

**Record Note of Discussions on the Agenda Meeting
held on 19.11.2014 at 03.00 PM by the Deputy Comptroller and Auditor General with
the office bearers of the All India Audit and Accounts Association**

1. An agenda meeting with the office bearers of the All India Audit and Accounts Association was held on 19.11.2014 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 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 Association and hoped that the ensuing deliberations would be fruitful and constructive.
3. Discussions commenced thereafter on the agenda items.

ANNEXURE-A

LIST OF THE PARTICIPANTS WHO ATTENDED THE MEETING HELD BY THE DEPUTY COMPTROLLER AND AUDITOR GENERAL WITH THE OFFICE BEARERS OF THE ALL INDIA AUDIT AND ACCOUNTS ASSOCIATION ON 19.11.2014 AT 03.00 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 M. Duraipandian	President (of the Association)
Shri M. S. Raja	Secretary General (of the Association)
Shri V. Nageshwara Rao	Additional Secretary General (of the Association)
Shri K. L. Gautam	Additional Secretary General (of the Association)
Shri Anil Kumar	Additional Secretary General (of the Association)

Association's Demand No. 1: Restructuring of IA&AD and audit/ accounts cadres.

30 years have gone since the restructuring of cadres – upto Gr. B – was done in IA&AD. The cadre structure as well as the pay structure that was implemented with effect from 1.3.1984 in Audit and 1.4.1987 in A&E wings is still continuing.

The main thrust of the restructuring of cadres of 1984 was that it gave a much sought after up-gradation of pay scale as well as a movement to the cadres which otherwise were stagnating at the entry stage itself.

Even today, the same pattern is continued in IA&AD. Though the pay scale of Assistants is continuously being raised each time after the audit and accounts staff attains parity is a pernicious act that demoralizes the entirety of IA&AD personnel. The auditor/accountant onwards expect that the cadre restructuring would address one of basic issues *i.e.* parity with Assistants in CSS (maintaining vertical relativity) along with opening up chances for further career advancements.

Proposals of Association:

- I. The field formations of IA&AD should also have the same structure as available at HQr office – with senior most PAG/DGA being in charge of administration – other PAG/DGA/AG/PDA being heads of functional wings. Also, future recruitments and promotions to AAO and AO will have to be in a single/common cadre. This will allow man power flexibility and equal promotional avenues to personnel of all cadres. This will also take care of the sense of being deprived of any promotional avenues that are prevailing in wings like A&E etc. and ensure that there will be no wastage of man power in one wing while there is acute shortage in other wing(s)
- II. The VI Central Pay Commission has conceded parity in Pay Scales between Secretariat & Other Offices only upto the level of Assistants. The reasons for not conceding parity at higher level are quite arbitrary & untested. The time has come when there should be parity in Pay Scales in all Government administrative offices whether Secretariat proper or otherwise called offices outside Secretariat.
- III. Those recruited as Auditor/Accountant are bereft of promotional avenues, unless they qualify in the SAS examinations. The personnel in A&E offices are having no avenues for upward movement except that of Sr Accountant as SAS examination is stopped in almost all offices except for SC/ST personnel. It is therefore necessary that the cadre of Auditor/Accountant is restructured further so as to give promotional avenues to them.

The following cadre/pay structure for personnel of IA&AD is proposed:

1. MTS - PB1, GP 1800 – (100% promotional avenue as DEO *i.e.* Audit Assistant)
2. DEO (Audit Asstt) - PB1, GP2400 – (Promotion as Auditor/Accountant *i.e.* Auditor)
3. Auditor/Accountant - PB2, GP 4200 (75 % Direct Recruitment *i.e.* Auditor)

- (20%) rest on promotion from Audit Assistant)
4. SA (i.e. Sr. Ar/Acctt) - PB2, GP 4600-100% promotion from Auditor (i.e. (80%) Auditor/Accountant)
 5. SA, Grade II - PB2, GP 4800 on completion of 4 years in SA Grade I
 6. AAO, Grade I - PB2 GP 5400 (DR-20%, SAS-60%, Promotion-20%)
 7. AAO, Grade II - PB3, GP 5400 on completion of 4 years in AAO Gr. I
 8. AO - PB3, GP 6600
 9. SAO (80%) - PB3, GP 7600

IV. This Association vide its letter AIA/B1/50/2012 date 8th August 2012 had conveyed the following:

- i) There should not be any direct recruitment at SA level.

As of now IA&AD is having direct recruitment of graduates to the level of 75% in Audit and graduate intake to the tune of 67% in A&E wings. What is required is streamlining it in the restructured, composite office with 75% in the cadre of Auditor (/Accountant) being Direct Recruit Graduates.

- ii). There should be no formation of separate non IA&AS cadre in Gr A and the directly recruited SAS hands may not be treated as separate all India cadre. Instead, the percentage of induction into IA&AS (from SAO) should be increased to 50%. We should not introduce a system where there will be more divisions and more frustrations amongst the personnel in IA&AD.

