers Association.

X. The Telangana Non-Gazetted Officers Union.

XI. The Andhra Pradesh Secretariat Association.

XII. All Andhra Pradesh Government Class-IV Employees Central Association.

XIII. The Andhra Pradesh State Teachers Union.

XIV(a) The A.P. Government Vehicle Drivers Central Association.

(b) Twin Cities A.P. Government Vehicles Drivers Association.

XV. The Andhra Pradesh Panchayat Raj Teachers Union.

XVI. The Andhra Pradesh United Teachers Federation.

XVII. A.P. Teachers Federation (438)

XVIII. A.P. Revenue Services Association.

Rule 4: The staff side shall consist of one member nominated by rotation by each group by consent from amongst themselves so that all the associations in each group would get representation by rotation. In the event of their being no unanimous nomination, Government will have the power to nominate their representatives which shall be final.

Rule 5 : The A.P. Government Vehicle Drivers Central Association/Twin Cities A.P. Govt. Vehicles Drivers Association shall be represented by turn in every alternative meeting of the State Level Joint Staff Council.

Note: Only Govt. Servants in active Service, and those on leave, deputation may be appointed to the council as representatives of the Association.

Rule 6: The term of office of the member on staff side shall be one calendar year.

Rule 7: The first council shall begin to function with effect from 1.1.93 and its members shall ordinarily serve until the close of the calendar year. In case no meeting is held in the current calendar year during its turn, the Service Association nominated from each group shall be invited to the first meeting convened after its turn is over. Representatives of Govt. shall serve on the council or retired as directed by the Govt. Casual vacancies shall be filled by the authorities concerned which shall appoint a member to serve for the remainder of the term which the outgoing member was appointed.

Rule 8: If the Chairman is unavoidably absent from any meeting of the council another member of the official-side nominated by him or in the absence of a nomination a member elected for the purpose by the official members present will act for him in the absence of the Secretary, the Chairman of the meeting shall nominate a substitute.

Rule 9: The Quorum for a meeting shall be at least 5 members each side of the council.

15

(16) Deputy Secretary or Joint Secretary to Government, General Administration (Ser.Wel.) Department who shall also be Secretary of the Council.

(17) Secretary to Govt. of Andhra Pradesh
(18) Secretary to Govt. of Andhra Pradesh

Rule 3: The staff side, shall consist of recognised Service Associations divided into 15 (Sixteen) groups each comprising of one or two or three or four recognised Service Associations as shown below:

- I. (a) The Andhra Pradesh Secretariat Record Assistants Association.
(b) The Andhra Pradesh Secretariat Class IV Employees Association.
(c) A.P. Panchayat Raj Class IV Employees Union.
(d) ~~The Andhra Pradesh Sahasrabha Class IV Employees Central Association.~~
- II. (a) The Andhra Pradesh Primary Teachers Association.
(b) The Andhra Pradesh Government Institutions of Music and Dance Coaching Staff Association.
(c) The Andhra Pradesh Treasuries Subordinate Service Association.
(d) The Andhra Pradesh Gram Panchayat Employees Association.
- III. (a) The Andhra Pradesh Sub Registrars Association.
(b) ~~The Andhra Pradesh Revenue Service Association.~~
(c) The Andhra Pradesh Survey Employees Association.
(d) The Andhra Pradesh Economic and Statistical Service Association.
- IV. (a) ~~The Andhra Pradesh Roneo Duplicating Operators Central Association.~~
(b) The Andhra Pradesh Judicial Employees Association.
(c) The Andhra Pradesh Commercial Tax NGOs Association.
(d) The Andhra Pradesh Excise Executive Officers Association.
- V. (a) The Andhra Pradesh Craftsmen & Tracers Association.
(b) The Andhra Pradesh Diploma Engineers Association.
(c) The Andhra Pradesh Panchayati Raj Diploma Engineers Association.
(d) The Andhra Pradesh Engineering Research Lab Technical Staff Association.
- VI. (a) The Andhra Pradesh State Typists & Stenographers Association.
(b) The Andhra Pradesh Panchayati Raj Ministerial Employees Association.
(c) The Andhra Pradesh Gram Panchayat Executive Officers Association.
(d) The Andhra Pradesh Cooperative Employees Association (Non-Gazetted Officers only).
- VII. (a) The Andhra Pradesh Association of Motor Vehicles Inspectors (Non-Gazetted Officers Only).
(b) The Andhra Pradesh Fire Service Association.
(c) The Andhra Pradesh Junior Forest Officers Association.
(d) The Andhra Pradesh Veterinary Assistants Association.
- VIII. (a) The Andhra Pradesh Agricultural Subordinate Service Association.
(b) The Andhra Pradesh Veterinary & Live Stock Inspectors Association.

