

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

Establishment - Labour Department -- Restructuring of Labour Department—Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB.IV) DEPARTMENT

G.O.Ms.No.64.

Dated: 1-6--2005.

Read the following :-

1. G.O.Ms.No.237, G.A.(GPM & AR) Deptt. Dated 22-5-2002.
2. G.O.Ms.No.30, LET&F(Lab.IV) Deptt. Dt. 22-7-2002.
3. From the C.O.L.,Lr.No.A1/14964/2002, dated 21-11-2002 and 8.10.2003.
4. G.O.Ms.No.115 Finance (SMPC) Dept. dt. 28-4-2005.

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ORDER :-

A State Level work shop on Performance Indicators was held at the Dr.MCR.HRD. Institute, Hyderabad, on the 16th and 17th May, 2002, Chaired by the then Hon'ble Chief Minister and participated by the then Ministers, Special Chief Secretaries/Principal Secretaries/Secretaries to Government and Heads of Departments, wherein certain recommendations were made on Good Governance. One of the Recommendations, among others, was that:

"25 To restructure all Organizations wherever necessary to ensure greater efficiency and accountability."

2. The Government have accepted the above Recommendation. Accordingly, vide reference 1st read above, the Government in General Administration (GPM.&.A.R.) Department have directed that all the Heads of the Departments may review the matter and come up with proposals for restructuring their Organizations wherever necessary to ensure greater efficiency and accountability but subject to the over all budgetary allocations and provisions under Six Point Formula on allotment/redeployment of Staff.

3. In accordance with the orders issued in the said G.O. the Commissioner of Labour was requested to send necessary proposals keeping in view the guidelines on the financial implications and the Presidential Order 1975, for the consideration and issue of orders by the Government.

4. As the matter stands, Govt. issued further guidelines on Restructuring of the Labour Department in the reference 2nd read above which are as follows :-

"The entire administrative set up of the Labour Department shall be restructured conforming to the 3-tier system as against the existing

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four-tier system, i.e., the District Administration, Zonal Administration and the State-level administration, eliminating the multi-zonal officers and merging the cadre of Labour Officers with that of Assistant Commissioner of Labour"

5. As per the above guidelines the Commissioner of Labour was advised to send the proposals for restructuring of the Labour Department keeping in view the following features :-

- i) There shall be a 3-tier administrative set up in the Labour Department with Deputy Commissioner of Labour as the District Head, Joint Commissioner of Labour as Zonal Head and the Commissioner of Labour as State Head, as against present 4-tier system.
- ii) The cadre of the Labour Officers will be merged with that of Assistant Commissioner of Labour which will not involve any financial implication, but will eliminate one unnecessary level of hierarchy at the field level.
- iii) Various cadres will be upgraded and redesignated only within the existing staff strength which will be without any additional financial commitment.

6. Accordingly the Commissioner of Labour has sent proposals which contain the following changes in the existing structure due to Restructuring of the Department for consideration and approval of the Government:-

- i). There will be 9 posts of Joint Commissioners of Labour out of which 7 Joint Commissioners will be placed in 7 Zones and 2 in the Head Office instead of 3 Joint Commissioners of Labour as existing now.

