

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, JTS, STS and JAG Grades)

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No. CHQ/P&TAFOA/2024-25/ 001

Dated 3rd April 2024

To

Shri Manish Sinha,

Member (Finance), DCC,

Sanchar Bhawan,

20 Ashoka Road, New Delhi-110001

Subject : Request for kind attention on the transfer issues of IP&TAFS Group B cadre and recently issued Transfer Posting Guidelines of IP&TAFS Gr.B officers- reg

Respected Sir,

Kind reference is invited to the recently issued revised Transfer Posting Guidelines of IP&TAFS Gr. B officers vide No. 2-25/2023/PACE/ART/2107-82 dated 20.02.2024. The Association appreciates your consideration for acknowledging the need to revise the previous guidelines issued vide OMs dated 31.12.2013 and 16.12.2014, giving due consideration to the present strength of the IP&TAFS Gr. B cadre officers, technological advancements, current departmental structure, exigencies of service and the aspirations of the cadre.

2. The Association also appreciates the introduction of the principle of proportionate parity for transfer postings in the revised guidelines, which will go a long way in creating a better working environment for the officers by ensuring equitable distribution of vacancies across all offices of the Departments. Further, the concept of posting of officers between the Departments will create a strong cadre of officers having diverse knowledge and experience of both the Departments. However, few major inputs of the Association, which were submitted and deliberated upon, have not been considered in the revised transfer posting guidelines. Notably among them are:

(i) The input of the Association for equating the station tenure of DoT HQ/DoP HQ/Delhi, at par with other stations has not been considered, despite the provision that the station tenure of any officer can be extended under exceptional circumstances. Station tenure

of 9 years for Delhi shall act as a deterrent for willing officers to come to Delhi voluntarily, who shall prefer choosing other station options where tenure is 6 years (or 2 years for hard tenures). Those posted administratively will be demotivated and will prefer transfer applications after completion of 2 years as per guidelines.

(ii) The input of the Association for providing TA/TP after completion of the tenure of 3 years has not been considered. Admissibility of TA/TP to those officers transferred to their place of choice even after completion of their tenure is already clarified under DG P&T's Instructions No. (4) under Rule 114 of FRSR Part-II (TA Rules) [vide DG P&T Order no. 17-3/94-PAP dated 18.12.1995]. The Association therefore requests for considering the tenure specified in the guidelines as post tenure instead of station tenure.

(iii) The input of the Association for an Online Cadre Management portal, making available the vacancy position and submission of transfer requests in an online platform, has not been considered. It is felt that such a system will increase the transparency in the transfer/posting process.

3. The above mentioned inputs were also discussed with the Sr.DDG(PAF) in the periodical meeting with the Association held on 7th March 2024. However, the agenda was closed with a condition that the inputs shall be re-considered at the time of review of the guidelines.

4. The input of the Association, which also formed part of the previous policy, that the likely vacancy position arising out of retirement, promotion, rotation etc., to be drawn out along with the list of officers under zone of consideration for transfers and circulated every year, and accordingly, options for choice of stations will be required to be filled by the officers and submitted at a cut-off date, does not form part of the revised guidelines. It is requested that in future, before every rotational transfer, office-wise vacancy positions alongwith a list of officers who have completed Post/Station Tenure may please be circulated to all Circles.

5. Further, in the recent transfer/postings order no. 2-25/2023/PACE/ART/2716 to 2785 dated 13.03.2024, transfer/postings of officers were considered to regularize the promotions in AO previously issued on 'as-is-where-is basis' vide order no. 4-14/2022/Vol-IV/PACE/1349 to 1452 dated 27.12.2023. Few more transfer/postings in AO were also considered in the said order. However, AOs completing hard tenures, and several requests for transfer involving critical/medical cases were not considered. This has resulted in demotivation for these officers, especially those who are seeking transfers at own cost on critical/medical grounds of self/spouse/parents.

6. Moreover, transfer/postings in AAOs have not been undertaken since 2021-2022, and several AAOs are awaiting request transfers on medical/critical grounds and those who have completed their hard tenure postings. Few AAOs are also within 2 years of their retirement and awaiting transfers to their preferred places before retirement. Further, there exists disproportionate distribution of working strength in AAO posts across several offices, and these offices are facing severe work load due to staff shortage.

7. In view of the above, the Association therefore requests your kind self for consideration of the following:

(i) Consider the inputs of the Association as per Para 2 (i), (ii) & (iii).

(ii) Consider circulation of office-wise vacancy position alongwith list of officers coming under the zone of consideration for transfer due to completion of post/station tenure, before the rotational transfer process in future.

(iii) Consider transfer cases of those AOs completed hard tenures, and those seeking transfers at own cost on critical/medical grounds of self/spouse/parents.

(iv) Consider transfer/ postings in AAO to alleviate the manpower shortage in offices having disproportionate distribution in AAO, thereby also considering request transfers on medical/critical grounds, completed hard tenures, and falling within 2 years of retirement on superannuation.

8. One of the foremost objectives of the Association is the welfare and mental wellbeing of its members, to maintain a cordial relationship with all concerned and to strive for a better working environment for the officers, for the ultimate purpose of better productivity of the Departments. The cadre has seen several positive initiatives and developments during your tenure. This Association therefore requests for your kind consideration of the submissions at Para 7 above.

With profound regards

Yours sincerely,



(Santosh Goswami)

General Secretary, P&TAFOA

Copy to:

1. The Advisor (F), DoT HQ
2. The Sr.DDG (PA&F), DoP HQ
3. The DDG (F&PAA), DoP HQ
4. The DDG (E&T), DoT HQ