

GOVERNMENT OF ANDHRA PRADESH
ABSTRACT

TR&B Department – PTD - RPWD Act 2016 - Proposal of the Commissioner, Public Transport Department to provide alternative employment to the medically unfit employees of AP Public Transport Department based on eligibility w.e.f 01.01.2020 i.e. after absorption of employees of APSRTC into Government Service, as per the provisions of the Rights of Persons with disabilities Act, 2016 or to pay monetary compensation to them - **Approved - Orders - Issued.**

TRANSPORT, ROADS AND BUILDINGS (PTD.I) DEPARTMENT

G.O.Ms.No.58

Dated:26.12.2025.

Read the following:

1. G.O. Ms. No.50, 51, 52, TR&B(TR.II) Dept., Dated:30.12.2019 and 31.12.2019.
2. The Andhra Pradesh State Road Transport Corporation (Absorption of employees into Government Service) Act, 2019 (Act No. 36 of 2019).
3. From the Commissioner, PTD Letter No.P1/468(02)/2023-PO-III, Date: 26.05.2025.
4. The Hon'ble High Court orders dated 31.07.2025 in W.P.No.1584 of 2024.
5. From the Assistant Registrar, Hon'ble High court of A.P., Amaravati, orders in W.P.No. 1584 of 2024, dt.31.07.2025.
6. Interim ORDER of Hon'ble High Court in WP No.25756 of 2025, 28776 OF 2025, 2937 of 2023 & 26738 OF 2024 dated 13.11.2025 and 27.11.2025.
7. Govt. Memo.No.2996701/308/2022-PTD-I, Dated:18-11-2025.
8. Letter No. P1/468(02)/2023-PO-III, Date: 26.11.2025 received from the Commissioner, Public Transport Department.

ORDER:

In the G.O.s 1st read above, all the employees of Andhra Pradesh State Road Transport Corporation (APSRTC) were absorbed into Government Service in Public Transport Department w.e.f 01.01.2020 in terms of Section (3) of the Andhra Pradesh State Road Transport Corporation (Absorption of employees into Government Service) Act, 2019 (Act No. 36 of 2019).

2. Whereas, in terms of Section (4) of APSRTC (Absorption of employees into Government Service) Act, 2019 (Act No.36 of 2019), save as otherwise provided for by the Government, by notification specifically applicable to the

absorbed employees of APSRTC, all the rules made by or under any law for the time being in force applicable to the State Government employees shall be applicable to the employees of the APSRTC absorbed into Government service by virtue of this Act w.e.f 01.01.2020.

3. Whereas, **Section 20 of the Rights of Persons with Disabilities Act, 2016 (RPwD Act, 2016)** states as follows:

Section 20. Non-discrimination in employment

Sub Section(1): No Government establishment shall discriminate against any person with disability in any matter relating to employment

Provided that the appropriate Government may, having regard to the type of work carried on in any establishment, by notification and subject to such conditions, if any, exempt any establishment from the provisions of this section.

Sub Section (4): No Government establishment shall dispense with or reduce in rank, an employee who acquires a disability during his or her service:

Provided that, if an employee after acquiring disability is not suitable for the post he was holding, he shall be shifted to some other post with the same pay scale and service benefits:

Provided further that if it is not possible to adjust the employee against any post, he may be kept on a supernumerary post until a suitable post is available or he attains the age of superannuation, whichever is earlier.

Section 2(zc) refers to “**specified disability**”, which is elaborated in the Schedule given in the said Act containing the **list of 21 disabilities**.

4. In this context, the following procedure was followed in the Andhra Pradesh State Road Transport Corporation (APSRTC) i.e. prior to 01.01.2020 w.r.t the Medical Invalidation of employees:

- i. During periodical medical examinations, if any drivers are found medically unfit as per APSRTC medical standards, they are provided **alternative posts** such as **Shramik, Conductor, or Record Tracer (RT)**, duly protecting their pay, subject to fulfilling the eligibility criteria and physical fitness prescribed for such alternative posts.

- ii. In case such medically unfit **drivers** are found unfit for the alternative posts also or if they are not willing to take up alternative employment offered as mentioned in the above para, they shall be retired on medical grounds as per Regulation 6(A) (4) of APSRTC Employees' (Service) Regulations, duly extending the **Additional Monetary Benefit (AMB)** in lieu of alternative employment.
- iii. There was no provision for alternative employment for the employees in other categories who were found medically unfit during their careers. For such other categories of employees who were rendered medically unfit, the only option available was to retire them on medical grounds duly paying them an **Additional Monetary Benefit** as per the APSRTC Regulations.

5. In AP Public Transport Department (APPTD) i.e after 01.01.2020, though the APSRTC employees were absorbed into Government Service in Public Transport Department w.e.f. 01.01.2020, the nature of the job and the working conditions did not undergo any change after such absorption. Therefore, APPTD continued to examine drivers under Periodical Medical Examinations and to conduct medical check-ups for other categories of employees as per APSRTC Medical Standards, and employees found medically unfit were retired on medical grounds. There is no provision in Government system either for provision of **alternative employment** or payment of **Additional Monetary Benefit (AMB)**, due to which APPTD could not provide any of these benefits to the employees found medically unfit. This has resulted in accumulation of applications for **alternative employment** or payment of **Additional Monetary Benefit (AMB)**.

