

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

P.S. - TECHNICAL EDUCATION - Implementation of All India Council for Technical Education Scales of Pay, 1996 to the Teachers, Physical Directors and Librarians working in Government Polytechnics/Institutions

HIGHER EDUCATION (TE.2) DEPARTMENT

G.O.Ms. No. 72

Dated :26/9/2002

Read the following :

1. G.O.Ms.No.4, Edn. (TE-2) Department, dt.01/01/1998.
2. G.O.Ms.No.580, Edn. (TE-2) Department, dt.03/12/1998.
3. G.O.Ms.No.33, Edn. (TE-2) Department, dt.30/01/1999.
4. From the Member Secretary, AICTE, New Delhi, Lr.No.F.No. I/2000, dt. 14/2/2000.
5. G.O.Ms.No. 158, Hr.Edn. (TE-2) Dept., Dt. 22/11/2000.
6. G.O.Rt.No. 930, Higher Education (TE-2) Dept., Dt. 28-11-2000.
7. From the Polytechnic All Lecturers Association Lr.No.PALA-I/2000, dt. 14/2/2000.
8. From the C.T.E. Lr.No. B1-1/17180/2000-Vol.IV, dated 29/7/2000.
9. From the C.T.E. Lr.No. B1-1/17180/2000-Vol.IV, dated 18/10/2000.
10. From the C.T.E. Lr.No. B1-1/17180/2000-Vol.IV, dated 23/12/2000.
11. From the C.T.E. Lr.No. B1/4043/97-Vol.IV, dated 16/1/2001.
12. G.O.Rt.No. 164, Edn. (TE.2) Dept. dated 19/2/2001.
13. G.O.Rt. No. 449, Hr.Edn. (TE.2) Dept., dt. 19/06/2001.
14. From the C.T.E., Lr.No. B1/17180/200, dated 30/4/2001
15. G.O.Ms.No. 15, Hr. Edn (TE.2) Dept., dt.30.03.2002.
16. Representation from the President, PALA dt. 30.03.2002.

ORDER :

1. In the reference fourth read above, the All India Council for Technical Education has issued its recommendations regarding revision of pay scales and service conditions of Teachers of Diploma level technical institutions i.e., All India Council for Technical Education Scales of Pay.1996. The above recommendations are applicable to all the teaching categories working in Diploma level technical institutions falling under the purview of All India Council for Technical Education.
2. In the reference eighth read above, the Commissioner of Technical Education has, in accordance with the above mentioned notification issued by the All India Council for Technical Education and on the representation made by the Polytechnic All Lecturers Association (PALA) in the reference seventh read above, recommended for implementation of the Revised AICTE Scales of Pay, 1996.
3. In the reference fifteenth read above, Government have issued orders extending AICTE Scales of 1996 to the Teachers, Physical Directors and Librarians working in Government Polytechnics/Institutions in the State who are drawing AICTE scales of pay 1986 with effect from 1/1/1996 notionally, monetary benefit from 1/4/1999 and cash payment from 1/4/2002. It was ordered that the arrears from 1/4/1999 to 31/3/2002 should be credited to the individual's G.P.F. account. It was also mentioned that detailed instructions about the modalities of pay fixation etc., shall be issued separately.

