

P & T Accounts and Finance Officers Association

Central Headquarters: PAO Delhi, Civil Lines, Delhi – 110054

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

Website: www.ptafoa.com & Email: ptafoa.chq@gmail.com



Sanat Sarkar
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No. CHQ/P&TAFOA/2025/Trf/2

Dated 24.03.2025

To
The Member Finance, DCC,
Sanchar Bhawan, 20 Ashoka Road
New Delhi – 110001

Sub: Appeal to consider transfer requests of IP&TAFS Group B Officer.

Respected Sir,

On behalf of members of PTAFOA, I am writing this letter to bring to your attention to the plight of our members who had submitted transfer requests, but unfortunately, their pleas were not considered in the recent transfer orders dated 20th March 2025.

As I pen this letter, my heart goes out to those colleagues who are shouldering immense personal burdens. Many have been struggling with severe health issues, while others have been desperately seeking to care for ailing family members. Some have been yearning to return to their home circles after completing their long tenure in outside home circles. Their transfer requests were not merely a desire, but a heartfelt cry for respite and support. The emotional toll of these unmet requests has been immense, affecting not only their physical and mental well-being but also their ability to serve the department with the dedication and passion that they always had.

Our association has always strived to maintain a positive and constructive bond with the administration. We understand that transfer decisions are complex and multifaceted. However, we cannot help but feel a deep sense of empathy for our colleagues who are suffering in silence. In the context of available Sr.AO/AO/AAO vacancies in Cadre, we humbly request that all transfer requests, especially those of AAOs, be re-considered before the AAO LDCE 2024 results are announced. It is important to mention that if the current requests are not considered before the appointment of new AAOs, the hardships faced by the officers will double, as it may take several more years for them to get their desired postings. By approving these requests now, we are confident that the number of similar appeals in the future will be significantly reduced. This proactive approach will not only ease the difficulties of Group B officers but also lessen the administrative burden of processing recurring requests.

As an association, we are fully committed to supporting the administration in every possible way. We understand that transfers can bring challenges such as knowledge transfer, change management, and operational continuity. To ensure a smooth transition, we offer our complete cooperation in facilitating effective communication, preserving institutional knowledge, and assisting in the seamless adaptation to new roles and responsibilities. Our suggestions in this regard are enclosed as Annexure A to this letter.

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As we knock on your doors, our hearts heavy with the weight of unfulfilled hopes and shattered dreams, we are reminded that you are our last beacon of light in the darkness. Our colleagues, worn down by the relentless struggles of life, have pinned their last vestiges of hope on your compassionate consideration. Their eyes, once bright with promise, now brim with tears of despair as they struggle to make ends meet, to care for ailing loved ones, and to find solace in a world that seems to have forgotten them. And so, we beseech you, dear sir, to hear our plea, to feel the depth of our pain, and to extend a helping hand to those who have lost their way.

Thank you for taking the time to consider our plea. We eagerly await your response and hope for a favorable decision.

Yours sincerely

M. Sudhakar
General Secretary



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Annexure A.

Change Management:

1. The relocation of officers affected by the transfer orders dated March 20, 2025, will soon be completed, marking the end of the first phase of change management.
2. Moving forward, we propose that future transfers be carried out only upon the joining of substitutes. This will provide sufficient time for stabilization and ensure a smoother transition.

Knowledge Transfer:

3. With the increasing level of competition in LDCE, each new batch demonstrates greater initial proficiency in rules and procedures. The AAO joiners of LDCE 2024 are expected to possess the necessary knowledge to perform their duties effectively, reducing concerns about skill gaps.
4. When AAOs from the 2018 batch were inducted, a mandatory two-week on-the-job training at their respective place of posting was implemented before assigning them sections. This initiative significantly helped us to understand work requirements, practical applications, and organizational culture. Implementing a similar training program for the 2024 batch will ensure a seamless transition and equip them with essential competencies.
5. Our association offers our willingness to develop structured training materials and data resources to maintain uniformity in such trainings across all circles.
6. If required, we are also willing to conduct master training sessions for currently serving officers and introductory training programs for newly recruited officers to ensure consistency in knowledge dissemination.
7. Most Sr.AO/AO posts are currently held by experienced hands. With their expertise and the Association's support, we can facilitate effective knowledge transfer and preserve institutional knowledge, ensuring continuity and efficiency.

M. Sudhakar
General Secretary