

**RECORD NOTE OF DISCUSSIONS IN  
THE MEETING HELD ON 21.12.2017 AT 12.00 NOON BY DY. C&AG WITH THE OFFICE  
BEARERS OF THE ALL INDIA AUDIT & ACCOUNTS ASSOCIATION**

1. A meeting with the office bearers of the All India Audit & Accounts Association was held on 21.12.2017 at 12.00 Noon in Room No. 510 with 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 Association and hoped that the ensuing deliberations would be fruitful and constructive.
3. Discussions commenced thereafter on the 10 agenda items.

**ANNEXURE- A**

**LIST OF PARTICIPANTS WHO ATTENDED THE MEETING HELD BY DEPUTY  
COMPTROLLER AND AUDITOR GENERAL WITH THE OFFICE BEARERS OF THE ALL  
INDIA AUDIT & ACCOUNTS ASSOCIATION ON 21.12.2017 AT 12.00 Noon.**

**S/Shri/Ms**

Rita Mitra	Deputy Comptroller and Auditor General
Khalid Bin Jamal	Principal Director (Staff)
V. S. Venkatanathan	Asstt. Comptroller and Auditor General (N)
Raj Kumar Chaudhary	Administrative Officer/JCM
K.C. Mathai	Vice President of the Association
M.S. Raja	Secretary General of the Association
Anil Kumar	Additional Secretary General of the Association
G. Rajgopal	Assistant Secretary General of the Association

**Association's Demand No. 1.: (i) Revisit the Audit restructuring of 2012 and rationalization of Staff Strength in Audit offices**

**(ii) Instructions to post audit parties from Kerala to Chennai in CERA are withdrawn.**

(i) The rationalization of Staff Strength preceded by restructuring of audit offices effected since April 2012 runs against the concept of transparency and accountability.

Further, the recent instructions issued by the CAG of India with regard to rationalization of Staff Strength is negating the very concept of strengthening of audit.

The action of excluding the cadre of Auditor/Accountant and SA from the list of technical cadres is a deliberate move to degrade the cadre that may cause grave consequences in future, this may be rectified.

It is therefore requested that a total review on the above decisions may be taken.

(ii) Vide an Order dated 01.03.2017, DGA Central, Chennai posted 3 audit parties to Chennai. The Associations in Kerala has been told by the AG Audit, Kerala that it has been done at the Hqr level. This action of posting of audit parties from Kerala to Chennai means dislocation of personnel, which is totally against the assurances made by the DAI to the recognized federation on 25.01.2012 that there will be no dislocation on account of proposed restructuring.

The decision to post audit parties outside their station of posting (i.e. the State) may please be withdrawn.

**The Official response to the demand:-**

- (i) Rationalization of staff strength in Audit offices has been done in consultation with the functional wings and field offices. The 1<sup>st</sup> phase of short term plan is under implementation and is likely to be completed by 2018. Rationalization exercise would be reviewed after implementation of short term plan. Thereafter, long term plan would be initiated for its implementation. Auditor/Accountant are not being excluded from Technical cadre and will continue to be involved in the conduct of audit.
- (ii) Audit parties had not been posted to Chennai but only sent on tour basis. The organization of PD/DG of Central Offices are such that they have jurisdiction across State boundaries.

The item may be closed.

**Association's Demand No. 2.: Time bound 5 promotions to all personnel.**

The personnel in IA& AD are the worst affected with regard to career advancement, causing frustration and despondency amongst the personnel down below. All the cadres in IA&AD (excluding IA&AS) are victims. The only solution would be by ensuring time bound five promotions to all from the entry level.

**The Official response to the demand:-**

It is proposed to conduct a comprehensive cadre restructuring in the Audit & Account cadres in IA&AD. Views of Association on the cadre review has already been called for and the Associations will be involved in the process.

**Association's Demand No. 3.: Ensure promotional avenues for MTS, LDC, DEO, Auditor/Accountant and SAO on 'Seniority Cum fitness basis, Without educational qualifications.**

It is seen that MTS is denied promotion to LDC on the ground that (s)he is not 10+2, the same is seen in the case of promotion of LDC to Auditor/Accountant, ground being non graduate.

This is the first time that educational qualifications are insisted upon for Departmental (lateral) promotions - in some cases even RR has not been amended; even on proposal to amend the RR promotions are denied.

