

**RECORD NOTE OF DISCUSSIONS ON THE AGENDA MEETING
HELD ON 09.12.2014 AT 3.00 P.M. BY THE DEPUTY COMPTROLLER AND AUDITOR
GENERAL WITH THE OFFICE BEARERS OF THE ALL INDIA AUDIT AND ACCOUNTS
OFFICERS ASSOCIATION**

1. 1. An agenda meeting with the office bearers of the All India Audit and Accounts Officers Association was held on 09.12.2014 at 3.00 P.M. in Room No. 510 of the office of the C&AG of India, 9, DDU Marg, New Delhi. Meeting was chaired by the Deputy Comptroller and Auditor General. List of the participants is at Annexure A.
2. At the outset, the Deputy Comptroller and Auditor General welcomed the representatives of the All India Audit and Accounts Officers Association and hoped that the ensuing deliberations would be fruitful and constructive.
3. Discussions commenced thereafter on the agenda items.

ANNEXURE A

**LIST OF PARTICIPANTS WHO ATTENDED THE AGENDA MEETING HELD BY THE DEPUTY
COMPTROLLER AND AUDITOR GENERAL WITH THE OFFICE BEARERS OF THE ALL INDIA AUDIT
AND ACCOUNTS OFFICERS ASSOCIATION ON 09.12.2014 AT 3.00 P.M.**

Ms. Ajanta Dayalan	Deputy Comptroller and Auditor General
Ms. Meera Swarup	Director General (Personnel)
Shri Ranjit Singh	Asstt. Comptroller & Auditor General (N)
Shri M. L. Tamrakar	Sr. Administrative Officer (JCM)
Shri P. Prabhakar	President (of the association)
Shri S. Mohan	Secretary General (of the association)
Shri R. K. Gautam	Addl. Secretary General (of the association)
Shri T. C. Gambhir	Asstt. Secretary General (of the association)

Association's Demand No. 1.: Up-gradation of Pay Scales of Audit/Accounts and Senior Audit/Accounts Officers.

The Sr. Divisional Accounts Officers have always been kept at least one level below the Audit/Accounts Officers. Functionally this vertical relativity exists and this has not been disrupted until the recommendations of the VI pay commission. In the notification dated 29th August 2008 the cadre of Sr. Divisional Accounts Officer of the Indian Audit & Accounts Department has been granted the scale of ₹8000 -13500 and has been placed in PB3 with a grade pay of ₹5400 treating them on par with the Sr. Audit/Accounts Officers of the Indian Audit & Accounts Department while placing the Audit/Accounts Officers in PB2 with the same Grade Pay. Thus the Audit and Accounts Officers have been placed below the Sr. Divisional Accounts Officers. This has disturbed the vertical relativity established by the recruitment rules leading to an anomalous situation defeating the very recruitment rules which place the Sr. Divisional Accounts Officers in the scales applicable to the Assistant Audit/Accounts officers of the Department and hence necessarily require placing the Sr. Divisional Accounts Officers below the Audit/Accounts Officers.

The Audit/Accounts officers are better qualified (SOG Examination) and are eligible for consideration for promotion to the cadre of IA&AS after promotion to the cadre of Sr. Audit/Accounts Officers. They also supervise the Sr. Divisional Accounts officers. This being the actual relative status in the Department, it is illogical and anomalous to retain the Audit/Accounts Officers in PB-2. They should, in fact, be placed at a higher status by granting them the Grade Pay of ₹6600 in PB-3. The Sr. Audit/Accounts Officers being a higher cadre to the Audit/Accounts Officers and constituting the promotional channel to the cadre of IA &AS, should, in all fairness and equity, be granted the Grade Pay of ₹7600 in PB-3.

Official response to the demand:

The Association was informed that their demand has been included in the Department's memorandum which had been sent to the 7th CPC. The DAI advised the Association to present their views and proposals before the 7th CPC. This demand may thus be treated as closed.

Association's Demand No. 2.: Increasing Promotion Quota to IA&AS to 50% from the existing 33 1/3%.

There are nearly 5000 AOs/ SAOs working in the IA&AD. The number of IA&AS Officers working in the Department is nearly 900. Out of this, only 33 1/3% i.e. 300 posts are available for promotion to nearly 5000 officers. This is totally inadequate and not commensurate with the number of AOs/ SAOs working in the Department. Hence promotion quota needs to be increased to 50% of the total strength of IA&AS cadre. In the Income Tax, Central Excise, Customs and other Central Government Departments, the promotion quota to Group 'A' posts has already been increased to 50%.