4. Government after careful examination hereby issue the following instructions about the modalities to be followed for implementing the orders and G.O. issued in 15th read above:-
5. Short Title :- These pay scales shall be called Andhra Pradesh Revised AICTE Scales of Pay, 1996.
6. Coverage and applicability :- These pay scales shall be applicable to all the teaching staff, Librarians and Physical Directors who are drawing AICTE scales of 1986 working in Government Polytechnics, Statewide institutions, including Officers of the same category working at Commissionerate of Technical Education and in the offices of Regional Directorates of Technical Education/State Board of Technical Education and Training (SBTET).
7. Date of effect :-
 - a) These pay scales shall come into effect from 1.1.96 notionally with monetary benefit from 1.4.1999 and cash payment w.e.f 1/4/2002.
 - b) Arrears payable for the period 1/4/1999 to 31/03/2002 shall be credited to the G.P.F. account for a period of 3 years w.e.f. 1/4/2002 to 31/3/2005.
8. Exercise of option :-
 - i) Every employee working in any of the categories mentioned in the schedule appended to this order as on 1-1-1996 may opt either:
 - a) To remain in the existing AICTE Scales of Pay, 1986, OR
 - b) To draw pay in the revised AICTE Scales of pay, 1996 either from 1/1/1996 or from the date on which he/she earns his/her increment in the existing AICTE scale of pay, 1986 after 1/1/1996 but not beyond 31/12/1996; OR
 - c) Option should be exercised within a period of six months from the date of issue of these orders.
 - d) Option in the prescribed form as specified in annexure to this order should be submitted in triplicate to Head of the Departments with due attestation by the respective drawing officers.
 - ii)
 - a) A Government employee who is on Extra-Ordinary Leave shall also be entitled to have his pay fixed in Revised Pay Scales and shall have monetary benefit from the date of joining or 1/4/2002 whichever is later.
 - b) A Government employee who retired on or after 1.01.1996, may also exercise Option under this rule within a period of six months from the date of receipt of the communication from the Head of the Department or Office from where he retired from service.
 - c) In the case of a Government employee who died while in service on or after 1.01.1996 or who may die before the last date as laid down in these orders for the exercise of option, his/her legal heirs may exercise option in the manner as has been laid down in these rules.
 - d) The scales of pay shall however be not applicable to those who have left the services from the Department on their own will/resigned/opted for relief to join other departments in Central/State/Quasi Government/Private service etc., on or after 1.01.1996 and where All India Council for Technical Education scales of pay, 1996 are not in force.
9. Fitment Formula :
 - i) Pay with effect from 1-01-1996 in the revised scales of pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule (7) of Central Civil Services (Revised pay) rules 1997, and governed by other relevant provisions of Central Services (revised pay) rules, 1997 as given below.

- A) In the case of all employees :
- i) an amount representing 40 per cent of the basic pay in the existing scale, i.e., AICTE 1986 scales, shall be added to the "existing emoluments" of the employee;
 - ii) after the existing emoluments have been so increased, the pay shall thereafter be fixed in the revised scale at the stage next above the amount thus computed:

Provided that :-

- a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;
- b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale;

Provided further that :

In the fixation of pay, the pay of Government servants drawing pay at more than four consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of these Government servants who are drawing pay beyond the first four consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment(s) in the revised scale in the following manner:

- a) for Government servants drawing pay from the 5th upto the 8th stage in the existing scale - by one increment;
- b) for Government servants drawing pay from the 9th upto the 12th stage in the existing scale, if there is bunching beyond the 8th stage-by two increments;
- c) for Government servants drawing pay from the 13th upto the 16th stage in the existing scale, if there is bunching beyond the 12th stage - by three increments; If by stepping up of the pay as above, the pay of a Government servant gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a Government servant who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the latter shall also be stepped up only to the extent by which it falls short of that of the former.

Provided also that :

The fixation thus made shall ensure that every employee will get at least one increment in the revised scale of pay for every three increments (inclusive of stagnation increment(s), if any) in the existing scale of pay.

Explanation : for the purpose of this clause "Existing emoluments" shall include -

- a) the basic pay in the existing AICTE 1986 scale;
- b) dearness allowance appropriate to the basic pay admissible at index average as on 01/01/1996; and
- c) the amounts of interim relief admissible on the basic pay in the existing AICTE 1986 scale;
- ii) Pay in the revised pay scales shall be fixed at the stage with reference to the stage admissible as per revised scale in the schedule. In cases, where the same stage is not available, the pay may be fixed at the stage next above the pay admissible.
- iii) The fixation of pay of Lecturers (selection grade) under the career advancement scheme and of Heads of sections in the pre-revised scales of pay of Rs. 3700-125-4950-150-5700, who were selected / promoted strictly in accordance with rules and regulations framed by AICTE and who were in position as Lecturers (Selection grade) or as Head of Section as on 1/01/1996 will be made in a manner that they get their pay fixed at the minimum of Rs. 14,940/- in the revised scale of pay of Rs.12000-420-18300 as and when they complete 5 years in the grade as per revised scales in the schedule.

