

P & T Accounts and Finance Officers Association

National Headquarters: Sanchar Bhawan, New Delhi – 110001

(Association consisting members of IP&T AFS Group 'B' and Promotee Group 'A' officers, viz AAO, AO, Sr.AO, JIS, STS and JAG Grades)

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Minutes of the Meeting of the Central Working Committee of P&T Accounts and Finance Officers Association held on 7th October 2023 at Jaipur, Rajasthan

1. The Annual Meeting of the Central Working Committee of P&T Accounts and Finance Officers Association was held on 7th October 2023 at Jaipur, Rajasthan. Officer bearers of the Central HQ, Circle Secretaries or their representatives and few other members of the Association attended the said CWC Meet. List of the participants is attached as Annexure-I.
2. Shri Mahaveer Rajawat, President of the host circle Rajasthan welcomed the participants to the pink city Jaipur and expressed happiness in being given an opportunity to host the CWC. He invited the President CHQ Shri GVS Subrahmanyam and General Secretary Shri Santosh Goswami to the dais and welcomed them with 'Shafa' in traditional Rajasthani-style and a bouquet of flowers. The meeting commenced by lighting of the lamp by the President CHQ, VP CHQ, GS CHQ, President Rajasthan Circle and CS Rajasthan Circle.
3. Shri GVS Subrahmanyam President CHQ in his welcome address thanked the host circle for the hospitality and arrangements and the participants attending the CWC, and gave a brief on the issues to be discussed during the CWC and requested the participants to discuss the issues in a participative manner to make the CWC successful.
4. Shri Santosh Goswami General Secretary CHQ started the welcome address with 2 minutes of silence in memory of the departed souls of the cadre who left for the heavenly abode during the period. Thereafter, he highlighted the achievements of the Association since the conduct of the last AIC-2022 held in June 2022 at Bhubaneswar, Odisha, as well as the failures to deliberate upon and take suitable measures. He even thanked all the concerned authorities for taking cognizance of the agendas of the Association and career aspirations of the cadre and taking positive steps for growth of the cadre and the service.

Few achievements highlighted are as follows:

- a) Grant of NFU to AAOs of 2018 batch on completion of 4 years without any significant delay
- b) Nomination of two officers of IP&TAFS Gr. B cadre for one year course 'Post Graduate Diploma in Government Accounting and Audit' at AJNIFM Faridabad
- c) Approval by Member(F) for online submission of APAR/AIPR through SPARROW for IP&TAFS Gr.B officers
- d) Approval for formation of a Committee to frame a deputation policy for IP&TAFS Gr.B

- e) Review and modifications to the Transfer Policy of IP&TAFS Gr.B
- f) JTS Promotions

Shortcomings/failures/delays highlighted are as follows:

- a) Withdrawal of 3% fitment benefit to AAOs on promotion through LDCE violating FR-22 and misinterpretation of hierarchy of AAO cadre by the Department, causing huge financial loss to several of the officers.
- b) Grant of MACP to AAOs after completion of 20 years of service
- c) Cadre Review of IP&TAFS Gr.B
- d) Delay in conduct of LDCE for AAOs

5. Shri DR Yadav, Retd.ACCA and Ex-General Secretary CHQ and Shri Mahesh Bhardwaj, Retd.ACAO and Ex-Member CCGGOO also graced the CWC Meet and inspired the house with their valuable words. Shri Sudhir Daftari, Retd.ACAO & Advisor Maharashtra Circle also graced and participated in the CWC Meet.

6. After the welcome addresses, the house started discussion on the agenda items with active participation and inputs of all the participants as follows:

(i) Review and follow up action on resolutions taken in All India Conference held at Bhubaneswar (Odisha), Discussion on 3% Fitment issue, MACP issue, etc.

