

**RECORD NOTE OF DISCUSSIONS IN  
THE MEETING HELD ON 11.12.2017 AT 3.00 P.M. BY DY. C&AG WITH THE  
OFFICE BEARERS OF THE ALL INDIA FEDERATION OF SENIOR AUDIT  
OFFICERS AND AUDIT OFFICERS**

1. A meeting with the office bearers of the All India Federation of Sr. Audit Officers and Audit Officers was held on 11.12.2017 at 3.00 P.M. 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 Federation and hoped that the ensuing deliberations would be fruitful and constructive.
3. Discussions commenced thereafter on the 6 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 FEDERATION OF SENIOR AUDIT OFFICERS AND AUDIT OFFICERS  
ON 11.12.2017 AT 3.00 P.M.**

**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)
Prem Kumar Jaruhar	Sr. Administrative Officer/JCM
Harish Khurana	President of the Federation
Baljeet Singh Multani	Vice President of the Federation
Debananda Pattnaik	Secretary General of the Federation
Himanshu Kumar	Assistant Secretary General- (Finance) of the Federation

**DEMAND RESPONSE STATEMENT OF ALL INDIA FEDERATION OF SENIOR  
AUDIT OFFICERS AND AUDIT OFFICERS**

**Demand No.1: Justified pay in pre-revised scale and consequential upgradation from 1. 1. 2006 including cadre review to the cadre of Sr. Audit Officers/Audit Officers.**

**Explanation:**

Immediate grant of Rs.10, 000 -15, 200 + 400 special pay and Rs.12, 000 – 16, 500 +500 special pay to Audit Officers and Sr. Audit Officers respectively from 01.01.1996 to 31.12.2005 in view of upgradation of subordinate officers within the department and in other departments of Government of India.

It was further mentioned that by 6<sup>th</sup> CPC, subordinate officers got benefit of two times upgradation in pre-revised scale but Sr. Audit Officer got no upgradation in pre-revised scale. The federation requested the grant of minimum two times upgradation in pre-revised scale with grade pay of Rs.7600. Similarly, it was requested that Audit Officer should be placed in PB-3 with grade pay of Rs.6600/- on the basis of job content.

As per para 11.62.20 of Seventh Pay Commission report, both SAOs and the entry level of IA&AS is at PB-3, GP Rs. 5400. There is no scope for enhancing the pay scales of SAO which is feeder cadre for IA&AS. Going through the recommendations, it appears that as per Pay Commission, the cadre of Sr. AOs is feeder cadre for IA&AS and therefore, the grade pay of the Sr. AO cadre cannot be raised. The federation submitted that although 33% intake into IA&AS is from Sr. AO cadre, the intake is as low as five percent. The main issues are the age limitation of 53 years and five years of combined service as AOs/Sr. AOs. Such restrictions are only in IA&AD wherein an officer after attaining the age of 53 is debarred from induction into IA&AS. The federation requested the Deputy C&AG to take up the matter afresh and venture into new ways for financial upgradation of this cadre. They suggested the following measures:

- Sr. AOs/AOs may be given upgradation with grade pay of Rs.6600, Rs.7600 and Rs.8700 in senior time scale depending upon length of their service in non IA&AS cadre. In case some officers get a chance for induction into IA&AS, they should seek reversion first and then join the IA&AS cadre. This happens in the case of Sr. Steno in Sr. Time Scale, who when passes SAS has to get reversion first before joining the post of AAO in Sr. Time Scale. This will help in solving the long pending issue of upgradation of this cadre.

***Official Response to the Demand:***

*While forwarding proposals to the 7<sup>th</sup> CPC, grant of higher pay scales to AOs/Sr. AOs were recommended. The same was reiterated to the Committee of Secretaries for consideration. However, the government granted only the replacement pay scales to all cadres in IA &AD. It was mentioned by the DAI that it may not be appropriate to take the up gradation of pay scales again with the Government at this stage.*

*DAI agreed to explore the possibility for creation of non-IA&AS cadre. The Federation was requested to forward a workable proposal in this regard.*

**Demand No.2: Extending all facilities of Group A Status to Sr. Audit Officers with proper notification and grant of Group A Status to Audit Officers by placing in PB-3.**

**Explanation:**

In concurrence with the C&AG, the Government of India vide Gazette notification dated 09.04.2009, classified central civil posts carrying GP `5400 in PB-3 as Group 'A'. As per para 4 of DoPT's OM No. 11012/7/2008-Estt. (A) DOPT dated 17.04.2009, the proposal along with justification for classification of the post of SAO as Group 'A' was to be sent to DoPT by the CAG within three months from the issue of that OM. The CAG has not taken steps in this regard.