- iv) Date of next increment : The next increment of an employee, whose pay is fixed in the revised AICTE scales of pay, 1996 on 01-01-1996 in accordance with the fitment formula as mentioned above, shall accrue on date on which he/she would have drawn the increment had he/she continued in the existing scales of pay.
 - v) In case of the teaching faculty, who have already retired from Government service either voluntarily or on attaining the age of superannuation or died while in service on or after 1-01-1996, the arrears on account of implementation of these scales of pay, shall be drawn and paid in cash.
 - vi) No employee shall draw less emoluments than already drawing on account of implementation of these pay scales.
10. Payment of arrears : The arrears of pay and allowances payable to the employees covered by these pay scales from 1-4-1999 to 31-03-2002 shall be credited to G.P.F. Account of the employees and cash shall be paid from the month of April, 2002 payable 1st May, 2002.
11. Service conditions : Government have decided that after implementation of these scales of pay the service conditions of teachers like recruitment and qualification and selection procedure, shall be as indicated in Appendix-A to this order. The same shall be implemented by the Commissioner of Technical Education within a time frame of 6 months from the date of issue of this order by amending necessary statutes, ordinances, rules and regulations.
12. Payment of D.A., H.R.A. and C.C.A.:- Employees governed by AICTE scales of pay 1996 shall be entitled for D.A., HRA, CCA as per the rates and norms of AICTE pay scales on the analogy of Regional Engineering College, Warangal which has extended AICTE Scales to Lecturers based on the G.O. issued vide G.O.Ms.No. 288, Higher Education (EC.1) Department, dated 14/11/1999.
13. QUALIFICATIONS :
- 1) The prescribed minimum qualifications and experience requirements for various teaching posts in diploma level technical institutions are given in Appendix - A.
 - 2) Where qualifications and experience prescribed for a post in this pay revision are higher than the qualifications & experience prescribed by AICTE for that post prior to this revision.
 - i) the revised qualifications and experience will be required only for fresh appointees to that post & will not be insisted on for existing incumbents working on those positions.
 - ii) for open selection to a higher cadre position through advertisement or promotion to higher position, internal candidates presently working in a lower position will be exempted from the prescribed higher qualification and experience to the extent that they will be required to possess only the qualifications and experience as ordered in the G.O.s 2nd, 3rd and 5th read above. This relaxation will be available only for a period of 5 (five) years from the date of issue of this G.O. Thereafter, internal candidates must also possess the qualifications and experience prescribed in this notification.
 - 3) Teachers already in service prior to January 1, 1996 and who at the time of their recruitment possessed only a Second Class in their degree at Bachelor's or Master's level (but met all the qualification requirements prescribed by AICTE at the time of their recruitment) shall be exempted from the requirement of First Class for the Degree they had at the time of their recruitment.
14. INCENTIVES FOR POSSESSING HIGHER QUALIFICATIONS:
- a) At the time of recruitment as Lecturers :

- i) Four advance increments will be admissible to those who hold Ph.D. Degree and
 - ii) Two advance increments will be given to those who hold M.Phil Degree in Science / Humanities and to those who hold M.E/M.Tech./M.Pharm/M.Arch. Degree.
- b) A teacher with M.E./M.Tech./M.Pharm/M. Arch, who does not have a Ph.D. degree will be eligible for two advance increments as and when he/she acquires a Ph.D degree in his/her acquires a Ph. D. degree in his/her service career.
- c) A Lecturer with Ph.D. will be eligible for two advance increments, when he/she moves into the grade of Lecturer (Selection grade) through career advancement scheme or is appointed as Head of the Section. The appointing authorities at various levels as per the delegation of powers shall be authorized to sanction the advance increments to the teachers whoever acquired the above qualification, as laid down above. These incentives shall also be applicable to all staff members, who have been recruited by the Department on or after 1-01-1996.

