Circular memo No: RC/ENC/A1/3008/2018

Dt: 22.05.2019

Sub: Maintenance of lien and seniority of all cadres of ministerial staff as per the New Presidential Order-2018-Reg

Ref:
1. G.O Ms No.124, General Administration (SSPF-MC) Dept, Dt.30.08.2018
2. This office circular memo No. Rc/ENC/A1/3008/2018 dated 23.02.2019

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The attention of all the ministerial staff of Irrigation & CAD Department is invited to the reference 2nd cited, wherein it was requested to discuss the issue of maintaining seniority of ministerial staff of all cadres working in different offices of Irrigation & CAD Department belongs to one Zone in one regular circle to facilitate even and enhanced promotional avenues to all the staff, as per new Presidential order-2018 and requested to offer their objections/modifications if any.

In this regard, representations have been received regarding adoption of the above proposals/procedure. Further during the meeting held on 03.04.2019 in the BOCE hall with all the TINGO representatives of all the Districts units, it was agreed in principle to have a seniority of all the employees working in different offices of a zone, as per the new Presidential order-2018, to maintain in one regular circle.

In view of the above, it is decided to bring lien and seniority of all ministerial staff of Irrigation & CAD Department working in different offices in the zone to the control of regular circle in that zone. Accordingly draft proposals are prepared. A copy of draft proposals is here with enclosed.
In this regard, all the employees and Associations concerned are requested to go through the proposed draft/proposals and submit their suggestions, if any, in writing/ through email ID encawtsgc@gmail.com on or before 15-06-2019. Accordingly, final proposals will be submitted to the Government.

Sd/- B. NAGENDRA RAO,
Engineer-in-Chief(A.W)

To,

1. All the Ministerial Staff of Irrigation & CAD Department.
2. All the Branches of TINGO Associations, Telangana State.

Copy to all the Unit Officer/Superintending Engineers for information and with a request to download Circular and circulate among the ministerial staff working under their control.

Copy to Deputy Executive Engineer (Computers) to place the Circular in the departmental Website.

[Signature]
for Engineer-in-Chief (A.W)

[Stamp]
23/06/19
Proposed Draft – Proposals for reorganizing the services of Ministerial staff due to the implementation of New Presidential order-2018 in different offices in the Zone in one regular circle

Through the Constitution 32nd amendment Act, 1973, the Article 371D was inserted with respect to the State of Andhra Pradesh to provide equitable opportunities and facilities for the people belonging to different parts of the State, in the matter of public employment and education. Accordingly, the Andhra Pradesh Public Employment (Organization of Local cadres and Regulation of Direct Recruitment) Order, 1975, also commonly known as “Presidential Order” was published vide G.O Ms No.674, G.A (SPF) Department, Dt.20.10.1975.

As per the Presidential Order, each part of the state, for which a local cadre has been organized (District/ Zonal) in respect of any category of posts, shall be a separate Unit for purposes of recruitment, appointment, discharge, seniority, promotion and transfer and such other matters as may be specified by the government in respect of that category of posts.

There is a saving class under para 14 of Presidential Order 1975, in respect of posts of Head of Department, Major Development Projects, Special office or Establishment, state level office or Institution etc.,.

In respect of Irrigation & CAD Department, separate seniorities have been maintained for each circle, each unit office, though the post categories belong to district and zonal cadre. Thus there are number of seniorities in respect of ministerial staff and Engineering Subordinates Services staff though they are located in the same district or in same zone. At present, about 50 seniorities are being maintained in the department. Due to this, the employees working in the same place and appointed at the same time in
different offices are getting promotion at different spans. i.e., in few offices, the employees getting promotion in a period of 5 to 6 years and in some offices located at same headquarters, they are getting promotion in a period of 12 to 14 years. Thus juniors of some circle are getting early promotion up to Superintendent and becoming the NTPAs early and this is causing seniors to work under the control of juniors.