The Hon'ble High Court of Delhi has pronounced its judgment on 17.09.2013 and ruled that SAO are Gr. 'A' Officers as mandated under the applicable rules. No action has so far been taken by the concerned authority.

Since a decision of Hon'ble court may take time, the federation demands to take up this issue with federation demand No. 1.

***Official Response to the Demand:***

*Since the matter is sub-judice, we may wait for the outcome of the judgment of the Hon'ble Supreme Court of India.*

*The item may be treated as closed.*

**Demand No.3: Removal of age bar for further promotion of Senior Audit Officers.**

**Explanation:**

The disqualification based on age does not carry any logic as the suitability of a person increases with increasing length of service. The pseudo eligibility criteria should be removed and the promotion to Senior Audit Officers may be granted on the basis of merit cum fitness without considering their age.

***Official Response to the Demand:***

*It was informed that there is a need to have balance in career progression and functional requirement of the department.*

*Further, the proposal to increase the age bar from 53 to 55 is at an advance stage. Any further amendment to the proposal will delay the current proposal further. Therefore, it is not feasible to consider the increase in age bar at this stage.*

*The item may be treated as closed.*

**Demand No. 4: Proposed Indian Audit and Accounts Service Rules 2016.**

**Explanation:**

Comparison of IA&AS (Recruitment) Rules 2016 with that of IA&AS (Recruitment) Amendment Rules 2002 revealed that sanction strength in JTS (PB-10 erstwhile GP-5400) and STS pay level 11 erstwhile GP-6600 which was 436 (JTS 164, STS 272) in the year 2002 has been reduced to 353 (JTS 127 STS 226) by the year 2016, which resulted in overall decrease of 83 post in JTS and STS. These posts are likely to be filled up by Sr. AOs on promotion. It was informed that the decrease of 83 posts in the level of JTS & STS was due to creation, up gradation etc. of the post at higher levels (viz. DAI, ADAI, PAG, SAG & JAG) by the competent authority. Further, the department in order to follow the vacancy based recruitment System, would increase the existing promotion quota from 33.33% to 50% to keep a balance between direct recruitment and promotion to JTS.

Switching over to vacancy based recruitment System was never consulted with the federation. This required a fresh look by Senior Management so that our cadre may not lose the opportunity for induction into IA&AS

***Official Response to the Demand:***

*The change from post based to vacancy based induction into IA & AS was made based on the DoPT O.M 19.01.2007. However, in view of the change from post based to vacancy based inductions, the Federation was requested to submit details of their apprehension regarding decrease in number of Sr. AOs getting induction into IA & AS.*

**Demand No. 5:      Removal of negative marking in Revenue Audit-Examination and removal of time gap between different stages of CPD.**

**Explanation:**

The Federation requested to reconsider the demand for removal of negative marking in Revenue Audit-Examination and removal of time gap between different stages of Continuous Professional Development (CPD) if an officer has the ability to pass more than one CPD, the benefit of his knowledge would ultimately benefit the organization.

***Official Response to the Demand:***

*The Federation was apprised that the interval between the CPD examinations has already been reduced from 5-4-3 to 4-3-2. Regarding removal of negative marking, the issue had been examined at length and it has been decided to retain the negative marking in CPD examination.*

*The item may be treated as closed.*



**Demand No. 6:      Audit restructuring uniform policy was not implemented e.g. Maharashtra State.**

**Explanation:**

As per CAG's orders Sectorial division of Civil Audit offices were carried out w.e.f. 01.04.2012 this was implemented in most of the Audit offices but in Maharashtra status quo was maintained. This has created resentment among the officers of Maharashtra state particularly of Nagpur offices. Complete Sectorial division may, therefore, be ordered to be done as early as possible. Responsibility of sectors may be assigned independently to each AG/PAG in Mumbai and Nagpur for better result and in public interest.

***Official Response to the Demand:***

*The Federation was advised to assess the current situation, in consultation with the local Associations at Mumbai and Nagpur.*