Refusal to honour the accepted principles of not applying the educational qualifications specified for direct recruitment in respect of departmental candidates indicates the negative approach towards providing promotional avenues to those in the lower cadres; we demand promotional avenues for all departmental candidates on seniority cum fitness basis, without riders.

**The Official response to the demand:-**

There is no educational qualification requirement in promotions on seniority basis in any cadre except from MTS to Clerk.

MTS on promotion to Clerk has to maintain registers, perform file work and work on computer, which require some knowledge of reading and writing. Therefore, MTS who has not passed 10+2 examination can obtain qualification of 10+2 during their service period and enhance their knowledge.

The item may be closed.

**Association's Demand No. 4.: Grant GP 5400 to AAOs on completion of 4 years service as recommended by 6th and 7<sup>th</sup> CPCs.**

The non implementation of recommendation of the 7 CPC has cast a gloom and demoralized the whole cadre of AAOS, early action to grant GP of 5400 (i.e. placing of AAO at level 9 in the pay matrix) is demanded. -

It is requested that the implementation of the above recommendation may please be got approved from the government.

**The Official response to the demand:-**

It was appraised that Headquarters has recommended for grant of non-functional upgradation in GP 4800/- to 5400/- to Ministry of Finance. Headquarters is pursuing the case vigorously.

**Association's Demand No. 5.: Grant unlimited number of chances for SAS to candidates who have passed in four papers.**

In the earlier system of SAS Examination where Part I and Part II were water-tight compartments (only the one who was declared passed in Part I was permitted to appear for Part II of SAS Exam), there was no limitation on number of chances that one could avail for Part II of the examination.

In the new system of SAS examination, introduced in 2010, this separation between Part I and Part II is done away with and the candidate is free to negotiate both the Parts simultaneously. This has led to a situation where the unlimited number of chances that a candidate was entitled to appear for Part II of the Examination is withdrawn.

It is requested that the earlier system of unlimited number of chances for Part II of the SAS examination may kindly be reintroduced and candidates who are declared passed in four papers may kindly be given the benefit of unlimited number of chances in the SAS examination.

**The Official response to the demand:-**

In the year 2010, based on the recommendations of the Expert Committee, SAS Examination was revamped and made into Computer Based Test (CBT) of Multi Choice Questions (MCQs). There are 9 papers in both Groups of SAS Examination and candidates are allowed to appear in both the groups simultaneously. Initially to pass 9 papers of Examination, 6 chances were allowed. However, on the basis of representations received from Staff Associations, the Competent Authority has already decided to allow additional 04 consecutive chances to such candidates who have passed atleast 5 out of 9 papers of SAS Examination in 06 chances. Association was appraised that 10 chances (6 regular plus 4 additional) are sufficient for serious candidates to qualify 9 papers of SAS examination.

The item may be closed.

**Association's Demand No. 6.: Remove ban on demonstration in the office premises**

A total ban on holding of demonstration in the office premises has been imposed in 2012.

This runs against the extant provisions in the CCS (Conduct) Rules, 1964 which allows demonstrations subject to conditions – Rule.

Right of the employees to register their protest through peaceful means such as demonstration etc has been denied, it may kindly be restored.

**The Official response to the demand:-**

Lunch hour meeting is generally allowed in the field offices with the prior permission from the Competent Authority. Permission is given with certain conditions such as, no loud speaker shall be used during the meeting and the meeting should be finished within lunch break. This is done to ensure that there is no disruption to the functioning of the office. In Odisha office, lunch hour meetings are not allowed because the conditions for holding lunch hour meeting were not followed by the Associations. They are, however, allowed to hold meetings after office hours.

The item may be closed.



**Association's Demand No. 7.: Ensure proper functioning of Departmental Canteens by recruiting sufficient staff**

Departmental Canteens' functions are paralysed due to acute shortage of man power. This may be addressed by recruiting enough regular hands.

**The Official response to the demand:-**

Revised Recruitment Rules for Group "C" posts have been notified and circulated. Recruitment Rules for Group 'B' posts is under process. Recruitment of staff in Departmental Canteen would be initiated in due course.

The item may be closed.

**Association's Demand No. 8: i. Field level Audit Parties should be provided with sufficient man days and reasonable transit days; -**

The composition of the field parties has been changed and only two people are available in a audit party where usually three to four people are reporting in the party, leading to lesser man days. This has created lot of pressure on the audit parties to complete the audit with the available resources.

Hence it is requested audit plans may be prepared based on scientific norms and sufficient man days may be provided for conducting efficient audit.