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- ii). There will be 25 posts of Deputy Commissioners of Labour out of which 24 will be placed in the Districts and 1 in the Head Office instead of existing 8 posts of Deputy Commissioners.
 - iii) There will be 59 posts of Assistant Commissioners of Labour out of which 55 will be placed in the Districts and 4 in the Head Office instead of 35 posts of Assistant Commissioners of Labour existing now. Accordingly the existing 47 posts of Labour Officers will be upgraded as Assistant Commissioners of Labour.
 - iv) There will be 292 posts of Assistant Labour Officers instead of 280 posts of Assistant Labour Officers existing now. Accordingly, the existing 12 posts of Welfare Organizers shall be re-designated as Assistant Labour Officers as the scale of pay of Welfare Organizer and Assistant Labour Officer is one and the same.
 - v). The Welfare Centres which were started in the year 1960 have lost their significance now. Accordingly, it is proposed to wind up these 12 Welfare Centres. The existing staff working in the Welfare Centers will be redeployed in the Department for other useful works. Due to winding up of 12 Welfare Centres, there will be a savings of Rs.15.05 lakhs towards recurring and non-salary expenditure. The proposed upgradation will involve additional expenditure of Rs.6.31 lakhs on annual increments for the staff. As a result, the restructuring of the Labour Department will **not** cost any additional financial burden but on the other hand will result in a nominal savings of Rs.8.74 lakhs per annum.
 - vi) There will be no financial commitment on the Restructuring of the Labour Department to the Government.
 - vii) The Restructuring will be strictly in accordance with the provision in G.O,Ms.No.237 G.A.(GPM.AR) Department dated 22-5-2002.
7. The Government have examined the above proposal submitted by the Commissioner of Labour. After careful consideration of the matter, Government have decided to restructure the Labour Department as

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proposed at para 6 above. Accordingly, Government issue the following orders with immediate effect:

- 1)(a) There will be 9 posts of Joint Commissioners of Labour out of which 7 Joint Commissioners will be placed in 7 Zones and 2 in the Head Office instead of 3 Joint Commissioners of Labour as existing now.
- (b) Accordingly, out of 8 (eight) existing posts of Dy. Commissioners of Labour, 6 (six) posts of Deputy Commissioners of Labour at Zonal Level are upgraded to that of Joint Commissioners of Labour and remaining 2 posts of Deputy Commissioners of Labour are continued. As against the 3 existing posts of Joint Commissioners of Labour 2 posts of Joint Commissioners of Labour shall continue in the Head Office and the 3rd post of Joint Commissioner of Labour is diverted to the Zonal level. The incumbents of the upgraded posts of Joint Commissioners of Labour shall draw the pay and allowances applicable to Joint Commissioners of Labour in the time scale of Rs.10250-350-11650-450- 13500-525-17050. The places of 7 (seven) Joint Commissioners of Labour at the Zonal Level and remaining 2 (two) Joint Commissioners of Labour at Head Office level are indicated in annexure-I. Consequent on up-gradation of 6 Deputy Commissioners of Labour as Jt. Commissioners of Labour the financial and administrative powers attached to the post of Deputy Commissioner of Labour shall be exercised by the concerned Joint Commissioners of Labour after restructuring.
- (c) The Special Rules governing the post of the Joint Commissioner of Labour issued in G.O.Ms.NO.71, of Women Development Child Welfare and Labour Department dated 8.6.1993 shall be continued.
- (d) The existing supporting posts shall be continued in the office of the concerned Joint Commissioner of Labour after restructuring.

- 2).(a) There will be 25 posts of Deputy Commissioners of Labour out of which 24 will be placed in the Districts and 1 in the Head Office instead of existing 8 posts of Deputy Commissioners. Accordingly, out of the existing 35 posts of Assistant Commissioners of Labour, 23 posts are upgraded as Deputy Commissioners of Labour in the Time scale of Rs.9000-300-9900-350-11650-450-13900-525-16525 at the District Level. Out of 2 posts of

Deputy Commissioner of Labour which are not upgraded as Joint Commissioner of Labour, one Deputy Commissioner of Labour post will be continued as Deputy Commissioner of Labour(Administration) in the Head Office and the other Deputy Commissioner of Labour post will be placed in the Districts. The places of the Deputy Commissioners of Labour at the District Level are shown in Annexure-II.

(b) The remaining 12 posts of Assistant Commissioners of Labour shall continue as part of the revised cadre strength of Assistant Commissioners of Labour i.e., 59 in the scale attached to the post i.e., Rs.6950-200-7150-250-8400-300-9900-350-11650-450-13900-525-14425.

(c) The existing Special Rules governing the post of Deputy Commissioner of Labour issued in G.O.Ms.No.71, Women Development Child Welfare and Labour (Lab.IV) Department dated 8.6.1993 shall be continued.

(d) The existing supporting posts shall be continued in the office of the concerned Deputy Commissioner of Labour after restructuring.