- Out of the 8 resolutions taken during the AIC 2022, few resolutions have been favorably accepted and resolved by the authorities like deputation, long term training programs, online APAR through SPARROW, timely grant of NFU, JTS Promotions, transfer policy.
- A major setback has been withdrawal of the 3% fitment benefits to AAOs on promotion through LDCE violating FR-22 and misinterpretation of hierarchy of AAO cadre by the Department, causing huge financial loss to several of the officers.
- Aggrieved officers have taken legal recourse and filed 2 court cases in CAT Chennai and CAT Hyderabad. Several more are planning to file cases.
- It was also pointed out that 6th CPC allowed difference in Grade Pay if regular promotions happened after grant of MACP. However, this is not available in the Pay Matrix of 7th CPC, where all cells in Level-6, Level-7 and Level-8 are similar. Therefore, at least Pay of the next cell should be provided to all those who got promotions through LDCE and joined on promotion to AAO. This is a fundamental rule, as the post of AAO (in Level-8) carries higher duties and responsibilities compared to the posts in Level-5/Level-6.
- Moreover, a Postal Assistant can never become a AAO during the normal course of his career, and therefore does not come in the hierarchy of AAO post. Additionally, in promotional examinations within hierarchy, Special Leave is granted for appearing in such examinations, but the same was not provided for appearing in the LDCE for AAO.

- While the Department has issued final instructions on the matter, ambiguities still remain regarding interpretation of the orders, whether retrospectively or prospectively.
- Further, denial of the 3% fitment benefit has resulted in serious pay anomalies to those who joined AAO cadre when compared to those who remained in the post of PA despite being seniors in their initial posts.
- A GID below FR 5-A relaxation for not applying any rule was also referred wherein If a Ministry or Department is of the opinion that operation of any FRs may cause undue hardship to any person, that Ministry or Department may relax the requirements of that rule by order with the reasons to be recorded in writing to such extent and subject to such condition as it may consider necessary for dealing with that case in a just and equitable manner only with the concurrence of Ministry of Finance. In any case in which it is agreed by the MOF that it is a fit case in which the power to relax any rule should be exercised, the reasons for such relaxation should be placed on record on the appropriate file, but these should not form part of the formal order itself to be issued in this behalf. The provisions of GID below FR 5-A may be explored by the Department.
- On the other side, several officers, who have completed 20 years of service after joining AAO, have not been provided MACP benefits, which is again a violation of the DoPT guidelines on the subject. But a PA who has not put any efforts for promotion, gets MACP pay upgradation after completing 20 years of service and the AAO Cadre gets lesser pay than the PA Cadre of the same batch.
- AAO Cadre is having such higher duties and responsibilities and having substantive pay level 8 which could never be achieved by a PA Cadre even after getting all the 3 MACP upgradations. Hence granting of both 3% and MACP benefits after joining as AAO is equally important to the AAO Cadre.
- Two Sub-Committees of the Association have been formed for examining the 3% fitment issue and the MACP issue in May-2023. The MACP Committee has submitted an interim report, while the report of the 3% fitment committee is still awaited. It was decided to request the two Sub-Committees to submit their reports by 15th November 2023

(ii) Review of present organizational & financial position of CHQ and Circles of the Association for the period upto 31.08.2023, Review of present membership & strategies to reach up to 100% membership.

President CHQ stressed upon achieving 100% membership in order to make the Association stronger. He also suggested ensuring that subscription is recovered through salary only.

General Secretary CHQ informed that during the recognition process, only 11 Circles submitted the Deduction Schedules consisting of 454 members, and 1 circle could not provide the schedule due to collection of subscription through cash. The remaining circles did not respond. He also informed that 6 circles (MP, UP, HP, J&K, Bihar & Uttarakhand) are not having bodies of the Association and few of the office bearers have been given



responsibilities to form the bodies in those circles. With the active involvement of Shri Hithendra Chari, an Ad-hoc body has been formed in MP Circle on 05.10.2023 with Shri Madhava Rao TVPR as Circle Secretary, who also participated in the CWC.

Finance Secretary CHQ presented the fund position of the CHQ, and requested the Circles to remit the CHQ Quota at the earliest.

