

# P & T Accounts and Finance Officers Association

National Headquarters: Mail Motor Service, Naraina, New Delhi - 110028

(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](http://www.ptafoa.com)

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No. PTAFOA/CHQ/DoT/Deputation/ 2025/ 28

Dated: 04-09-2025

To  
Ms. Julia Mohapatra  
Chairperson (Committee for Guidelines on Deputation  
& Other Employment Applications of on IP&TAFS Gr. 'B')  
GM (F), Karnataka Circle.

Respected Madam,

Sub: Submission of inputs for framing guidelines on Deputation Policy for IP&TAFS Group B – reg.

Ref: PA Wing letter no. 12-1/2025/Comm/Deputation Policy/PACE II dated 28.08.2025 & discussions held in the meeting on 01.09.2025.

Kind reference is invited to the PA Wing letter cited above, wherein inputs/suggestions of our Association towards framing of the Deputation & Other Employment Policy for the IP&TAFS Group B cadre were sought. Accordingly, the inputs/suggestions of our Association, based on the discussion held on 01.09.2025, are submitted herewith for kind consideration.

- 1) At the outset, it is requested that the ban on deputation of IP&TAFS Group B officers may kindly be lifted.
- 2) Since IA&AD, Railways and other Departments have well-defined deputation policies, and no such policy appears to be available for IP&TAFS Group B and promotee Group A officers, a specific deputation policy for these cadres may be formulated.
- 3) It is requested that deputation of IP&TAFS Group B (Gazetted) officers may be allowed to Central/State Governments, Union Territory Administrations, Public Sector Undertakings, Autonomous Bodies, Statutory Bodies, Universities, Local Bodies, etc. This will provide officers opportunities for career progression and exposure to best practices.
- 4) Framing of a Deputation Policy for IP&TAFS Group B cadre is essential to ensure fairness, equity, and transparency.
- 5) **The ceiling for deputation & procedure to handle applications:**
  - a) Deputation may be allowed up to 10% of the sanctioned strength of AAOs, AOs/ Sr. AOs. This will help officers explore diverse work environments and enhance their skills, ultimately benefitting the Department.

- b) This deputation ceiling should not be subdivided DoT-DoP wise. The overall cadre strength should be considered for calculation towards deputation subject to the condition that at least 75% of the cadre strength (AAO, AO/ Sr.AO) remains filled. The vacancy position for this purpose would be calculated on half yearly basis, as on 1st January and 1st July of the year.
- c) Seniority will be considered as one of the criteria. Applications for deputation post will be forwarded by the local authority on the basis of seniority in the cadre.
- d) Applications from DoP/DoT, including DoT HQ, will also be submitted to PA Wing.
- e) Any request for such deputation, if forwarded, should be accompanied by a No Objection Certificate (NOC) issued by the Cadre Management Authority (Sr. DDG), along with cadre clearance from the Cadre Controlling Authority [Member(F)].
- f) Deputation may be from the permanent sanctioned strength. Once deputation begins, promotion under the Next Below Rule comes into effect, which may lead to excess manning beyond the sanctioned strength. As a result, a certain number of officers must remain on deputation at all times. In cases where no vacancy is available in the cadre for repatriation, the procedure for deployment may be followed if no suitable candidates are available for further deputation. Alternatively, deputation may be assigned based on applications received or on the basis of seniority.
- g) After repatriation from deputation, the officer may be informed of the available vacancies in the parent cadre and allowed to indicate three (3) choices for posting, subject to availability and administrative feasibility.
- 6) Preliminary criteria, such as the requisite period of service or experience, fall under the purview of the borrowing department. However, it is suggested that a minimum eligibility, as deemed appropriate by the Department in terms of years of service in AAO/AO/Sr. AO posts, subject to consideration of seniority, may be adopted.
- 7) **Duration of deputation:** The period of deputation may be allowed primarily for 3 years and may be extended up to 5 years. A further extension of 2 years may be granted, subject to approval for relaxation by the Competent Authority.
- 8) Officiating promotion may be allowed by lifting the existing ban. Vacancies arising due to deputation may be managed through promotion/ officiating promotions in all cadres (AAO/AO/Sr.AO).
- 9) Deputation to a lower pay scale is not permitted (as per para 3.3 of DoPT OM dated 30.08.2024) in the following cases:  
a) For Central Government to Central Government, and  
b) Where the pay and DA pattern in the parent cadre and the ex-cadre post are similar.
- 10) Deputation to higher or same pay levels may be allowed.

- 11) For deputation to State Govt. & its organizations, a maximum of 5 years in an officer's lifetime may be allowed. However, for Central Government to Central Government deputation, no such lifetime cap may be imposed. To provide opportunities to maximum officers, a ceiling of 2–3 deputations in an officer's lifetime may be fixed (including all types of deputation).
- 12) We request the Department to allow deputation within our Ministry & cadre, as introduced by IA&AD vide policy dated 31.01.2025. Certain posts in less popular stations may be earmarked for deputation. For instance, in Delhi, 50% of posts may be earmarked until it ceases to be a deficient Circle. Officers will be allowed to return to their parent Circle upon completion of deputation.
- 13) **Premature reversion of deputationist to parent cadre:** Normally, services are returned to the parent cadre at the end of the deputation tenure. However, premature reversion may be allowed with an advance notice to the lending Ministry/Department and the officer concerned.
- 14) The cooling off period of 3 years prescribed in DoPT OM dated 28.03.2024 may be followed to enable other officers to avail deputation opportunities.
- 15) The employees may also go on deputation to any entity controlled by and located in States/UTs on spouse grounds after completion of 6 years in the Cadre.
- 16) In line with DoPT norms, employees may be permitted to apply for competitive examinations for outside employment, subject to due process and approvals.

In view of the above, this Association requests that all the inputs furnished by the Association may kindly be considered favourably, and a cadre-friendly Deputation and Other Employment Policy may be framed.

This is in supersession of this Association's letter of even number dated 02.09.2025.

With Regards,

Yours sincerely,



M. Sudhakar,  
General Secretary

Copy to: Ms. Abinandana P, Director (PA Admin), Member & Convener, PA Wing, Department of Posts, Dak Bhawan, Sansad Marg, New Delhi-110001 for kind information & necessary action.

-sd/-

M. Sudhakar,  
General Secretary