

ANDHRA PRADESH STATE ROAD TRANSPORT CORPORATION

Office of the Commissioner, PTD,
& Ex-officio VC&MD: APSRTC,
RTC House, PNBS, Vijayawada.

No.E4/255(04)/2023-PO-II

NOTIFICATION NO. PD - 18/2023 Dated: 02.08.2023

Sub: **REGULARISATION** – Regularization of the services of the employees working in various cadres under Regulation 30 of APSRTC Employees' (Recruitment) Regulations – Clarification issued – Reg.

Ref: 1) Circular Memo No.16/Ser.A/93-39 dated 21.04.1999

2) Circular No.PD-47/2010 dated 09.09.2010

3) Notification No. PD - 14/2023 dated 17.04.2023

4) Letter no. E4/255(4)/2019-NZ dated 09.06.2023 of ED:Zone-III

Instructions were issued to regularize the services of employees who have been working on temporary promotions under Regulation 30 of APSRTC Employees' (Recruitment) Regulations, from their respective retrospective dates of effecting such temporary promotions through reference 3rd cited.

It was expressed through reference 4th cited that (i) if the services of such temporarily promoted employees are regularized as per notification under reference 3rd cited, it will result in an anomalous situation wherein junior employees, on getting such retrospective regularization, becoming seniors to those who were already promoted on regular basis much earlier and (ii) hence, a clarification was sought.

The matter is examined in terms of the APSRTC Employees' (Recruitment) Regulations and APSRTC Employees' (Service) Regulations together with the connected records and the following is furnished in order to (i) protect the seniority as per the original order of selection (ii) avoid possible legal complications and (iii) redress the anomaly in seniority.

In order to address the dire shortage of personnel in these categories adversely affecting the work because there was no direct recruitment, a decision was taken to provide promotees against the sanctioned DR vacancies in the respective cadres which would result in excess promotees than their specified quotas subject to the following conditions.

1. The employees selected for promotion as per seniority against promotee quota points in the Administrative Roster will be promoted on regular basis
2. The DR points in the Administrative Roster will be left blank
3. The Promotee roster points in Administrative Roster will be extended to the extent of short fall of DR vacancies
4. The employee selected against such extended promotee roster points in the Administrative Roster, will be issued promotion orders only on temporary basis under Regulation 30 with a condition that whenever direct recruits are available, they will be reverted to their feeder cadres.
5. In the mean while, if a vacancy arises in the promotee quota for any reason like retirement, promotion, resignation or death of promotees who were issued regular promotion orders against administrative roster points earmarked for promotees, the temporarily promoted employees against the extended promotee roster points (against the physical shortage of DRs) will be regularized as per seniority.

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6. As per the procedure given in (5) above, the services of employees on temporary promotion (against DR vacancies), will be regularized as and when vacancies in promotee quota arise and such date of regularization will be reckoned for seniority.

It so happened that a batch of employees were promoted on temporary basis against the extended promotee roster points. The services of seniors among such temporarily promoted employees were regularized on the dates whenever vacancies against promotee quota arose. These dates of regularization of senior employees are subsequent to the dates of their effecting promotion on temporary basis.

Since these retrospective dates of effecting temporary promotion of junior employees happen to be earlier than the dates of regularization of the services of senior employees as given in (5) and (6) above, an anomalous situation has arisen in which the Junior employees are getting a better seniority ranking ahead of their seniors.

It is therefore proposed to give effect to the date of regularization of employees as per Notification vide reference 3rd cited from a date subsequent to the date on which the services of last promoted employee whose services were regularized against a sanctioned promotee vacancy as per seniority in the feeder cadre.

In short, the regularization of these employees (those who are proposed to be regularized as per Notification No. PD-14/2023 dated 17.04.2023) shall be effective from a date subsequent to the regularization of last employee regularized earlier as per the seniority list. These instructions are issued in supersession of the instructions issued vide notification under reference 3rd cited.

Action shall be taken accordingly.


Commissioner, PTD &
Ex-Officio VC&MD:APSRTC