7. The discussion paused due to the arrival of the Chief Guest Shri Manish Sinha, Member(Finance) and Cadre Controlling Authority and the Guests of Honour Shri Md. Shahbaz Ali, Advisor(F), Shri Sanjiwan Sinha, DDG(E&T), Shri RD Meena, SAG Officer of IP&TAFS Gr.A, Shri Dinesh Singh Jaini, GM(F) PAO Jaipur and Shri Shyam Lal Meena, CCA Rajasthan.

8. The honorable guests were warmly welcomed by the Association with 'Shafa' in traditional Rajasthani-style and a bouquet of flowers.

President CHQ welcomed the honorable guests and thanked them for attending the CWC Meet of the Association. He also highlighted the contributions made by Member(Finance) for the cadre in drafting the Recruitment Rules-2018 when he was earlier working as DDG (PAF) DoP and several other initiatives taken by him for the cadre and the service.

General Secretary CHQ thanked the honorable guests for taking out time from their busy schedule to attend the CWC Meet of the Association, and highlighted the considerations of Member (Finance) for betterment of the cadre by nominating 2 of our officers for a long term training program, timely grant of NFU, SPARROW for IP&TAFS Gr.B, formation of Committee for Deputation policy, and review of the Transfer Policy. He then put forth the issues that require attention and resolution for the overall benefit of the cadre and its officers and the service, including withdrawal of 3% fitment benefit on promotions to AAO, Delayed promotions in AO by 1.5 years affecting future career progressions and affecting the Department due to complete void in Sr.AO cadre from January-2024, Conduct of LDCE for AAO to fill the vacant posts in AAO, Provision for TA/TP on transfer after completion of 3 years of post tenure, Weightage of 2 years of service of AO/Sr.AO for promotions from JTS to STS as part of career progression and aspirations.

All the honorable guests addressed the house with their insights and inspiring words.

Shri Shyam Lal Meena, CCA Rajasthan, Shri Dinesh Singh Jaini, GM(F) PAO Jaipur and Shri RD Meena, SAG Officer of IP&TAFS Gr.A highlighted the contributions of Member (Finance) for the IP&TAFS Gr. B cadre including drafting of the RR-2018 and his continuous involvement for making the cadre stronger, through a better coordination team at the HQ level.

Shri Sanjiwan Sinha, DDG(E&T) DoT stressed upon the need for capacity building for the cadre and the role of iGoT in enhancing knowledge and capacities.



Shri Md. Shahbaz Ali, Advisor(F) DoT highlighted the ongoing initiatives taken by the Department and Member(F) for better cadre management, including SPARROW, Revised Transfer Policy and Deputation Policy.

Shri Manish Sinha, Member(Finance) and Cadre Controlling Authority highlighted the contributions of our President CHQ and several other senior members who helped in preparing the RR-2018, with the objective of creating a strong cadre with full strength, that will be instrumental in taking forward the initiatives of the Departments and bring about ease of functioning of the hierarchy. He also highlighted how the RR-2018 was framed with a clear path for promotions of the cadre. Regarding the career aspirations, he stressed on the need to build capacities and knowledge in view of the challenging times ahead. He also inspired the house with his speech and called upon the cadre to take initiatives for building a stronger service. He also assured to look into the issue of promotions in Sr.AO and Group A status to Sr.AO.

Shri Suresh Chander Gupta, Circle Secretary Rajasthan Circle expressed happiness on behalf of the Rajasthan Circle for welcoming the guests to Jaipur and thanked them for gracing the CWC Meet, and invited them for lunch.

9. The meeting paused for lunch at 13:30 hours. The meeting resumed post-lunch at 14:30 hours. Discussions on the agenda items continued as follows:

(iii) Co-opt a member against vacancy of the CWC & CCGGOO

Against the vacant position of Organising Secretary (North) of the CHQ, the name of Shri Ramji Lal Yadav, AAO CCA Punjab was proposed by Shri Hithendra Chari and agreed by all members

Against the vacant position of CCGGOO, the name of Shri Sahabuddin Laskar was proposed by Shri Gadadhar Rath and agreed by majority of the members.