In the agenda meeting with DAI held on 02.04.2013, it was assured that no final view had been taken over these proposals and it would be further discussed with the recognized Federations. No such discussion was held and every time we were assured that without consultation with Staff Side no forward movement of these proposals is planned.

The proposals to have direct recruitment in SA cadre would lead to undoing of the restructuring of cadres in IA&AD in 1984 while nothing is offered in turn.

The administration has, still, gone ahead with the proposals, ignoring the views of the stake holders, which are detrimental to interests of the Audit & Accounts cadres.

The CAG of India is requested that these cadre restructuring proposals may kindly be positively implemented so that the personnel of IA&AD get befitting pay scales from the 7 CPC.

The official response to the demand:

Various issues raised in this demand were discussed in detail. In order to ensure adherence to international best practice and independence of audit, functions of accounts and audit have to be done by two separate offices.

The Federation's proposal of unified offices or unified cadre to sort out stagnation problem is not workable. This would create other administrative problems including that of movement of staff. As regards the stagnation in A&E offices, Association was advised to submit a concrete and comprehensive proposal which would be examined.

As regards proposed Recruitment Rules providing direct recruitment in Sr. Auditor/ Sr. Accountant cadre, the DAI explained that this would benefit the Department as well as the staff. The beneficiaries will be both promotees and direct recruits. Promotional prospects of feeder cadre would not be adversely affected after notification/ implementation of the proposed RRs.

When the Association raised the demand for region-wise allocation of direct recruits on the basis of knowledge of regional language, it was informed that as per the current instructions of the Government of India, the SSC conducts all India level competitive examination to select people for various group 'C' posts in GOI. From the year 2014 onwards the allocation of direct recruits to field offices would be made by the Department after taking into consideration both the merit and choice of the candidates. They will be provided training of regional language, if required, in allocated field offices.

Association's Demand No. 2: 7th CPC – approach and demands.

The attainment of total parity for SA and upwards with Assistants of CSS and upward upto Under Secretary should be the approach.

i). Para 7.56.10 read with para 3.1.14 (and 3.8.2) recommends the merger of the scales of pay from 4500-7000 to 6500-10500 placing them at PB2, Grade Pay 4200. This has been denied to the Audit & Accounts cadres. Moreover, the Audit & Accounts cadres have 67% and more direct Recruitment of Graduates.

ii). The Auditor/Accountant – more than 67% Graduates - have to pass a departmental confirmatory examination on completion of 1 year failing which he/she is liable to be demoted and appointed as fresh LDC. They are promoted as SA on completion of 3 years as Auditor/Accountant and passing of the confirmatory examination. This definitely put the SA above the Assistant in CSS. Hence the proposals for same pay for SA Gr I and Assistants of CSS and higher pay for SA Gr II. The job evaluation done by Administrative Staff College, Hyderabad at the instance of III CPC places Auditor on a higher pedestal than the Assistants of Central Secretariat.

The AAO in IA&AD has an element of direct recruitment where as the Section Officer of CSS is a promotee from Assistant – 50% through seniority and 50% through LDCE. The Auditor/Accountant or SA has to negotiate one of the toughest departmental examinations to become AAO. The AAO in IA &AD is thus above the SO of the CSS while it is treated as inferior. Minimum what is expected is grant of same pay with SO of CCS at maximum while a higher pay at entry level.

It is requested that the Department may strongly take up the above proposals with 7 CPC and ensure that justice is done to personnel of IA&AD.

The official response to the demand:

As the Department's Memorandum was sent to 7th CPC, this demand was not discussed by the Association.

Association's Demand No. 3: Implementation of Court Directives in various cases.

Various courts – CAT, High Court & Supreme Court – are giving verdicts in favour of the employees – whether it is on issues related to punitive measures under CCS (CCA) Rules or matters related to grant of pay scale, fixation benefit, MACPS etc.

In all the cases the Department is going on appeal (without success, so far) at the cost of public exchequer. Even then the judgments given by the lower courts, upheld by SC even, are not implemented in a time bound manner.

In cases such as fixation benefit, grant of higher pay scale etc, the same is not extended to all the similarly placed personnel. The Department is not even moving the Govt. for its universal implementation as is done by Controller General of Defence Accounts etc.

It is requested that the Department should refrain from going on appeal when the lower courts have given verdicts in favour of the employees and implement the lower court judgments. Also, on matters related to pay scale, fixation benefit, MACPS etc the Department should implement the judgments that have been implemented for a section of CG employees or IA&AD personnel themselves.

The official response to the demand:

It was explained that the appeal in a court of law is preferred on case to case basis with due regard to facts of case, wider implication of order of the lower court and rule position. It is difficult to define 'similarly placed' situation for implementation of a judgment in an individual case to all employees. As regards application of Hon'ble Madras High Court's order to all employees, it was stated that the nodal authority in this case is Ministry of Finance/ DoPT.

Meeting ended with vote of thanks on fruitful discussion.
