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# 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.flightforright.in](http://www.flightforright.in) & [www.ptafoa.com](http://www.ptafoa.com)

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No.CHQ/202122/

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Dated 07.01.2022.

To,  
Shri Srikanta Panda,  
DG NICF & Chairman,  
Committee for Implementation of Group A to Sr.AO of IP&TAFS Cadre,  
NICF, Ghitorni, New Delhi.

**Subject:-Association's proposal, Comments, inputs & opinions on the mandate of Committee for Implementation of Group A status to Sr.AO IP&TAFS Cadre-reg.**

Respected Sir,

Kind reference is invited towards Member Secretary & ADG SEA wing DOT headquarters letter no. Sr.AO (Gr.A)/R.R./2021-22 dated 21.12.2021 and in continuation meeting held on 29.12.2021 with your good self regarding Association's Comments, inputs, opinions & concrete proposal on the mandate of Committee for Implementation of Group A status to Sr.AOs.

As your good self is aware that as per present position AAO, AO & Sr.AOs are in IP&TAFS Group B cadre/service and after promotion from Sr.AO Group B to JTS through 50% departmental promotion quota, promote JTS/STS/JAG remain as part of IP&TAFS Group A cadre/service.

In view of the decision of the Hon'ble Supreme Court in its order dated 21-08-2018, upheld the judgment of the Hon'ble High Court of Delhi order dated 17.09.2013 in W.P. No. 2698/2013 and Department of Expenditure, Ministry of Finance, New Delhi Letter No.A-12018/1/2013-EG dated 16.05.2019 & 14.06.2019, Group A status with attendant benefits may be implemented to Sr.AO of IP&TAFS cadre w.e.f.09.04.2009.

We being stakeholder & on behalf of the Association request your good self to consider the suggestions,inputs ,opinions & a concrete proposal regarding implementation of Group A status to Sr.AOs of IP&TAFS cadre as summarized below:--

### **(1)Promotion policy for Sr. AO after getting Group-A Status:-**

(i)Appointment on 44 JTS direct recruitment quota posts may be continued as it is with their separate gradation list.

(ii)The existing 44 JTS posts against promotion quota (from Sr.AO to JTS) may be upgraded in STS grade by increasing existing STS posts from 86 to 130 (86+44) considering the functional requirement as well as the recommendation of more posts in STS grade by the first Cadre review Committee of IP&TAFS Group A for betterment of services & a balanced cadre structure.

(iii)consequent upon grant of Group A status to Sr.AO---Sr.AO should be treated at par with JTS entry level, as both the posts i.e. JTS & Sr.AO exist in same level 10 as per 7<sup>th</sup> CPC as well as in the same Pay Band III of Rs.15600-39100 with GP Rs.5400/- as per 6<sup>th</sup> CPC. Therefore, appointment of entry level of IP&TAFS Group A against promotion quota may be taken amongst Sr.AO Group A in the changed scenario with their separate gradation list.

(iv)Promotions to grade of STS may be considered as 50% from JTS (direct from ICS) and 50% from Sr.AOs Group A from promotion quota and after promotions in STS grade the gradation list should be common.

(v) The service condition for promotion from Sr. AO to STS should be 4 years regular service in Sr. AO Group A cadre.

(vi) Promotions in JAG IP&TAFS Group A & onwards- the promotions in JAG grade & onwards may be continued as per provisions of existing RRs of IP&TAFS Group A.

(vii) requisite RRs of Sr. AO Group A and amendment in RRs of IP&TAFS Group A at Group Entry/JTS Level may be got done, accordingly. A copy of draft Recruitment Rules for Sr. AO Group A and requisite draft for amendments in RRs of IP&TAFS Group A is attached here with for your kind reference. In the changed scenario some amendments are required in RRs of IP&TAFS Group A at JTS/entry level & at STS level only, thereafter no any modification is required in the present RRs of IP&TAFS Group A service.

**(2) Recruitment Rules for Sr. AO Group A level:** - In view of above, requisite Recruitment Rules for Sr. AO Group A and requisite draft for amendments in RRs of IP&TAFS Group A for appointment/promotion at Sr. AO, JTS & STS level may kindly be proposed/approved.

**Classification** - General Central Service, Group-A, Gazetted

**Probation** - 2 years

**Method of Recruitment** - By promotion failing which by deputation.

**Service Condition** - Asst. Accounts officer in Level-8 (Rs. 47600-151100) of the pay matrix with five (5) years of service including service rendered in non-functional grade of Level-9 (Rs. 53100-167800) of the pay matrix and has successfully completed mandatory training as prescribed by the department.

As per the existing RRs, the residency period from AAO to Sr. AO in other organised accounts cadre before notifying Sr. AO as Group-A is given as below:-

Promotion channel	Service required for promotion in next grade			
	IA & AD(CAG))	Indian Civil Accounts department- CGA(ICAS)	Indian Defense Accounts Department (IDAS)	IP&TAFS
AAO to AO	5years as per RRs dated 25.12.2016	3years as per RRs dated 25.09.2000	2years as per RRs dated 23.07.2011	2years as per existing RRs
AO to Sr. AO	2years—as per last RRs but not applicable now.	2years as per RRs dated 25.09.2000	2years as per RRs dated 06.06.2008	2years as per existing RRs
AAO to Sr. AO Group A	7years as per RRs of Sr. AO Gr. A dated 20.11.2019	5years proposed as per information through Association leaders	5 years proposed as per information through Association leaders this under process	5years is proposed for Sr. AO Group A.