Official response to the demand:

The DAI informed that the Department's proposal for amendment in Recruitment Rules of IA&AS for increasing the percentage of promotion quota to 50 per cent for induction is at present under examination and the matter is being taken up with UPSC.

Association's Demand No. 3.: Removal of age limit for promotion to IA&AS.

This is a great injustice done to the Sr. AOs of the Department who stagnate for more than 15 years in the same cadre, but have been debarred for promotion in IA&AS cadre as they have completed 53 years of age. In no other Department of the Central Government this kind of discrimination is shown to Group B Gazetted officers. For example, in the Income Tax Department, the income Tax Officers are promoted as Assistant Commissioners (IRS-Group 'A') even at the fag end of their service without any difficulty. In the Central Secretariat also, the Section Officers are promoted as Under Secretary (Group 'A' Cadre) without any age restriction. There is little justification for the age limit of 53 years in our Department. Even though the C&AG has accepted and understood this injustice in the informal meetings with the representatives of the Association, nothing has been done in practice to remove this grave injustice. It should be removed immediately.

Official response to the demand:

The Association was informed that the Department's proposal for amendment in Recruitment Rules of IA&AS for increasing the age limit for induction into IA&AS cadre from 53 to 55 years is at present being examined in UPSC. As regards the demand of removing age bar completely, the DAI stated that this demand has already been considered and cannot be acceded as the removal of age bar would not be in the overall interest of the Department.

Association's Demand No. 4.: Removal of Negative Marks from RA/Incentive Examination.

The Revenue Audit Examination in the Audit Wing and Incentive Examination in the Accounts Wing is not a competitive examination where there is a need to shortlist the candidates. It is only a qualifying examination so that the officers are encouraged to continuously develop the knowledge in a particular segment. It is obvious that the negative marks is counterproductive and defeats the objective of the examination. Therefore, this association urges to dispense with the imposition of negative marks from the Revenue Audit and Incentive Examinations.

Official response to the demand:

It was explained that the negative marking in CBT has been introduced taking into account all relevant factors. As regards the demand raised by the Association during discussion for reduction in pass percentage in RA/ Incentive examinations, the DAI assured that the same would be examined by the concerned wing of Headquarters.

Association's Demand No. 5.: Reduction time lag between CPD-I and CPD-II tests.

As per the Headquarters circular number 32/Staff (App I)/ 2012 dated 06.09.2012, the second CPD test can be taken by the SAO/AO/AAO only after four years from qualifying in their first CPD test. Such a long wait of four years between the two stages of CPD examination only makes the aspirants stale. The CPD - I test is allowed to be attempted by all AOs and Sr.AOs. It is our submission that likewise all AOs and Sr.AOs who have cleared the CPD - I test may also be allowed to take CPD - II and CPD - III tests without any waiting period. It is therefore requested that the CPD - II test may be held in respect of all those cleared CPD - I test in the following year itself.

Official response to the demand:

The DAI explained that the CPD examination was introduced for continuous professional development of officers of the Department. Reducing the time gap between different stages of CPD would dilute the very purpose of the examination. Hence, this demand cannot be acceded to.

Association's Demand No. 6.: Grant of Special Casual Leave.

It is a matter of regret that the right conferred by the Ministry of Personnel in orders MHA OM No.8/6/70-JCA, dated 30.10.70 on the office bearers of recognized Associations to facilitate the discharge of their duties in such capacity is being denied on the ground that it is not contemplated in the orders as a precondition for grant of the leave. Denial of special Casual Leave to the office bearers by the certain field offices and thereby, regrettably, contradicting the spirit of the orders governing the grant of special casual leave to the office bearers of recognized Associations. The Association is therefore requested to instruct the leave sanctioning authorities not to deny the special casual leave to the office bearers of recognized Associations on grounds not contemplated in the rules there for and also to rectify cases of past where such denial had occurred.

Official response to the demand:

The DAI stated that GOI's instructions on special casual leave to office bearers of recognized associations/ federations have already been communicated to the field offices. The Association was advised to raise individual issues with the concerned field level authority.

Association's Demand No. 7.: Cadre Review.

The cadre of SAOs has no promotional prospects in the department except for induction to IA&AS cadre. The induction is also very small percentage and with conditionality of age restriction etc. this has resulted in persons stagnating in the same cadre for more that 10 to 12 years adding frustration coupled with de-motivation. To remove this acute stagnation and also

to meet the functional needs of the department there is an urgent need to have fresh review of the cadre providing more promotional opportunities to the SAOs in the department.

Official response to the demand:

The Association was advised to submit a comprehensive paper on review of the cadre of Sr.AOs which could then be examined in this office.

Meeting ended with vote of thanks on fruitful discussion.