6. Meanwhile, WP No.25756 of 2025 was filed by Sri KV Rathnaiah, E 515535, APSRTC Mechanic, Nellore with a prayer to issue an order or direction more particularly one in the nature of writ of mandamus declaring the action of the respondents in retiring the petitioner from service on medical grounds vide Proc. No.E1/756(16)/2025-GDR, Dt.18-07-2025., and not providing suitable alternate job to the petitioner as per the provisions of the persons with disabilities (Equal opportunities protection of rights and full participation) Act 1995, unjust and arbitrary, violative of Art 14, 16 and 21 of the constitution of India, contrary to AP CCA Rules, Violative of APSRTC Regulations, and as such direct the respondents to pay the arrears of salary from 18-07-2023 to till reinstatement as Record Tracer or Mike Announcer, with all consequential benefits by treating the period from the date of his unfit on medical grounds to the date of providing suitable alternate employment as on

duty for all purposes forthwith. Further, various other WPs were also filed in the Hon'ble High Court with similar prayers.

7. In the 6th read above, the Hon'ble High Court had directed the Government to come out with a policy for medically invalidated drivers, conductors and other staff in APPTD who were retired after 01.01.2020 i.e absorption of APSRTC employees into Government.

8. In pursuance of the above orders of the Hon'ble High Court, based on the detailed deliberations and also after careful examination of the proposal of the Commissioner, Public Transport Department in the letter 8th read above, and taking into account (i) the welfare of medically unfit employees, (ii) the organizational operational requirements, and (iii) the statutory obligations under the RPwD Act, 2016 and Public Safety, Government hereby **issue the following orders** for dealing with the cases of medically invalidated drivers, conductors and other staff in APPTD who were retired on **medical grounds after 01.01.2020** i.e absorption of APSRTC employees into Government:

A) In case of Employees found medically unfit, falling under the disabilities/diseases other than 21 specified disabilities:

i. To retire the employees who are found medically unfit as per APSRTC Medical standards, for the medical conditions other than the 21 disabilities specified in the Schedule to the Section 2(zc) of RPwD Act, 2016. Such employees shall be paid **Monetary Compensation**

a) as per Regulation 6(A) 5(b) of APSRTC Employees' (Service) Regulations **to the Drivers;**

and

b) as per Regulation 6(A) 5(a) of APSRTC Employees' (Service) Regulations **to other categories of employees.**

B) In case of Employees found medically unfit, falling under the 21 disabilities specified in the RPWD Act 2016:

- i) To **provide alternative posts** in the cadres of **(i) Conductor (ii) Record Tracer (iii) Asst. Mechanic/Shramik in AP Public Transport Department (APPTD)**, subject to fulfilling the eligibility criteria, physical and medical standards prescribed for such alternative posts and availability of vacancies.
- ii) If they are **found unfit** for the alternative posts offered in **APPTD**, they may be provided alternative posts **in other Government Departments by the Districts Collectors.**

- iii) If they are found unfit for the alternative posts offered by the District Collectors in other Government Departments or express unwillingness to take up any of the alternative posts either in APPTD or in other Government departments, they shall be retired from service with **payment of the prescribed monetary compensation**
- a) as per Regulation 6(A) 5(b) of APSRTC Employees' (Service) Regulations **to the Drivers**; and
 - b) as per Regulation 6(A) 5(a) of APSRTC Employees' (Service) Regulations **to other categories of employees**.

C) To continue the existing system of Periodical Medical Examinations (PME) to assess the suitability of employees for their respective posts as per APSRTC Medical Standards and to authorize APSRTC(APPTD) Medical Officers/Medical Board to certify their medical fitness or unfitness based on the PME result.

D) To implement the above procedure for all the AP Public Transport Department employees, including those who were already declared medically unfit and retired from service w.e.f., 01.01.2020.

9. The Commissioner, Public Transport Department & E.O. Managing Director, APSRTC, A.P., Vijayawada and all the Collectors & District Magistrates in the State shall take further necessary action in the matter, accordingly.

10. This order is issued with the concurrence of the Finance (HR.I-Plg & Policy) Department vide their U.O.No.FIN01-HR0PDPP/235/2025-HR-I (3060259), dated 10.12.2025.

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

**MOVVA TIRUMALA KRISHNA BABU
SPECIAL CHIEF SECRETARY TO GOVERNMENT**

To

The Commissioner, Public Transport Department & E.O. Managing Director,
APSRTC, A.P., Vijayawada

All the Collectors & District Magistrates in the State

Copy to:

The Finance (HR.I-Plg.Policy) Department

The GA(Ser.E) Department

The HM&FW Department

The WCD&SC Department

The Principal Accountant General, A.P., Vijayawada

The Pay and Accounts Officer, A.P., Mangalagiri

The Director of Treasuries and Accounts, AP, Mangalagiri

The PS to Secretary to CM(PPS), CMO, A.P. Secretariat
The OSD to Hon'ble Minister for Transport, A.P. Secretariat
The PS to Chief Secretary to Govt., A.P. Secretariat
The P.S to Spl. Chief Secretary to Govt., TR&B Department, A.P. Secretariat
The PS to Spl. Chief Secretary to Government, GA(Services) Department
SF/SC(2996701)

// FORWARDED :: BY ORDER//

P. Durgal
SECTION OFFICER
[Signature]