**(3) Cadre Controlling/management Policy for Group A level:**-Consequent to grant of Group A status to Sr. AO of IP&TAFS cadre will be part of IP&TAFS Group A service only, hence, we are of the opinion that cadre controlling/management policy for Sr. AO Group A should be the same as of IP&TAFS Group A service.

**(4) Proposal for non-functional upgradation (NFU) to Sr. AO Group 'A':**--Consequent to grant of Group A status Sr. Aof IP&TAFS cadre non-functional upgradation (NFU) may also be considered & approved as available to IP&TAFS Group A service officers as under:-

Sl. No.	Level/Grade of post	Qualifying service for promotion and crucial date for determining eligibility for promotion
1	Level 11/STS	Eligible from 1st January of the year in which he/she completes four years of service in Sr.AO Group 'A'.
2	Level 12/JAG	Eligible from 1st January of the year in which he/she completes total eight years of service in Group 'A' including STS grade
3	Level 13/JAG(NFU)	Eligible from 1st January of the year in which he/she completes total thirteen years or more service in Sr.AO/STS/JAG Group 'A' cadre.
Further, NFU benefits may be extended as per IP&TAFS Group A service provisions.		

**(5)Regulation of MACP Scheme consequent to Group A status to Sr.AO Of IP&TAFS and merger AO to Sr.AO of IP&TAFS cadre:--** consequent to merger AO to Sr.AO OF IP&TAFS cadre promotion earned /upgradation granted under MACP Scheme to those grades which are in same level of pay matrix due to merger of the pay scales or upgradation of posts shall be ignored for the purpose of granting of upgradation under MACPS as is being granted in IAAD by CAG. In this connection a circular issued by CAG office New Delhi circular no.42-Staff Wing-2020, letter no. 1027-staff(Entt.I)/78-2020 dated 15.10.2020 is attached for kind reference please.

**In case, First Proposal is not agreed/accepted, we are submitting a 'Second Proposal' for implementation of Group A status by creating a separate Group A service viz "P&T Accounts & Finance Officers (Group A) Service" with attendant benefits w.e.from 09.04.2009 in view of decision of Hon'ble Supreme Court of India.**

**Consideration of Association's above proposal, inputs, opinions & concerns:-** As we are aware that Sr AOs of IP&TAFS cadre had developed high level of competency in (i) analysis of data for sound conclusions (ii) planning & organising work to deliver high quality results while meeting the deadline/targets (iii) understanding the larger picture to discharge the public accountability (iv) building & maintaining effective team & client relationships (v) demonstrating enthusiasm, initiative & sound judgement mechanism. All these are helpful in quick decision making. Being hundred percent stakeholder /share in Group B' officers/Sr.AO grade of the Association, We on behalf of the Association are submitting above proposal, inputs & opinions in brief by considering the structure and functional needs with legitimate career progression & expectations of cadre officers of Accounts & Finance wings of DOT/DOP. We hope that suggested proposal/measures would enhance the effectiveness of both the departments and facilitate better cadre management of Group B & A officers of IP&TAFS cadre.

## Second Proposal

**(1)Promotion policy for Sr. AO after getting Group-A Status:-** **In case, First Proposal is not agreed/accepted, we are submitting a 'Second Proposal' for implementation of Group A status by creating a separate Group A service viz "P&T Accounts & Finance Officers (Group A) Service" in view of decision of Hon'ble Supreme Court of India judgement dated 21.08.2018 & Ministry of Finance, Department of Expenditure, New Delhi OM No. A-12018/1/2013-EG dated 14.06.2019, the Group 'A' status to our Sr. AOs with attendant benefits with effect from 09.04.2009 may be implemented, in the following manner as a Second proposal:--**

(i) Implementation of Group 'A' status to our Sr. AOs by creating a separate Group 'A' service viz "P&T Accounts & Finance Officers (Group A) Service"

(ii) a separate service structure is to be created for the newly created Group 'A' service with various grades/posts along with requisite eligibility criteria for

appointments/selections/promotions in the next higher grades by framing RRs, Service Rules, promotion & NFU policy including MACP policy etc. Likewise other General Central Group 'A' services under Government of India,

(iii) presently promote IP&TAFS officers having share of (i) 50% of 88 JTS posts & 46 leave reserve posts, in addition (ii) our claim is 50% of 86 STS & (iii) 20-25% in 90 JAG/SAG level posts. Accordingly, Association demands total 130 Group 'A' posts from JTS to JAG/SAG grade posts including leave reserve posts, in view of vertical separation from IP&TAFS Group A cadre.