3) (a) There will be 59 posts of Assistant Commissioners of Labour out of which 55 will be placed in the Districts and 4 in the Head Office instead of 35 posts of Assistant Commissioners of Labour existing now. Accordingly the existing 47 posts of Labour Officers are upgraded as Assistant Commissioners of Labour in the Time scale of Rs.6950-Rs.14425 in addition to the remaining 12 posts of Asst. Commissioners of Labour left over unupgraded as Deputy Commissioner of Labour. Consequent to the up-gradation of the existing posts of Labour Officers to that of Assistant Commissioners of Labour, the post of Labour Officer shall cease to be in existence. Thus after restructuring, the total cadre strength of the Asst. Commissioner of Labour is 59. The places of the 59 posts of Assistant Commissioners of Labour are shown in Annexure-III. Consequent to the abolition of Labour Officer posts in the Department, the existing ministerial and Class IV posts attached to the Labour Officers shall be attached to the offices of the respective Asst. Commissioners of Labour.

(b) The existing rules governing the post of Assistant Commissioner of Labour will continue.

(c) However the Commissioner of Labour shall send necessary proposals for amendments to the Special Rules wherever considered necessary at the earliest.

4).(a) There will be 292 posts of Asst. Labour Officers instead of 280 posts of Asst. Labour Officers existing now. The 12 Welfare Centers existing in the Department shall be wound up. Accordingly, the existing 12 posts of Welfare Organizers shall be re-designated as Asst. Labour Officers as the scale of pay of Welfare Organizer and Asst. Labour Officers is one and the same. The 12 posts of Welfare Organisers which are re-designated as Assistant Labour Officers will exist in the respective zones. Consequently the posts of Welfare Organisers shall cease to be in existence. The offices of existing 278 Assistant Labour Officers shall be continued after restructuring at the same places. The Commissioner of Labour shall redeploy the 12 newly redesignated posts of Assistant Labour Officers in the respective zones as per provisions of Six Point Formula and also allocate their jurisdiction at the places of their redeployment. The supporting posts in the offices of existing 278 offices of Assistant Labour Officers shall be continued in the same offices.

(b) The staff presently working in those Welfare Centres are redeployed to the offices as shown in Col.No.3 of the Annexure IV. The pay and allowances of the redeployed staff of the Welfare Centres shall be drawn by the officers shown in the column No.4. The Joint Commissioner of Labour of the Zone shall assign the suitable duties to the redeployed staff. The service conditions and promotional avenues of these staff shall be as per the Special Rules in force for the said staff.

5) (c) Consequent to the winding up of the Welfare Centres all the records, furniture and property etc., shall be listed out and handed over to the officer shown in the Col.No.3 of the Annexure. IV. The Commissioner of Labour shall take necessary action on (b) & (c) above.

(5) The character of the posts in Labour Department under the Presidential Order does not change after upgradation of the posts.

(6) Consequent on the restructuring and upgradation of the posts, the Commissioner of Labour shall send necessary proposals to notify the officers of the Labour Department as Inspectors and authorities under various Labour Laws, immediately.

These orders are issued with the concurrence of Finance Department vide U.O.No. 4060//99/Exp. LET&F /05 dt. 12-5-2005.

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

ASHA MURTY
PRINCIPAL SECRETARY TO GOVERNMENT

To

The Commissioner of Labour, A.P. Hyderabad. ✓

Copy to:

The General Administration (Ser.A) Dept.

The General Administration (SPF) Department.

The Accountant General, A.P, Hyd.

The Pay & Accounts Officer, A.P, Hyd.

The Director of Treasures & Accounts, A.P, Hyd.

The ~~Deputy~~ ^{Special} Secretary to Chief Minister,

P.S. to Minister for Finance, Government of A.P., Hyderabad.

P.S. to Minister for Labour & Employment, Government of A.P., Hyderabad.

SF / SCs

// FORWARDED :: BY ORDER //

C-M-J
SECTION OFFICER
G.