Since the jurisdiction of circles is limited and unit office is at one place only, the employees seeking transfer to other areas due to genuine reasons, like health ground or spouse ground, also unable to get transferred due to this seniority issue.

Due to the difficulty in transfer of staff, there is surplus staff in some units and less staff in other units in the same district (old).

The State of Andhra Pradesh was reorganized by the act 6 of 2014 in which the State of Telangana was carved out with erstwhile zone V and zone VI of earlier Presidential Order. At the time of formation of the State of Telangana on 2nd June 2014, there were 10 districts in the State. In the interest of better administration and development of the area concerned, the Government of Telangana have reorganized the 10 districts into 31 districts (now 33 districts) vide G.O.Ms. No. 221 to 250 Revenue(DA-CMRF) Department dt: 11-10-2016.

The local cadres have been reorganized and the Telangana Public Employment (Organization of Local cadres and Regulation of Direct Recruitment) Order, 2018, has been issued vide G.O Ms No.124, General Administration (SSPF-MC) Dept, Dt: 30.08.2018 (new Presidential Order) on
Order of President of India, Ministry of Home Affairs vide F.No.21013/01/2015-SR Dt.29.08.2018.

As per the new Presidential Order 2018, each part of the state for which the local cadre has been organized in respect of any category of posts, shall be a separate unit for purpose of recruitment, appointment, discharge and such other matters as many be specified by the State Government, in respect of that category of posts.

As per the new Presidential Order 2018, there are two (2) multi zones and seven (7) Zones in the State of Telangana, against one multi zone and two zones as provided in Presidential Order 1975. The new multi zones/zones and districts covered under each zone is as detailed below.

<table>
<thead>
<tr>
<th>Multi Zone</th>
<th>Zone</th>
<th>Districts</th>
</tr>
</thead>
<tbody>
<tr>
<td>Multi Zone-I</td>
<td>Zone-I-Kaleshwaram</td>
<td>Komarambheem Asifabad, Mancherial, Peddapalli, Jayashanker-Bhupalapalli Districts.</td>
</tr>
<tr>
<td></td>
<td>Zone-II-Basara</td>
<td>Adilabad, Nirmal, Nizamabad, Jagityal Districts.</td>
</tr>
<tr>
<td></td>
<td>Zone-III-Rajanna</td>
<td>Karimnagar, Rajanna Sircilla, Siddipet, Medak, Kamareddy Districts.</td>
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<tr>
<td></td>
<td>Zone-IV-Bhadradri</td>
<td>Bhadradri Kothagudem, Khammam, Mahabubabad, Warangal Rural, Warangal Urban Districts.</td>
</tr>
<tr>
<td>Multi Zone-II</td>
<td>Zone-V-Yadadri</td>
<td>Suryapet, Nalgonda, Yadadri Bhongir, Jangoan Districts.</td>
</tr>
<tr>
<td></td>
<td>Zone-VI-Charminar</td>
<td>Medchal-Malkajiri, Hyderabad, Rangareddy, Sangareddy Districts.</td>
</tr>
<tr>
<td></td>
<td>Zone-VII-Jogulamba</td>
<td>Vikarabad, Mahaboobnagar, Jogulamba Gadwal, Wanaparthi, Nagarkurnool Districts.</td>
</tr>
</tbody>
</table>

There is no saving clause in respect of Major Development Projects in the new Presidential Order 2018 and the staff of Major Development Project need to be reorganized as per the local cadres defined in the new Presidential Order 2018. Hence, the erstwhile zonal and district level cadres
of ministerial staff need to be reallocated to new zones and new districts as per the norms provided in new Presidential Order 2018.

One of the issues to be faced to fix up cadre in a zone is the cadre and seniority maintained in present Zone/Unit are to be clubbed with the cadre and seniority of other zone/Unit. For example: the erstwhile Irrigation Circle Warangal has cadres spread over in erstwhile Khammam and erstwhile Warangal districts. As per the new Presidential Order 2018, this will be distributed among the three zones since the new districts evolved from old districts have been organized in different zones as shown below. i.e. Bhupalapally District falls in Kaleshwaram zone, Warangal (U), Warangal (R.), Mahabubabad, Khammam, Bhadradi Kothagudem districts fall in Bhadradi zone, Jangaon district falls in Yadadri zone. This is the case with most of the circles.