15. CAREER ADVANCEMENT SCHEME (C.A.S)

A) Career Advancement provides for movement of :-

- i) Lecturer to Lecturer (Senior Scale)
- ii) Senior Lecturer / Lecturer (Senior Scale) to Lecturer (Selection Grade)
- iii) Librarian to Librarian (Senior Scale)
- iv) Librarian (Senior Scale) to Librarian (Selection grade)
- v) Physical Director to Physical Director (Senior grade)
- vi) Physical Director (Senior scale) to Physical Director (Selection grade)

B) For promotion under Career Advancement Scheme :

- i) The candidate must have consistently "satisfactory" Performance Appraisal Report.
- ii) Assessments and selection would be made by a selection committee. The prescribed teaching/contact hours of a teacher selected/promoted under the Career Advancement Scheme shall remain the same as that of the substantive post he/she held prior to such appointment to any of the cadres under Career Advancement Scheme.

LECTURER (Senior Scale)

A Lecturer will be eligible for placement as Lecturer (Senior Scale) through a process of selection if he/she has:

- i) Completed Six years of service which counts for increments as a Lecturer with a relaxation of two years for those with Ph.D and one year for those with M.Phil/M.E./M.Tech/M.Arch/ M.Pharm. Service includes the Service rendered by them on other duty in the category under Vocational Scheme or in the Commissionerate or on deputation with the State Board of Technical Education & Training or any other organization under Foreign Service terms and conditions.
- ii) Participated in one orientation course/induction training and one refresher course or industrial training of aggregate duration of 8 weeks, or has undergone appropriate continuing education or training programs of comparable quality and duration as may be specified or approved by AICTE. Those who possess Ph.D. Degree shall be exempted from these course/training requirements.
- iii) The extension of three years time for completion of training as provided in the G.O. 6th read above shall also be applicable to the teachers in A.I.C.T.E Scales of Pay, 1996.

LECTURER (Selection Grade) :

A senior Lecturer / Lecturer (Senior Scale) who has a Master's Degree and 5 years experience as Senior Lecturer or Lecturer (Senior Scale) and has consistently earned satisfactory performance appraisal report will be eligible to be placed under Lecturer (Selection Grade) subject to the recommendation of the Selection Committee.

In the AICTE Notification of 1996 Scale of pay, it is mentioned that a Senior Lecturer/Lecturer (Senior Scale) should have a Master's Degree to be eligible for Lecturer (Selection Grade). However, as most of the existing teaching cadres in the Department possess qualifications as prescribed under APTES Rules, the qualifications prescribed at the time of their recruitment shall be followed for the award of C.A.S.

LIBRARIAN (Senior Scale) :

A Librarian will be eligible for placement as Librarian (Senior Scale) through a process of selection if he/she has:

- i) Completed Six years of service as Librarian after regular appointment.
- ii) Evidence of innovative Library services, published work and professional commitment, computerization of library.
- iii) and has consistently earned satisfactory performance appraisal reports will be eligible to be placed under Librarian (Senior scale) subject to the recommendation of the Selection Committee.

LIBRARIAN (Selection Grade) :-

A Librarian (Senior Scale) with at least 5 years of service with evidence of innovative library service and organization of published work and has consistently earned satisfactory performance appraisal reports will be eligible to be placed under Librarian (Selection Grade) subject to the recommendation of the Selection Committee.

PHYSICAL DIRECTOR (Senior Scale) :-

A Physical Director will be eligible for placement as Physical Director (Senior Scale) through a process of selection if he/she has:

- i) Should have completed six years of service as Physical Director with a benefit of two years for Ph.D and one year for M.Phil Degree holders.
- ii) Passed the Physical fitness test.
- iii) Consistently satisfactory appraisal reports.
- iv) Should have attended at least one orientation and one refresher course of about three to four weeks duration each with proper and well defined evaluation procedure (exemption from one refresher course is granted to Ph.D. degree holders). The Physical Directors who have got the benefit of the G.O. 12th read above, shall fulfill this requirement within three years time.

PHYSICAL DIRECTOR (Selection Grade):

- i) Completed five years of service as Senior Physical Director/Physical Director (Senior Scale)
- ii) Has attended at least two refresher courses of about three to four weeks duration with proper and well-defined evaluation procedure after placement in the scale of Rs. 3000-5000. (The benefit extended in the G.O. 12th read, shall also be applicable now).
- iii) Show evidence of having produced good teams/athletes and of having organized and conducted coaching camps at least two weeks duration.
- iv) Passed the Physical fitness test.
- v) Consistently satisfactory appraisal reports.