13

(f) to evolve schemes for rest and recreation and medical attention.

IV. MANNER OF TAKING DECISIONS

Rule 15: The Council shall not make any recommendations unless a majority of the members present on the official-side and a majority of the members present on the staff-side agree to it.

V. IMPLEMENTATION OF THE DECISIONS

Rule 16: When both the official and staff-sides agree, the departments concerned should endeavour to support the Council's Resolution and in case the resolution does not find favour with the Government, the matter should be brought up again before the Council for further discussion. If the Council decides to press the proposals, the matter shall be placed before Government again for reconsideration.

VI. MINUTES

Rule 17: The Secretary of the Council shall keep a record of the minutes of its proceedings which shall be attested by the Chairman. The proceedings of each meeting as attested by the Chairman shall be circulated to the members and confirmed at the next meeting.

VII. AMENDMENTS OF THE CONSTITUTION

Rule 18: The Government shall have the power to reconstitute the A.P. Civil Services Joint Staff Council (State level) duly considering the representations, if any, made by the Employees Associations and also for increasing or decreasing the number as per the necessity.

VIII. SPECIAL PROVISION

Rule 19: The Government shall have power to nominate members to represent the official side and the equal number of members to represent the staff-side of the Department through a representative of a recognised Service Association within the overall strength stipulated in rule 2.

Rule 20: The Chairman shall have discretion to invite any person who is a Government Servant to attend and assist a meeting of the Council. A person so invited may take part in the deliberations of the Council but shall not be entitled to vote.

M. V. H. BASTRY
SECRETARY TO GOVERNMENT (SERVICES)

II. MEETINGS

Rule 10: The Joint Staff Council shall ordinarily meet once in four months. A Meeting of the council shall be called by the chairman on requisition from atleast six members whenever required at or at his discretion whenever he so dicides. The first meeting in the month of January or the first month thereafter shall be the annual meeting. An Agenda shall be circulated to all members not less than 14 (Fourteen) days before the meeting of the council. If considered expedient, the meeting may be convened even at shorter notice. Business not on the agenda shall only be taken with the permission of the Chairman.

Rule 11: The Council may draw up such rules for the conduct of its business as it deems necessary but meeting shall be as informal as possible.

Rule 12: The Joint Staff Council shall consider only the General issues and any item proposed for inclusion in the agenda shall be supported by an explanatory note.

Rule 13: The Secretary shall maintain the minutes of the meeting and correspond both with the Government and with the members of the Council or others on behalf of the council.

III. OBJECTS AND FUNCTIONS

Rule 14: The Objects of the Council shall be

- (a) to secure the greatest measure of Cooperation between the State and in its capacity as employer and the General Body of the Civil Servants in matters effecting the Subordinate Services with a view to increase effeciency in the public service,
- (b) to promote the welfare of those employed,
- (c) to provide machinery for dealing with grievances; and
- (d) generally to bring together the experiehce and different points of view of representatives of the subordinate services.

The functions of the council shall be:-

- (a) to utilize the ideas and experience of the staff in the best possible ways.
- (b) to secure to the staff a greater share in and responsibility for the determination and observance of the conditions in which their duties are carried out,
- (c) to formulate the general principles governing conditions of service e.g., recruitment, hours of work, discipline, tenure, remuneration and superannuation,
- (d) to encourage the further education of Civil servants and their training in administration and organisation,
- (e) to suggest measures for improvement of office machinery and methods of work and the provision of opportunities for the full consideration of suggestions by staff on this subject; and