

AGENDA ITEM NO 1

Subject :- Transfer Policy of Group "B" cadre

Keeping in view of practical difficulties, administration was requested to modify its policy and to repatriate the officers posted outside their home circles to the extent of regular vacancies in their home circle. A memorandum in this regard has already been submitted to the administration which inter-alia states that:-

- a. IP&TAFS Group 'B' officers, especially the AAOs are facing peculiar problem for the last 20-25 years. Officers in this cadre are appointed after getting through departmental examination for which whole process takes 8 to 11 long years. However, due to non- expansion of operational area in Postal side and other reasons, more than 600 officials who had cleared their JAO Part II examination, desperately waited for more than 15 to 18 years for their regular promotion.
- b. At the time of amalgamation of Group 'B' accounts service, these officers were appointed outside their circles with the assurance that they shall be accommodated in their home circle at the earliest subject to availability of vacancies. These officers are in the age group of 45 to 58 years. Similarly, other officers working as AO/Sr AO are also in the age ranging from 50 to 60 years and hence it would be very difficult for them to leave out of their station at the fag-end of their service.
- c. 'One can serve the department far better if he/she is working at his home place and staying with the family'. It is a matter of serious thinking that the officer who is staying away from the family, feeling mentally harassed and facing a lot of health problems can not give more outturn and better performance and such officer is not more beneficial to the department than that who is working at his home place.
- d. The officer working far away place from his home place will avail frequent leave and long absence from duty of any officer will naturally affect the working of the office and the local/nearby officer will be more beneficial.
- e. It is pertinent to mention that on promotion the financial benefit is also a meager one as there is no change in grade pay in most of the cases.
- f. During the fag end of the career, everyone has to face a lot of problems relating to finance, family issues etc. For example, unable to give required attention to children in their studies, someone in family afflicted with illness /met with accident etc. Officer staying with family can solve the problem to the extent possible and at least he would have mental peace for being personally available there. But the officer working outside will remain upset and disturbed during/after office hours with mental agony for having unable to extend even the moral support in dire circumstances. Certainly, it will have adverse effect on his working and efficiency and local officer will be more effective and useful. At that age, person requires simple food, family atmosphere and a lot of medicines for diabetes/hypertension etc. But the position takes a reverse turn when a person is compelled to stay alone at this stage of age. Shifting of family is also not possible due to higher education of children. Naturally it will adversely affect the health of the person. It is beyond doubt that a person with good health will work more and a sick person will get tired soon and cannot give a better performance to the department.

g. Considering the above facts and also on the basis of deliberations held with concerned group/associations/unions, it is suggested that the existing transfer policy may be modified and the following guiding principles may be adopted for transfer of Group 'B' officers:-

- On promotion, officers may be accommodated in the same station to the extent of availability of vacancies; if there is no vacancy in the home Circle, they may be adjusted in the nearby circles,
- As and when vacancy arises in the Home Circle, officers working outside their home circle may be given opportunity to join home circle purely on the basis of seniority without insisting on any time limit for stay outside. Officers should be allowed Transfer TA and other benefits on completion of one year of stay outside the home circle,
- Station/circle tenure should only be implemented in case of pending requests of the officer working outside the home circle. In that case the officers who have completed the longest tenure (more than 6 years) may be considered for transfer and the officer waiting outside may be transferred to the home circle.
- Transfer from DOP to DOT and vice versa may be considered at the time of regular promotion on the basis of seniority and availability of vacancies.

AGENDA ITEM NO 2

Subject :- Victimization on the ground of contributory negligence

In the recent past there were two huge Cash Certificate fraud cases in West Bengal and Andhra Pradesh Postal Circles. Our cadre men were charge sheeted on the ground of contributory negligence. In addition to the huge recovery made from the officers concerned, the Rule 14 cases are still going on. Because of heavy pressure exerted on this account, many of them have become chronic patients; caused untimely death in PAO, Hyderabad. In respect of some others including former leaders, the pension benefits have been withheld or paid at diminished rate. Serving officers have been forced to part with their hard earned money as penalty or else face the threat of losing their promotions.

All such cases may be reviewed in the light of the Gazette Notifications issued by the Department of Telecom in connection with cadre control/powers of the Cadre Controlling Authority and render justice to them all.

AGENDA ITEM NO 3

Subject :- Sr. Accounts Officer Promotion as on 1st January

In view of the introduction of unified date of increment system (1st July every year) as per 6th CPC, this association had approached the administration on many occasion for conducting of early DPC so that the orders become effective from 01-01-2012. Administration was also aware that the effect of promotion in terms of financial benefit accrues only when the promotion is effected w.e.f 01-01-2012. Accordingly, it was assured that aforesaid DPC shall be convened within the prescribed dates or adhoc promotion shall be allowed, and in any case, concerned officers would not be deprived of their financial benefit arising out of this promotion.

Despite this, orders have been issued which are effective from the date of issue i.e 13-02-2012. In this context it is pertinent to mention that the post of AO and Sr AO carry same grade pay (Rs 5400) and the only benefit on promotion is increment. It is further submitted that few officers in this list have got their promotion almost after 3 years. The effective date of this order has deprived their financial benefit arising out of this promotion.

