



# P&T Accounts and Finance Officers Association

National Headquarters : Sanchar Bhawan, New Delhi-110001

(Association consisting members of IP & TAFS Group 'B' & Promote Group 'A' officers viz AAO, AO, Sr. AO, JTS, STS & JAG Grades )

Website : [www.fightforright.in](http://www.fightforright.in) & [www.ptafoa.com](http://www.ptafoa.com)

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No./CHQ/2020- 21/ 65

Dated 21.03.2021

To,  
The Member Finance, DCC,  
DOT, Sanchar Bhawan, 20, Ashoka Road,  
New Delhi-110001.

Subject: -Filling up of vacant posts in different grades of IP&TAFS Group A & Group B and held in abeyance of recent SEA-I wing OM dated 21.01.2021-reg.

Respected sir,

Kind reference is invited towards Association's letter no. CHQ/2019-20/07 dated 21.10.2019 along with a copy of resolutions, including resolution for filling up of vacancies by relaxing existing residency period, passed by the General Body of the Association during last All India Conference held at Ambala. In this context we submit the following facts for sympathetic consideration please: --

Sir,

As we are aware that IP&TAFS Group cadre is facing peculiar problem of shortage of posts/officers in the middle level management specially in STS/JAG grades after first cadre review of IP&TAFS Group A and in such a situation official work of Accounts & Finance wings of DOP/DOT is suffering badly.

In this context it is also pertinent to mention here that around 35-40% duty posts at middle level management are lying vacant in various grades viz AAO/AO/Sr.AO/JTS/STS/JAG out of limited number of posts due to non-availability of officers of prescribed qualifying service and recent orders issued by SEA I wing vide OM no. no. 27-01/2019-SEA-I dated 21.01.2021 has not only resulted in increase of number of vacancies in different grades of IP&TAFS but also hindrance in career progression of the middle level officers of Accounts & Finance wings as well as accumulation of work. The shortage of middle level officers, demotivation/dissatisfaction/stagnation in career progression is also affecting the official work.

The most of the Senior Accounts officers are having more than five years regular service in IP&TAFS Group B grade & thereafter stagnated at the same grade and also at the verge of retirement within a year and now they are very much disappointed and demotivated after issue of recent OM dated 21.01.2021.

Therefore, the Association is of the view that there is a need to find out ways & means to continue the system and also minimise the vacant posts by taking all out efforts to fill up vacant posts on regular basis by(i) Drawing up of Calendar for DPC and convening of timely DPC, (ii) Downgrading of posts which are likely to become vacant for longer periods to enable promotions to eligible officers in lower grade, (iii) Streamlining the RRs and reduction of residency period for promotion at par with Organized Accounts Services and (iv) Continuing existing local officiating/Ad-hoc promotion arrangements till improvement in the occupancy rate of sanctioned posts by keeping held in abeyance the recent SEA I wing OM dated 21.01.2021.

Accordingly, the details of methodology suggested by the Association is attached here with in annexure-A for your kind consideration please.

Recognized by Ministry of Communications, Govt. of India

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Considering the above & in view of the fact that the supplementary cadre review of IP&TAFS Group A may not yield expected results unless all vacant posts are filled up, the Association requests your good self to keep in abeyance the order/OM dated 21.01.2021 and cause the review of matter in view of above, please.

Thanking you,

With warm regards,

Yours faithfully

  
(D R Yadav)  
General Secretary

Copy for information & immediate relief please: -

- (i) Secretary, Department of Telecommunications, Sanchar Bhawan, New Delhi
- (ii) CGCA, DoT, NICF Campus, Ghitorni, New Delhi
- (iii) Advisor (F) DoT HQ, Sanchar Bhawan, New Delhi
- (iv) Sr.DDG(PAF), DOP, Dak Bhawan, New Delhi

**ANNEXURE-A**

**METHODOLY FOR FILLING UP OF VACANT POSTS ON REGULAR BASIS/ADHOC/LOCAL OFFICIATING BASIS**

S.No.	Grade	Eligibility criteria		Remarks	Approximate no. of vacant posts
		Existing	proposed		
1	JAG	Five years' service in the grade of STS-level -11	Eight years' service in Group A	as per RRs of Organized Accounts Services	60 posts are lying vacant. 30-35 posts can be downgraded in STS on functional requirement basis.
2	STS	Four years' service in the grade of JTS-level -10	(i) 50% amongst JTS with 4 years' service including probation period and (ii) 50% from Sr.AO Group A with four service in AO/Sr.AO grade by implementing Group A status to Sr.AO incumbents at the earliest.	The existing 44 JTS posts against promotion quota may be upgraded in STS grade considering the functional requirement as well as the recommendation of more posts in STS grade by the supplementary Cadre review Committee of IP&TAFS Group A for betterment of services & cadre structure as well	35 posts are lying vacant.
3	JTS	(i) 50% direct recruitment through civil service examination and (ii) 50% by promotion from AO/Sr.AO having two years' service in level 9 & 10.	(i) 50% direct recruit by civil service examination as it is, (ii) existing 44 JTS posts against 50% promotion quota to Sr.AOs may be up graded in STS grade considering functional requirement and (iii) 376 posts of Sr.AO Group A may be inducted at entry level of IP&TAFS from promotion side in view of judgement dated 21.08.2018 of Hon'ble Supreme Court of India.	The matter of implementation of grant of Group A status to Sr.AOs may be expedited at priority basis.	20 posts are lying vacant and due DPC in Dec.2020 is still awaited.
4	Sr.AO	Two years' service in AO grade with level 9	No change	Implementation of grant of Group A status to Sr.AOs may be expedited.	230 posts in grade of Sr.AO are lying vacant
5	AO	Two years' service in AAO grade with level 8	No change	The matter of promotion from AAO to AO may be expedited at top priority basis.	40 posts are lying vacant. Further, vacant posts of Sr.AO as on 01.01.2021 were downgraded by Cadre Controlling Authority in AO grade but these posts are also not filled up till date.
6	AAO	Selection Departmental LDCE examination	Selection Departmental LDCE examination	Departmental LDCE examination may be conducted soon to fill up the vacant posts.	240 posts in AAO grade are lying vacant. May be filled up from waiting list of LDCE examination