ANNEXURE - I

S.No	Name of the Post	Station
1	Joint Commissioner of Labour	Office of the Commissioner of Labour, Hyderabad.
2	Joint Commissioner of Labour	Office of the Commissioner of Labour, Hyderabad.
3	Joint Commissioner of Labour	Visakhapatnam
4	Joint Commissioner of Labour	Eluru
5	Joint Commissioner of Labour	Guntur
6	Joint Commissioner of Labour	Kurnool
7	Joint Commissioner of Labour	Warangal
8	Joint Commissioner of Labour	Rangareddy zone, Hyderabad.
9	Joint Commissioner of Labour	Hyderabad (Twin Cities)

(Total : 9)

ANNEXURE-II

S.No	Name of the Post	Station
1	Deputy Commissioner of Labour	Office of the Commissioner of Labour, Hyderabad
2	Deputy Commissioner of Labour	Srikakulam
3	Deputy Commissioner of Labour	Vizianagaram
4	Deputy Commissioner of Labour	Visakhapatnam
5	Deputy Commissioner of Labour	Kakinada
6	Deputy Commissioner of Labour	Eluru
7	Deputy Commissioner of Labour	Vijayawada
8	Deputy Commissioner of Labour	Guntur
9	Deputy Commissioner of Labour	Ongole
10	Deputy Commissioner of Labour	Nellore
11	Deputy Commissioner of Labour	Tirupati
12	Deputy Commissioner of Labour	Anantapur
13	Deputy Commissioner of Labour	Kurnool
14	Deputy Commissioner of Labour	Cuddapah
15	Deputy Commissioner of Labour	Warangal
16	Deputy Commissioner of Labour	Khammam
17	Deputy Commissioner of Labour	Karimnagar
18	Deputy Commissioner of Labour	Adilabad
19	Deputy Commissioner of Labour	Nalgonda
20	Deputy Commissioner of Labour	Sangareddy
21	Deputy Commissioner of Labour	Mahaboobnagar
22	Deputy Commissioner of Labour	Nizamabad
23	Deputy Commissioner of Labour	Rangareddy Hyderabad.
24	Deputy Commissioner of Labour	Hyderabad-I
25	Deputy Commissioner of Labour	Hyderabad-II

(Total : 25)

ANNEXURE -III

S.No	Name of the Post	Station
1	Asst.Commissioner of Labour	Office of the Commissioner of Labour, Hyderabad
2	Asst.Commissioner of Labour	Office of the Commissioner of Labour, Hyderabad
3	Asst.Commissioner of Labour	Office of the Commissioner of Labour, Hyderabad
4	Asst.Commissioner of Labour	Office of the Commissioner of Labour, Hyderabad
5	Asst.Commissioner of Labour	Office of the Commissioner of Labour, Hyderabad
6	Asst.Commissioner of Labour	Srikakulam
7	Asst.Commissioner of Labour	Tekkali
8	Asst.Commissioner of Labour	Vizianagaram
9	Asst.Commissioner of Labour-I	Parvathipuram
10	Asst.Commissioner of Labour-II	Visakhapatnam
11	Asst.Commissioner of Labour	Visakhapatnam
12	Asst.Commissioner of Labour	Narsipatnam
13	Asst.Commissioner of Labour	Rajahmundry
14	Asst.Commissioner of Labour	Kakinada
15	Asst.Commissioner of Labour	Amalapuram
16	Asst.Commissioner of Labour	Eluru
17	Asst.Commissioner of Labour	Narasapuram
18	Asst.Commissioner of Labour	Kovvur
19	Asst.Commissioner of Labour	Vijayawada
20	Asst.Commissioner of Labour	Machilipatnam
21	Asst.Commissioner of Labour	Gudivada
22	Asst.Commissioner of Labour	Guntur
23	Asst.Commissioner of Labour	Narasaraopet
24	Asst.Commissioner of Labour	Tenali
25	Asst.Commissioner of Labour	Ongole
26	Asst.Commissioner of Labour	Kandukuru
27	Asst.Commissioner of Labour	Nellore
28	Asst.Commissioner of Labour	Guduru
29	Asst.Commissioner of Labour	Chittoor
30	Asst.Commissioner of Labour	Tirupathi
31	Asst.Commissioner of Labour	Madanapalle
32	Asst.Commissioner of Labour	Anantapur
33	Asst.Commissioner of Labour	Dharmavaram
		Kurnool

(contd.)