Most of the posts of Ministerial staff in the circles are zonal cadre and district cadre. The initial recruitment posts are mostly district cadre posts and subsequent promotion posts are zonal cadre. While making appointments either by direct recruitment or through compassionate grounds, ascertaining vacancies in the district from various seniorities at various roster points become a problem. If the present system continues, even to know the basic information of employees, various units have to be addressed and collecting the information and submission will be held up even if one unit does not submit in time.

In order to avoid, further complication in maintenance of the cadres, also further convenience of administration of local cadres, it is proposed to bring all the ministerial staff into one umbrella for recruitment, appointments,
discharge, transfers, seniority and promotions etc., i.e., under one circle for each zone.

As the Project Circles are under temporary sanctions and needs to be shifted based on the work load after completion of projects, from time to time. If the present setup of seniority is continued, it will become difficult to shift the offices from the control of Circle maintaining the seniority to another circle.

Now it is proposed to bring the lien and Seniority of all the ministerial staff of different Circles in a zone to the control of a regular circle i.e., Irrigation circles of each zone will be the nodal offices for recruitment, appointments, discharge, transfers, seniority and promotions etc.

The following is the list of Nodal offices proposed in seven zones as per the new Presidential order.

<table>
<thead>
<tr>
<th>S.No</th>
<th>Zone</th>
<th>Nodal Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Kaleshwaram</td>
<td>Dr.BRAPP Circle, Bellampally</td>
</tr>
<tr>
<td>2</td>
<td>Basara</td>
<td>Irrigation Circle Nirmal / Irrigation Circle Nizamabad</td>
</tr>
<tr>
<td>3</td>
<td>Rajanna</td>
<td>Irrigation Circle Karimnagar</td>
</tr>
<tr>
<td>4</td>
<td>Bhadradri</td>
<td>Irrigation Circle Warangal</td>
</tr>
<tr>
<td>5</td>
<td>Yadadri</td>
<td>Irrigation Circle Nalgonda</td>
</tr>
<tr>
<td>6</td>
<td>Charminar</td>
<td>Irrigation Circle Rangareddy</td>
</tr>
<tr>
<td>7</td>
<td>Jogulamba</td>
<td>Irrigation Circle Mahabunagar</td>
</tr>
</tbody>
</table>

All the employees who are allocated to respective zones as per the new Presidential Order will be brought into the purview of above nodal office irrespective of their previous affiliation to other Unit with respect to their appointment and seniority.
At present, a separate lien and seniority is being maintained for HOD i.e Engineer-in-Chief(AW) and to all the common offices located at Hyderabad i.e Central Designs Organization, Hyd, Inter State Water Resources, Hyd, Engineer-in-Chief(Irrigation), Engineer-in-Chief(IW) etc is being maintained by the Engineer-in-Chief(IW). There is a saving clause in Presidential Order 2018 to Head of the department and State level offices, for which there is no local reservation in recruitment. That means any one from any place can apply for recruitment, due to which there may not be proper representation from all the areas of the state.

Now it is proposed to draw/ deploy Circle Scale establishment from all the zones proportionately to work against the sanction posts in HOD’s and Common Offices located at Hyderabad and their seniority will be continued in their parent circle. The present staff now working under the lien and seniority of HOD and common offices will be continued till their retirement/promotion to state cadre.

Due to making above arrangement, few employees, who are at immediate promotion stage in their present seniority may not accept the proposal looking at their individual perspective. But in the larger interest of the staff, this is a better option, since the equal opportunities in the promotions will be there in the entire zone, unlike present situation of getting promotion in different circles at different period of service, though they are working in same headquarters. However, the department will strive to minimize the problems.