

Item No. 27**Revision in Sanctioned Strength**

The Authority, in its 97th Board meeting held on 31st May, 2017 approved the sanctioned strength as given below:

Grade	Sanctioned Strength
Executive Director	2
Chief General Manager	7
General Manager	16
Deputy General Manager	31
Assistant General Manager	56
Manager	34
Assistant Manager	78
Senior Assistant	21
Assistant	
Record Clerk	1
Total	246

2. HR Department has assessed the manpower requirement in the Authority once again. The manpower requirements received from departments were assessed vis-à-vis the workload and needs of the departments.

3. Taking into account the immediate needs of Departments in different grades, the sanctioned strength proposed for revision is as under:

Grade	Sanctioned Strength				Additional Staff Strength Proposed			Proposed Sanctioned Strength			
	Promotion	Direct Rectt	Deputation + Leave reserve (18%+2%)	Total	Promotion	Direct Rectt.	Total	Promotion	Direct Rectt.	Deputation reserve (20%)	Total
ED	2	-		2	-	-	-	2	-		2
CGM	7	-		7	1	-	1	8	-		8
GM	13	3		16	5	2	7	18	5		23
DGM	13	18		31	-	2	2	13	20		33
AGM	46	10		56	4	-	4	50	10		60
Manager	15	19		34	-	-	-	15	19		34
AM	26	52		78	-	20	20	26	72		98
Sr. Asst.	1	-		21	-	-	-	1	-		1
Asst.	-	20			-	-	-	-	20		20
RC	-	1		1	-	-	-	-	1		1
Total	123	123	49	295	10	24	34	133	147	56	336

(a) One DR vacancy needs to be created in DGM grade, under Legal Skill stream as per Interim Order dated 14.07.2014 in WP No. 19520 of 2014 and one promotion vacancy in GM grade needs to be kept vacant as per Order dated 22.12.2014 in WA No. 1681 of 2015 in WP No. 4151 of 2014, both in the High Court of Judicature at Hyderabad.

(b) Sanctioned strength of AM has been proposed for increase from 78 to 98 for immediate needs as requested by departments.

(c) Additional 2 DR vacancies in DGM grade are proposed as there are some departments such as Non-Life, F&A, etc. which require more than 1 DGM as they have different verticals.

(d) Promotion vacancies are proposed keeping in view the eligibility and current requirement of officers in CGM, GM, DGM and AGM Grades.

(e) Schedule IX – A (3) of Staff Regulations, 2016 provides for a deputation reserve of 18% and leave reserve of 2% together not exceeding 20% of sanctioned strength. We have been utilising both the reserves towards taking officers on deputation (except in AM grade) as per needs in different grades with the approval of the Chairman. We propose to keep a reserve of 20% of proposed revised strength for deputation within the total sanctioned staff strength. The allocation of vacancies for deputation will be with the approval of Chairman, as hitherto.

(f) The proposed revision in staff strength still has a bulge in AGM grade as the sanctioned strength in AGM grade is more than that of Manager. We plan to rationalize it gradually in the next 2-3 years.

Submitted for approval of the Authority.