34	Asst.Commissioner of Labour	Nandyal
35	Asst.Commissioner of Labour	Adoni
36	Asst.Commissioner of Labour	Cuddapah
37	Asst.Commissioner of Labour	Rajampet
38	Asst.Commissioner of Labour	Warangal
39	Asst.Commissioner of Labour	Mahabubabad
40	Asst.Commissioner of Labour	Khammam
41	Asst.Commissioner of Labour	Kothagudem
42	Asst.Commissioner of Labour	Karimnagar
43	Asst.Commissioner of Labour	Jagtial
44	Asst.Commissioner of Labour	Adilabad
45	Asst.Commissioner of Labour	Mancherial
46	Asst.Commissioner of Labour	Nalgonda
47	Asst.Commissioner of Labour	Suryapet
48	Asst.Commissioner of Labour	Sangareddy
49	Asst.Commissioner of Labour	Patancheru
50	Asst.Commissioner of Labour	Mahaboobnagar
51	Asst.Commissioner of Labour	Gadwal
52	Asst.Commissioner of Labour	Nizamabad
53	Asst.Commissioner of Labour	Kamareddy
54	Asst.Commissioner of Labour	Rangareddy
55	Asst.Commissioner of Labour	Vikarabad
56	Asst.Commissioner of Labour-I	Hyderabad
57	Asst.Commissioner of Labour-II	Hyderabad
58	Asst.Commissioner of Labour-III	Hyderabad
59	Asst.Commissioner of Labour-IV	Hyderabad

(Total : 59)

ANNEXURE - IV

Sl. No	Place of the existing Welfare Centre	Staff deployed to	Drawing of the Pay and Allowances by
1	Labour Welfare Centre, Visakhapatnam	Office of the Deputy Commissioner of Labour, Visakhapatnam	Deputy Commissioner of Labour, Visakhapatnam
2	Labour Welfare Centre, Rajahmundry	Office of the Asst. Commissioner of Labour, Rajahmundry	Asst. Commissioner of Labour, Rajahmundry
3	Labour Welfare Centre, Vijayawada	Office of the Deputy Commissioner of Labour, Vijayawada	Deputy Commissioner of Labour, Vijayawada
4	Labour Welfare Centre, Guntur	Office of the Deputy Commissioner of Labour, Guntur	Deputy Commissioner of Labour, Guntur
5	Labour Welfare Centre, Adoni	Office of the Asst. Commissioner of Labour, Adoni	Asst. Commissioner of Labour, Adoni
6	Labour Welfare Centre Warangal	Office of the Deputy Commissioner of Labour, Warangal	Deputy Commissioner of Labour, Warangal
7	Labour Welfare Centre, Sirpurkagaznagar	Office of the Asst. Commissioner of Labour, Mancherial	Asst. Commissioner of Labour, Mancherial
8	Labour Welfare Centre, Nizamabad	Office of the Deputy Commissioner of Labour, Nizamabad	Deputy Commissioner of Labour, Nizamabad
9	Labour Welfare Centre, Sanathnagar	Office of the Deputy Commissioner of Labour-I, Hyderabad	Deputy Commissioner of Labour-I, Hyderabad
10	Labour Welfare Centre, Seethaphalmandi	Office of the Deputy Commissioner of Labour-II, Hyderabad	Deputy Commissioner of Labour-II, Hyderabad
11	Labour Welfare Centre, Azamabad	Office of the Asst. Commissioner of Labour-III, Hyderabad	Asst. Commissioner of Labour-III, Hyderabad
12	Labour Welfare Centre, Musheerabad	Office of the Asst. Commissioner of Labour-IV, Hyderabad	Asst. Commissioner of Labour-IV, Hyderabad