

# BACKWARD CLASSES WELFARE

## 14. The Andhra Pradesh Backward Classes Welfare Service Rules

[G.O.Ms.No. 35, Backward Classes Welfare (P2) Department, Dt. 9-7-1996]

In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India and of all other powers hereunto, enabling the Governor of Andhra Pradesh, in supersession of the Special and *Ad hoc* Rules issued and as amended, from time to time, in so far as it relates to the posts covered in these rules in—(1) G.O.Ms.No. 2401, Education, dated the 6th December, 1967 (2) G.O.Ms.No. 83, Social Welfare (A) Department, dated the 21st March, 1978 (3) G.O.Ms.No. 193, Social Welfare (A) Department, dated the 7th December, 1981 (4) G.O.Rt.No. 498, Social Welfare (A1) Department, dated the 7th August, 1987, hereby makes the following Special Rules for the Andhra Pradesh Backward Classes Welfare Service Rules :

**Rule 1. Short Title** :—These rules may be called the Andhra Pradesh Backward Classes Welfare Service Rules, 1996.

**Rule 2. Constitution** :—The service shall consist of the following categories of posts—

Category 1 : Director

Category 2 : Joint Director

Category 3 : Deputy Director

Category 4 : Accounts Officer

Category 5 : District Backward Classes Welfare Officer including Asst. Director

Category 6 : Publicity and Statistical Officer.

**Rule 3. Method of appointment and appointing authority** :—Subject to the other provisions of these rules, the method of appointment and appointing authority for the various categories of posts mentioned in column (1), shall be as specified in columns (2) and (3) respectively of the Table below :

TABLE

Category (1)	Method of Appointment (2)	Appointing Authority (3)
1. Director	By promotion from category (2).	Government.
2. Joint Director	By promotion from category (3).	Government.

(1)	(2)	(3)
3. Deputy Director	By promotion from category (5).	Government.
4. Accounts Officer	By transfer on tenure basis from Treasuries and Accounts Department	Director.
5. Dist. Backward Classes Welfare Officers including Asst. Director.	(1) By direct recruitment through Andhra Pradesh Public Service Commission.	Director.
	(2) By appointment by transfer of Supdts. on promotion in A.P. Ministerial Service in the Backward Classes Welfare Department.	
	(3) By promotion from the cadre of Assistant Backward Classes Welfare Officer	
6. Publicity and Statistical Officer	By deputation from the Directorate of Economics and Statistics, Hyderabad.	Director.

**Note :—**(a) Fifty percent of the number of substantive vacancies in the category (5) shall be filled by Direct recruitment.

(b) Appointments to the category (5), other than by Direct recruitment, shall be by transfer of Superintendents in the Directorate and Superintendents in the District Backward Classes Welfare Offices and by promotion of Assistant Backward Classes Welfare Officers in the ratio of 1:3 starting with Superintendents.

(c) In the vacancies required to be filled by Superintendents, the first vacancy in a unit of four vacancies shall be filled by the Superintendent in the Directorate and the remaining 3 vacancies by the Superintendents in the District Backward Classes Welfare Offices as per common seniority.

(d) The filling up of substantive vacancies, shall be in accordance with the cycle mentioned hereunder, namely :—

- I. Vacancy : Direct recruitment
- II. Vacancy : Superintendent (Directorate)
- III. Vacancy : Direct recruitment
- IV. Vacancy : Assistant Backward Classes Welfare Officer
- V. Vacancy : Direct recruitment
- VI. Vacancy : Assistant Backward Classes Welfare Officer
- VII. Vacancy : Direct recruitment
- VIII. Vacancy : Assistant Backward Classes Welfare Officer
- IX. Vacancy : Direct recruitment
- X. Vacancy : Superintendents (District Backward Classes Welfare Office)

**Rule 4. Reservation in appointments** :—The rule of Special Representation, called the General Rule 22 as amended by G.O.Ms.No. 419, General Administration (Ser.) Department, dated 24-8-994, shall apply to appointments by Direct Recruitment for the posts under category (5).

**Rule 5. Appointment to women** :—In the matter of Direct recruitment to the posts under category (5), women candidates shall be selected to an extent of 33 1/3 percent in each category of OC, BC (A), BC(B), BC(C), BC(D), SC and ST and Physically Handicapped and Ex-Servicemen quota. If no women candidates are available, the vacancies shall be filled by men.