(iv) As such total strength of new Group 'A' service ("P&T Accounts & Finance Officers Group A Service") would be 470+135 = 605 which should be distributed along with appropriate designations as suggested below: --

Sl. No.	Level/Grade of post	Designation	No of posts	Qualifying service for promotion and crucial date for determining eligibility for promotion
1	Level 10/JTS	Sr.AO (Group A)	350	Eligible from the date, he/she completes five years of service in AAO Group 'B'.
2	Level 11/STS	ADG(A&F)	150	Eligible from 1st January of the year in which he/she completes four years of service in Sr.AO Group 'A'.
3	Level 12/JAG	Director(A&F)	75	Eligible from 1st January of the year in which he/she completes total eight years of service in Group 'A' in which 2 years regular STS service
4	Level 13/JAG(NFU)	Sr. Director (A&F)	25	Eligible from 1st January of the year in which he/she completes total thirteen years' service in Sr.AO/STS/JAG Group 'A'. out of which 2 years regular JAG service
5	Level 14/SAG	DDG(A&F)	4	Eligible from 1st January of the year in which he/she completes total sixteen years' service in Group 'A' out of which 4 years regular JAG/NFU grade service
6	Level 15	DG(A&F)	1	Eligible from 1st January of the year in which he/she completes total sixteen years' service in Group 'A' out of which 4 years regular JAG/NFU grade service
	<b>Total posts</b>		<b>605</b>	

**(2) Recruitment Rules for Sr. AO Group A level-(The same as in first proposal):**--In view of above, requisite Recruitment Rules for Sr.AO Group A and requisite draft for amendments in RRs of IP&TAFS Group A for appointment/promotion at Sr.AO, JTS & STS level may kindly be proposed/approved.

**Classification** - General Central Service, Group-A, Gazetted

**Probation** - 2 years

**Method of Recruitment** - By promotion failing which by deputation.

**Service Condition** - Asst. Accounts officer in Level-8 (Rs. 47600-151100) of the pay matrix with five (5) years of service including service rendered in non-functional grade of Level-9 (Rs.53100-167800) of the pay matrix and has successfully completed mandatory training as prescribed by the department.

As per the existing RRs, the residency period from AAO to Sr. AO in other organised accounts cadre before notifying Sr.AO as Group-A is given as below:--

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**(3) Cadre Controlling/management Policy for Group A level-(The same as in first proposal):-**  
 -Consequent to grant of Group A status to Sr.AO of IP&TAFS cadre will be part of IP&TAFS Group A service only, hence, we are of the opinion that cadre controlling/management policy for Sr.AO Group A should be the same as of IP&TAFS Group A service.

**(4) Proposal for non-functional upgradation (NFU) to Sr.AO Group 'A'-(The same as in first proposal):-**Consequent to grant of Group A status Sr.Aof IP&TAFS cadre non-functional upgradation (NFU) may also be considered & approved as available to IP&TAFS Group A service officers as under:-

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Further, NFU benefits may be extended as per IP&TAFS Group A service provisions.

**(5)Regulation of MACP Scheme consequent to Group A status to Sr.AO Of IP&TAFS and merger AO to Sr.AO of IP&TAFS cadre-(The same as in first proposal):-** consequent to merger AO to Sr.AO OF IP&TAFS cadre promotion earned /upgradation granted under MACP Scheme to those grades which are in same level of pay matrix due to merger of the pay scales or upgradation of posts shall be ignored for the purpose of granting of upgradation under MACPS as is being granted in IAAD by CAG. In this connection a circular issued by CAG office New Delhi circular no.42-Staff Wing-2020. letter no. 1027-staff(Entt.I)/78-2020 dated 15.10.2020 is attached for kind reference please.

Association's above proposal, inputs, opinions & concerns may kindly be considered sympathetically

Thanking you

With warm regards,

Yours Faithfully

**Encls.** A copy of classification orders/OMs of Other Organised Accounts Departments, Draft RR for Sr.AO Group A of IP&TAFS & Draft modified RRs of IP&TAFS Gr.A & Second Proposal if above first proposal is not acceptable.

  
(D.R. Yadav)  
General Secretary

**Copy to: -**

- (i) Member (Finance)DCC, DoT, Sanchar Bhawan, New Delhi. He is request to direct to concerned Authority to issue of OM for Classification Group A status immediately on the same line of other Organized Accounts Departments
- (ii) CGCA, DoT, NICF Campus, Ghitorani, New Delhi
- (iii) Advisor (F) DoT HQ, Sanchar Bhawan, New Delhi
- (iv) Sr.DDG(PAF), DOP, Dak Bhawan, New Delhi. He is request to arrange to issue of OM for Classification Group A status immediately on the same line of other Organized Accounts Departments.
- (v) DDG(E&AM), DoT HQ, Sanchar Bhawan, New Delhi
- (vi) Shri R C Kumar,ADG(SEA) & Member Secretary of Committee for Sr.AO Gr.A Status, DoT HQ Sanchar Bhawan, New Delhi w.r.to letter no. Sr.AO (Gr.A)/R.R./2021-22 dated 21.12.2021 for further n/a please.

  
(D.R. Yadav)  
General Secretary