16. Counting of qualifying service for career advancement :

The duration of service in a temporary capacity/contract appointment/Adhoc appointment/leave vacancy can be counted for promotion to senior scale/selection grade provided that : (a) the tenure of such appointment was one year or more than one year without any break (b) the incumbent was appointed on the recommendations of selection committee constituted in accordance with the prescribed selection procedures as laid down by Directorate of Technical Education/State Government (c) the concerned Lecturer possess the minimum qualification prescribed by AICTE for appointment as lecturers (d) the incumbent was selected to the regular post in continuation of the service in a temporary capacity / contract appointment / Adhoc appointment/leave vacancy without any break.

17. COMPOSITION OF COMMITTEE FOR C.A.S. PROMOTION :-

The AICTE has stated in its notification that it will specify the guidelines for selection process and the composition of the Selection Committee for promotion under C.A.S. Scheme. Until the AICTE Scheme is announced the Selection Committee shall be the same as prescribed for direct recruitment. Since the A.P. P.S.C. is the authority for selection for direct recruitment it shall also be the responsibility of the A.P.P.S.C. to scrutinize and recommend names of candidates for promotion under C.A.S. and recommend the names for promotion. The committee shall consist of the following members:-

1. Chairman, A.P.Public Service Commission- Convener
2. Commissioner of Technical Education - Member
- 3 &4. Two subject experts - Members (to be nominated by the APPSC)
5. Principal, Government Polytechnic - Member (to be nominated by the Chairman, APPSC in consultation with Commissioner of Technical Education)

Career Advancement Scheme will have the following movement in the time scale.

- (i) Lecturer to Lecturer (Senior Scale).
- (ii) Senior Lecturer/Lecturer (Senior Scale) to Lecturer (Selection Grade).
- (iii) Librarian to Librarian (Senior Scale).
- (iv) Librarian (Senior Scale) to Librarian (Selection Grade).
- (v) Physical Director to Physical Director (Senior Scale).
- (vi) Physical Director (Senior Scale) to Physical Director (Selection Grade).

Since for it is only a movement in time scale in respect of the above posts the committee shall scrutinize the applications in the light of guidelines prescribed by the All India Council for Technical Education and recommend the names without subjecting them for interviews to the competent authority.

18 Teaching days : Every institution will have at least 180 full teaching days per year (or 90 full teaching days per semester). "Teaching days" here shall mean actual class room / laboratory / contact teaching days and shall not include days of examination / tour / sports etc.,

19. Work Load : Work load of a teacher should not be less than 40 hours a week of which teaching contact hour shall be as follows :

- | | |
|-------------------|---------------|
| Principal : | 6 hours/week |
| Head of Section : | 14 hours/week |
| Sr. Lecturer : | 16 hours/week |
| Lecturers : | 18 hours/week |

For the above stipulation, two tutorial hours/two laboratory hours will be counted as one teaching hour.

20. Age of superannuation : The age of superannuation for Polytechnic teachers shall be 58 years.
21. Future revision : The beneficiaries of these scales shall not be entitled for revision of scales again till next revision of scales are made by All India Council for Technical Education.
22. Job responsibility : The job responsibilities of teachers of Polytechnics are given in Appendix - B; of Physical Directors in Appendix - C; and of Librarians in Appendix D.
23. Accountability :
- (i) Pay revision as an integrated Package; Better compensation package, and performance and accountability are interrelated, and one cannot be had without the other. Performance appraisal and accountability shall be an integral part of this pay revision package.
 - (ii) Performance appraisal ; An open, transparent and objective performance appraisal system comprising of self appraisal, peer evaluation and student evaluation shall be implemented. Government would evolve the guidelines in due course.
24. Other terms and conditions of service of teachers :
- a. Anomalies, if any, in the implementation of the scheme shall be brought to the notice of the Government through Commissioner of Technical Education for the issue of clarification.
 - b. A standing committee consisting of Joint Director (Admn), Secretary, SBTET and Deputy Director (Tech) shall be constituted by the Commissioner of Technical Education, for dealing with anomalies, which may arise from time to time during implementation of these Pay Scales.
 - c. Reimbursement of Professional Society Membership Fee : Teachers shall be eligible for reimbursement of 85% of the annual membership fee of one National / International Professional Society.
 - d. Reimbursement of TA / DA / Registration Fee for Conferences for presenting Technical Papers: Teachers shall be reimbursed the expenses incurred for Registration Fee and TA / DA for presenting technical papers at one National conference every year and one International Conference every 3 Years. The expenditure for the above items c & d shall be met from the funds of State Board of Technical Education & Training.
 - e. Medical Facilities, Group Insurance, Leaves and LTC: Medical Facilities / Group Health Insurance, Group Insurance Scheme, all types of leave, leave encashment facilities and LTC shall be given on the pattern applicable to State Government Employees.
 - f. TA/DA Rules: TA/DA Rules in accordance with State Government norms for the employees drawing U.G.C. scales of pay 1996 shall be applied.
 - g. Teachers drawing these scales shall be entitled for pensionary benefits as applicable to the teachers drawing UGC Scales of Pay, 1996.
25. This order issues with the concurrence of Finance (EBS.VII) Department vide their U.O.No.20963/EBS.VII/02, dated 31/7/2002.
26. A copy of this order is available in the Internet and can be accessed at the address: <http://apts.gov.in/apgos>