(iv) Appoint ad-hoc committees/sub committees/teams for examining issues faced in Postal Accounts Offices, Management of Website and Social Media of the Association, etc

General Secretary CHQ stressed the need to have a robust website of the Association alongwith social media platforms to increase visibility of the activities of the Association and also to increase interaction among the members. He also highlighted the issues raised by several circle office bearers on issues being faced by our members posted in Postal Account Offices, and specially in Regional Offices, like hierarchy, delegations, inspections, etc. Cadre Review of IP&TAFS Group B is overdue and there is a need to examine the role of our cadre in the changing scenarios and enhanced duties and responsibilities like SARAS SAMPANN, Migration from CSI to IT2.0, Migration of PDA from Banks/POs to DoT, etc, so that our Association can take up the matter with the concerned authorities as and when necessitated. Therefore it was felt to appoint Sub-Committees for these three endeavors. Accordingly, on the recommendations of the members of the house, 3 Sub-Committees were formed consisting of the following members of the Association:

Social Media and Website Management Sub-Committee

1. Shri Rajiv Ranjan, CCA Punjab
2. Shri C. Vicknesh, PAO Hyderabad
3. Shri Hithendra Chari, DoT HQ
4. Shri Madhava Rao TVPR, PAO Bhopal
5. Shri Suresh Chander Gupta, CCA Rajasthan
6. Shri Kundan Sit, CCA Jharkhand

Mandate : Creation of official email ID of the Association, Update historical and legacy data/orders/lists on the website www.ptafoa.com, latest event and news, updating CHQ and Circle activities and events on the website, creation of Facebook page and Twitter handle. Organising Secretaries of CHQ may update events of their respective Circles on the portal. The Sub-Committee should meet frequently to discuss the progress, include additional members and discuss initiatives that can be taken for improvement.

Postal Account Office Sub-Committee

1. Shri Niladri Shekhar Roy Chowdhary, PAO Kolkata
2. Shri Subhajit Sen Gupta, DoT HQ
3. Shri C. Vicknesh, PAO Hyderabad
4. Ms. Shreevidhya Gopalakrishnan, PAO Chennai
5. Shri Saptagiri Chevvakula, PAO Cuttack
6. Shri Abhijit Shukla, PAO Bhopal
7. Shri Selva Kumar, DoP HQ

Mandate : Examine and analyze the issues faced by AAOs/AOs/Sr.AOs in PAOs and ROs, hierarchical issues, delegation issues, issues relating to Inspections/Audit, etc. The Sub-Committee should meet frequently to discuss the issues, prepare reports with suggestions, and may also include additional members as deemed fit.

Cadre Review Sub-Committee

1. Shri C. Vicknesh, PAO Hyderabad
2. Shri Gadadhar Rath, NICF
3. Shri Bhaskar Majumder, DoT HQ
4. Shri Ananda Kumar Dutta, PAO Kolkata
5. Shri Koushik Bhattacharya, CCA WB
6. Shri Rajesh Keswani, CCA Gujarat
7. Shri Aji Mathew, DoP HQ
8. Shri Bapi Raju VBN, DoP HQ

Mandate : Examine the Cadre Review Committee Reports prepared so far, analyse role of our cadre in the emerging scenarios and enhanced duties and responsibilities like SARAS SAMPANN, Migration from CSI to IT2.0, Migration of PDA from Banks/POs to DoT, etc, and provide inputs for increasing posts in the service. The Sub-Committee should meet frequently to discuss the issues, prepare reports with justifications, and may also include additional members as deemed fit.

(v, vi, vii) Examine merger of Sr.AO & AO cadres of IP&TAFS Gr.B in view of similar proposals approved by DoE for CGA and CGDA, Grant of Group 'A' status to Sr.AO Grade, Promotions in Sr.AO

It was discussed that there is a need to re-examine the proposal for grant of Group A status to Sr.AO and mergers of Sr.AO and AO cadres in the light of the orders already issued in other Organised Accounts Service, viz. CGA, CGDA, CAG. Few circles viz West Bengal Circle has opposed the idea of grant of Gr. A status to Sr.AO and merger of AO & Sr.AO cadres due to loss of one fixation benefit. The matter requires in depth analysis and hence shall be taken up at an appropriate time after due diligence.