**ii) Remove the practice of providing transit on closed holidays**

Nowadays, the parties were not provided with the transit for travelling to farther stations, instead only closed holidays were provided as transit. It is requested that transit may be provided to the parties travelling to duty point as provided earlier.

**iii) Settle the claims on tour TA/DA in a time bound manner**

Staff posted in audit duties has to incur huge amount on their tour but they get a meager amount as advance. When the adjustment bills are presented there is delay in settlement of the claim. While penal interest is being collected from the officials for not presenting the adjustment bill within one month from drawal of tour advance, but no interest is being paid to the Staff when there is delay in settlement of their adjustment bills. As the officials are in continuous tour, sufficient tour advance may be provided and their TA/DA claims may be settled in a time bound manner.

**The Official response to the demand:-**

The Association was advised to intimate the names of the specific offices for further examination. The Association had earlier mentioned the names of 06 field offices i.e. (i) PAG(G&SSA), Rajasthan, (ii) PAG (G&SSA), Tamil Nadu, (iii) PAG (G&SSA), Kerala, (iv) AG (G&SSA), Gujarat, (v) DGA, Central, Kolkata and (vi) DG (P&T), Nagpur branch. Accordingly, comments from the 06 field offices were called for. All the above offices have stated that there are no pending TA/DA bills as on 31-03-2017 and for this financial year major portion of TA/DA bills have been cleared and rest will be cleared by March, 2018. No instructions have been given to officials to return to their Hqrs in holidays without TA/DA. One day transit is being provided where journey was beyond 200 km.

The item may be closed.

**Association's Demand No. 9.: Protection of Staff interests and extension of facilities to personnel in the event of bifurcation of the Office of Accountants General (Andhra Pradesh) to ASG (AP) and ASG (Telangana).**

Consequent to Andhra Pradesh Reorganization Act, 2014, bifurcation of the existing offices of Accountants General (AP) into Accountant General (AP) and Accountant General (TS) has become an unavoidable requirement.

The State of Andhra Pradesh is building up its new capital at Amaravathi where, as of now, poor infrastructure exists. It will take time to complete constructing and full blooming of it into a capital city with all modern infrastructure and facilities.

The formation of new offices would also mean posting of personnel hitherto posted at Hyderabad to a new office that will come up in Amravati. Department will have to ensure residential accommodation for all those who will be posted on own volition so as to attract volunteers. In the case of those transferred for a fixed period (i.e. on deputation) they will have to be provided rent free accommodation and HRA at Hyderabad rate as their families will remain at Hyderabad.

In the absence of CGHS at Amaravathi, all the medical facilities at par with CGHS may be ensured.

It may kindly be ensured that the Co-Ordination committee of Associations is taken into confidence at every stage on the issue of bifurcation and finally on shifting of the offices.

**The Official response to the demand:-**

The HRA/TA will be regulated as per the extant rules, notified by the Government. Power of opening of CGHS dispensary vests with the Ministry of Health & Family Welfare, Govt. of India. Hence the matter can be taken up with the Secretary, Health & Family Welfare, Govt. of India through Central Govt. Employees Welfare co-ordination Committee. However, the employees can avail medical treatment from the Authorized Medical Attendants (AMAs) nominated under CSMA Rules, 1944.

The item may be closed.

**Association's Demand No. 10.: Fixation of pay on promotion as Supervisor of those Sr. Auditor/Sr. Accountants who were granted GP 4600 under MACPS**

Sr. Auditors/Sr. Accountants (having GP 4200/-) were granted GP 4600/- after financial upgradation under MACPs. After their regular promotion as Supervisor in the GP 4800/- , the officials were allowed the difference in GP i.e. Rs. 200/-. However, after implementations of the 7<sup>th</sup> CPC, there is no financial benefits when the Sr. Auditor/Sr. Accountant, who has got the MACP, gets his regular promotion as Supervisor.

**The Official response to the demand:-**

MACP Scheme envisages that the benefit of pay fixation available at the time of regular promotion shall also be allowed at the time of financial upgradation under the scheme. Therefore, the pay shall be raised by 3% of the total pay in the pay band and the GP drawn before such upgradation. However, at the time of actual promotion if it happens to be in a post carrying higher GP then, no pay fixation would be available and only difference of GP would be made available.

With the implementation of 7<sup>th</sup> Pay Commission recommendations, the fixation of pay under promotion is as per extant provisions under Rule 13(i) of CCS (RP) Rules, 2016.

The item may be closed.