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

G.SUDHIR
PRINCIPAL SECRETARY TO GOVERNMENT.

**APPENDIX - A to G.O.Ms.No.72, Hr. Edn. (TE.2) Dept., dt. 26/9/2002.
 QUALIFICATIONS & EXPERIENCE FOR THE TEACHING POSTS IN
 DIPLOMA LEVEL TECHNICAL INSTITUTIONS
 (ENGINEERING/TECHNOLOGY PROGRAMMES)**

S.No.	Cadre	Qualifications	Experience
01.	Lecturer	First Class Bachelor's degree in appropriate branch of Engineering / Technology or First Class Master's degree in appropriate branch of teaching posts in Humanities and Sciences.	--
02.	Senior Lecturer	First Class Bachelor's degree in appropriate branch of engineering / Technology or First Class Master's degree in appropriate branch of Humanities & Sciences.	5 years experience in teaching / industry / Research at the level of Lecturer or equivalent
03.	Head of Section	Master's Degree in appropriate branch of Engineering/ Technology with First Class at Master's or Bachelor's Level OR Ph.D. with First Class Master's Degree in appropriate branch of Humanities and Sciences. Note : Candidates from industry / profession with a Bachelor's Degree in appropriate branch of Engineering/Technology (Master's Degree in the case of Humanities and Sciences) and with recognised professional work equivalent to Master's degree in the case of Engineering/Technology and Ph.D. degree in the case of Humanities and Sciences as the case may be, and 5 years experience will also be eligible, for the post of H.O.S.	5 years experience in teaching/industry research at the level of lecturer or equivalent.
04.	Principal	Master's degree in appropriate branch of Engineering / Technology with First Class at Master's or Bachelor's Level OR Ph.D. in appropriate branch of Engineering / Technology/ Technician Education	15 years experience in teaching out of which atleast 5 years shall be at the level of Head of Dept. of equivalent. 10 years experience in teaching out of which atleast 3 years

S.No.	Cadre	Qualifications	Experience
		Note: Candidates from industry with First Class Bachelor's degree in appropriate branch of Engineering / Technology, and with industrial experience which is equivalent to Master's degree, with total 15 years of experience of which at least 5 years would be at a level comparable with Head of Department, will also be eligible.	shall be at the level of Head of Dept. or equivalent.
05.	Librarian	Qualifying the national level test conducted for the purpose by the UGC or any other agency approved by the UGC. Master's degree in Library Science/ information science/documentation or an equivalent professional degree with at least 55% of the marks or its equivalent grade of B in the UGC seven point scale plus a consistently good academic record, computerization of Library.	No requirement
06.	Physical Director	Master's degree in Physical Education (two years course) or Master's degree in Sports or an equivalent degree in Sports with at least 55% of the marks or its equivalent grade of B in the UGC 7 point scale plus a consistently good academic record.	

G.SUDHIR
PRINCIPAL SECRETARY TO GOVERNMENT.

// TRUE APPENDIX //

Sd/-
SECTION OFFICER