It was further discussed that the promotions from AAO to AO was due on 01.01.2021 (completion of 2 years of service in AAO), but the promotions were delayed by 1 year 5 months due to administrative reasons. This has affected future career progressions of the officers. This delayed promotion will consequently affect the Department due to a complete void in Sr.AO cadre from January-2024, impact the future promotions in JTS and cause stagnation in the IP&TAFS Gr. 'B' cadre. It was decided to take up the issue with Member(Finance) to consider relaxation in the residency period and provide promotions in Sr.AO with effect from 01.01.2024.

(viii, ix) Cadre Restructuring of IP&TAFS Gr.B, Timely DPCs/promotions

The Shivendu Gupta Committee Report on Cadre Restructuring has already been submitted. A rationalization committee has been constituted with Addl.CGCA as Chairperson to examine the recommendations of the Lobo Committee and Shivendu Gupta Committee. However, no action has been taken in this regard. It was decided to take up the matter with Member(Finance) to expedite the process of Cadre Restructuring of IP&TAFS Gr. 'B' considering the enhanced duties and responsibilities of the cadre and workload like SARAS SAMPANN, Migration of PDA from Banks/POs to DoT, Migration from CSI to IT2.0 in DoP, etc

(x, xi, xii) Deputation Policy for IP&TAFS Gr. 'B', Transfer Policy of IP&TAFS Group 'B', Filling up of vacant posts in different grades and LDCE for AAOs

A Committee has been constituted to prepare a draft Deputation Policy for IP&TAFS Gr.'B' with the approval of Member(F). It is a welcome step as it would enhance promotional scope of the cadre against the vacancies arising out of Deputation. It was discussed that there is a need to encourage deputation of our cadre to other departments in order to enhance the field of knowledge and experience. Our Association shall submit inputs on the draft Deputation Policy whenever required.

(xiii) Other issues and priorities submitted by Circle Secretaries

- a) Report of the committee on Revised Transfer Policy is submitted and discussions on the same also held. The Revised Transfer Policy may be notified without further delay, and effect annual transfers in different grades of AAO & AO.

- b) Transparent and fair implementation of Transfer Policy without any bias
- c) Timely conduct of DPCs for promotions in AO/Sr.AO and JTS, and immediate promotions in AO which is delayed since a long time
- d) Timely issue of Transfer orders for officers posted in hard tenure stations.
- e) Grant of TA/TP on transfer, after completing 3 years post tenure in a station, similar to Transfer Policy of IP&TAFS Group 'A'.
- f) Review of the Quarter Allotment Policy of NICF, and grant of HRA to those officers who could not be provided accommodation
- g) Refresher Training for AAOs/AOs who have completed more than 4 years since the last Induction Training
- h) Provision for Telephone facility/Mobile and Laptops to those officers posted in PAOs
- i) Consider request transfers, especially those requests made on medical grounds
- j) Including LDCE for AAOs in the Examination Calendar every year
- k) Define work profile of officers posted as RIFA in O/o CPMGs to avoid conflict of interest in the hierarchy
- l) Weightage of 2 years of service rendered in AO/Sr.AO for promotions from JTS to STS (which presently is 4 years' service in JTS) as part of career progression and aspirations of the cadre
- m) Restoring of STS officiating after 5 years of service
- n) Withdraw of the order on Local officiating arrangement in STS issued vide DoT OM No. 27-01/2019-SEA-I dated 21.01.2021, affecting both the Promotee JTS officers as well as Direct JTS officers of IP&TAFS Gr.A.
- o) Adequate training to newly joined officials on CSI and other departmental packages.
- p) Filling up of vacant posts in Gr.B (Non-Gazetted) and Group C posts in NE Circles, (Shillong & Dimapur) to tide over the shortage of staff. A Special Drive for recruitment in NE Circle may be initiated.