**Rule 6. Qualification** :—No person shall be eligible for appointment to the categories specified in column (1) of the Annexure to these rules, by the method specified in column (2) unless he possesses the qualification specified in the corresponding entry in column (3) thereof.

**Rule 7. Age** :—No person shall be eligible for appointment by Direct recruitment, if he has completed 28 years of age on the first day of July of the year in which the notification for selection is made as per rules in force.

**Rule 8. Minimum Service** :—The minimum service required for promotion or for appointment by transfer, shall ordinarily be three years and in no case shall it be less than two years.

**Rule 9. Probation** :—(a) Every person appointed by direct recruitment to the post shall from the date on which he commences his probation, be on probation for a total period of two years on duty within a continuous period of three years.

(b) Every person appointed either by promotion or by transfer, shall from the date on which he commences his probation, be on probation for a total period of one year on duty within a continuous period of two years.

**Rule 10. Training** :—(a) Every person appointed by direct recruitment to the post mentioned in category (5), shall undergo a course of training for a period of 9 months as per the programme prescribed by the Director of Backward Classes Welfare.

(b) Every person appointed either by promotion or by transfer to the post mentioned in the category (5), shall undergo a course of training for a period of two months as per the programme prescribed by the Director of Backward Classes Welfare.

(c) Every person appointed by direct recruitment for the post mentioned in category (5) shall execute a bond that he shall serve the department for a period of three years :

Provided that he shall be liable to refund to the Government, the pay and allowances and any other remuneration received by him in addition to the amount spent by the Government on his training (a) if he fails to serve the department for a period of three years after the completion of his training for any reason; or (b) if he discontinues the training or is discharged from training course for mis-conduct or any reason.

Provided further that the enforcement of bond should not be insisted upon in case of an employee who joins in Central Government/Quasi Government/Autonomous Bodies/Wholly/Substantially owned/Financed/Controlled by the State Government other than private employment, subject to the condition that fresh bond is taken to ensure that the employee serves the new employer for the balance of the original bond period.

(d) The period of training shall count for the purpose of probation, increment, leave, etc.

(e) A direct recruit shall be eligible, during the period of training, for the initial pay of the post with usual allowances admissible at the place of training.

**Rule 11. Tests** :—Every person appointed by direct recruitment for the post in category (5) shall pass during the period of probation the Accounts Test for Executive Officers and such other Tests as may be prescribed by the Government.

**Rule 12. Unit of Appointment** :—For purpose of recruitment, appointment, discharge for want of vacancy, reappointment, seniority, promotion, transfer and posting and appointment as full member to the post specified in column (1) of the Table below, the Unit of appointment shall be as specified in column (2) hereunder :

TABLE

Category and Post (1)	Unit of Appointment (2)
(5) District Backward Classes Welfare Officers including Assistant Director	Multi Zone-I Multi Zone-II

Provided that the post of Assistant Director in the Directorate of Backward Classes Welfare shall be filled by a person holding the post of District Backward Classes Welfare equitably from the two multi-zones by turns on tenure basis for a period not exceeding 3 years at a time.

**Rule 13. Transfers and Postings** :—The Government shall be competent to effect transfers and postings of District Backward Classes Welfare Officers, including Assistant Director from one multi-zone to another.

## ANNEXURE

(See Rule 6)

Category of Post (1)	Method of appointment (2)	Qualifications (3)
→ District Backward Classes Welfare Officers including Asst. Director	By direct recruitment	Must possess a Bachelor's Degree of a University in India established or incorporated by or under a Central Act, a State Act or a Provincial Act, or an Institution recognised by the University Grants Commission or an equivalent qualification.
	By appointment (i) by transfer and by promotion	Must possess a Bachelor's Degree from a University in India established or incorporated by or under a Central Act,

(1)	(2)	(3)
from the cadre of Asst. Backward Classes Welfare Officer.	(ii)	State Act or a Provincial Act or an Institution recognised by the University Grants Commission or an equivalent qualification. Must have passed Accounts Test for Executive Officers.

**N.B. :—**Those who have passed Accounts Test for Subordinate Officers, Part I and Part II need not pass Accounts Test for Executive Officers.