10. The CWC Meeting concluded with Vote of Thanks by Shri Suresh Chander Gupta, Circle Secretary Rajasthan Circle.


 (Santosh Goswami)
 General Secretary, P&TAFOA

ANNEXURE-I

Sl.No.	Name of the Office Bearer	Post	Office of Posting
1	Shri GVS Subrahmanyam	President CHQ	PAO Hyderabad
2	Shri Sriram Ojha	Vice-President – I CHQ	CCA West Bengal
3	Shri Subhajit Sen Gupta	Vice-President – II CHQ	DoT HQ
4	Shri Santosh Goswami	General Secretary CHQ	DoT HQ
5	Shri Gadadhar Rath	Addl. General Secretary CHQ	NICF
6	Shri Aneesh A	Asstt. General Secretary – I CHQ	CCA Kerala
7	Shri Gopal Khushalani	Asstt. General Secretary – II CHQ	PAO Nagpur
8	Smt. Meenal S	Finance Secretary CHQ	Pr.CCA Tamil Nadu
9	Shri Koushik Bhattacharya	Asstt. Finance Secretary – I CHQ	CCA West Bengal
10	Shri Ram Ratan Mittal	Asstt. Finance Secretary – II CHQ	CCA Rajasthan
11	Shri Srikanta Mahapatra	Organising Secretary (East) CHQ	PAO Cuttack
12	Shri Rajesh Keswani	Organising Secretary (West) CHQ	CCA Gujarat
13	Smt. Nagashri HS	Organising Secretary (South) CHQ	CCA Karnataka
14	Shri Rajiv Kumar Ranjan	Auditor	CCA Punjab
15	Shri C. Vicknesh	Central Secretariat Member CHQ	PAO Hyderabad
16	Shri A Hithendra Chary	Central Secretariat Member CHQ	DoT HQ
17	Shri Rajveer Singh	Central Secretariat Member CHQ	DoT HQ
18	Ms. Jyotsna Sandhu	Circle Secretary, Delhi Circle	DoT HQ
19	Shri Jagdish Kumar Chouhan	Circle Secretary, Gujarat Circle	CCA Gujarat
20	Ms. Shreevidhya Gopalakrishnan	Circle Secretary, TN Circle	PAO Chennai
21	Shri Ananda Kumar Dutta	Finance Secretary, WB Circle	PAO Kolkata
22	Shri Asish Kumar Das	Circle Secretary, NE Circle	CCA NE-I Shillong
23	Shri Dilip Kumar Sethy	Circle Secretary, Odisha Circle	PAO Cuttack
24	Shri Srinivasa Rao Karpurapu	Circle Secretary, AP Circle	PAO Vijaywada
25	Shri Suresh Chandra Gupta	Circle Secretary, Rajasthan Circle	CCA Rajasthan
26	Shri Ramji Lal Yadav	Member, Punjab Circle	CCA Punjab
27	Shri Ashish Kumar	Circle Secretary, Haryana Circle	PAO Ambala
28	Shri Suribabu Kola	President, Telengana Circle	Pr.CCA Telengana
29	Ms. Sheeja U	Circle Secretary, Kerala Circle	CCA Kerala
30	Shri Rohith	Executive Member, Karnataka Circle	PAO Bengaluru
31	Shri Madhava Rao TVPR	Circle Secretary, MP Circle	PAO Bhopal
32	Shri Mukesh Kumar	Vice President, Haryana Circle	PAO Ambala
33	Shri YVN Rajasekhar	Auditor, AP Circle	PAO Vijaywada
34	Shri Sudhir Daftari	Advisor, Maharashtra Circle	Retired
35	Ms.Sugandha Goyal	Organising Secretary, Delhi Circle	DoT HQ
36	Ms.Prabhamani	Member, Karnataka Circle	CCA Karnataka
37	Shri Parveen Dagar	Member, Delhi Circle	NICF