Appropriate action may kindly be taken in the matter and accord approval for review of the effective date of this promotion i e 01-01-2012 so that the promotee officers are given benefit of one increment, and they may be saved from the pecuniary losses.

Further, the process relating to collection of CRs/obtaining VC and holding DPC etc may kindly be streamlined to enable timely promotion of the officers.

AGENDA ITEM NO 4

Subject :- Finalisation of Recruitment Rules/holding examination

As promised at the time of merger, modified / Revised RRs in respect of merged cadre viz.AAO, AO, and Sr.AO were to be finalized within 3 months. It has, however, been learnt that RRs discussed with the representatives of associations and proposed by the Steering Group have been changed drastically which resulted in inordinate delay in finalization of aforesaid RRs. **Consequently, this delay has affected the interest of the departments and also in filling up of vacancies in various cadres.**

Association also requests the Cadre Controlling Authority to immediately take action for holding examination for AAO cadre which is the only way out to fill up all the vacancies in AAO cadre and also to solve the thorny problem of transfer back of the AAOs to their home Circles. For this purpose RRs as discussed with the representatives of the association and proposed by the steering group may be notified at the earliest. With a view to give one time opportunity to JAO Part-I passed candidates, suitable saving clause may be included in the revised RRs.

AGENDA ITEM NO 5

Subject :- Streamlining of pay fixation/ pay protection of the officers

It was brought to the notice of the administration that there are serious variations and differences between PAO and CCA offices in respect of pay fixation and pay protection consequent to merger of Group "B" cadre.

With a view to sort out this issue it is suggested that a Committee may be constituted to look into various anomalies and streamline the procedure with regard to date of their acceptance/joining etc. It is desirable that two members from the Group "B" cadre, preferably the President and the Secretary General of this Association, may be considered for nomination in this committee.

AGENDA ITEM NO 6

Subject :- Self Certification/ declaration instead of receipt of Food and Travel by road for claiming the DA on inspection

A proposal was given to the Administration for extending such facility at par with CAG/P&T Audit offices. The matter may kindly be taken up with the concerned authority for issue of requisite order at the earliest.

As our officers and employees are regularly deployed for Internal Audit, Verification, Training etc. the procedure adopted in CAG/P&T Audit Offices may be followed and requisite relaxation similar to the one available there may be extended.

AGENDA ITEM NO 7

Subject :- Inconsistencies in MACP Scheme

The series of orders issued on MACP Scheme is causing serious concern among the cadre men due to inconsistency and confusion in the said orders. These needs to be thoroughly analyzed and appropriate clarifications are required to be issued and implemented uniformly in DOP & DOT.

The MACPS has been introduced w.e.f. 1-9-2008. As per Para 2 of Annexure-1 (Salient Features) of the scheme every govt employee has to get minimum three financial up-gradations in the hierarchy of the recommended revised pay bands and grade pay as given in Section1 Part-A of the first schedule of CCS(Revised Pay) Rules 2008. Further as para 28[C] of the said annexure if a govt servant has been granted either two promotions or 2nd financial up-gradation under ACP scheme of August 1999 (Say TBOP/BCR) then only 3rd financial up-gradation is admissible to him under MACPS on completion of service provided he has not earned 3rd promotion in the hierarchy. It means that if any official has earned two time bound promotions and one regular promotion 3rd promotion under MACPS is due to him as he has not earned 3rd promotion in his hierarchy. In this regard **illustration 2B** of the said annexure clarifies all doubts. In this illustration middle box applies with our case. As per this illustration the official appointed as PA in GP of Rs.2400 should get financial up-gradations as under :

1 st promotion under TBOP on completion of 16 years of service	=GP Rs.2800
2 nd promotion under BCR on completion of 26 years of service	=GP Rs.4200
1 st regular promotion to AAO cadre after 1-9-2008	=GP Rs.4800
3 rd MACP on completion of 30 years of service	=GP Rs.5400

As per the provisions of MACPS mentioned above 3rd promotion under MACPS was granted to all the eligible officials but later on withdrawn upon receipt of clarification from Deptt of Posts vide their No. 4-7/MACPS/2009/PCC dated 8-3-2011. The clarification issued by the D.O.P. is contradictory and against the main ruling on MACPS which has defeated the very purpose of the scheme.

It is pertinent to note that clarifications issued by D.O.P. cannot be implemented on AAO/AO cadre as the cadre controlling authority of this cadre is Member (F) D.O.T. headquarters. There is no need to clarify this aspect as mentioned above as it has already been clarified vide Illustration 2B of the main ruling. Anyhow if there was any need for clarification the same should have been clarified by the cadre controlling authority viz Member (F) D.O.T. in consultation with DOPT and not by the D.O.P. As such necessary orders may be issued to all concerned to withdraw the clarification issued by D.O.P. on 8-3-2011 and the recoveries being made from the AAOs/AOs may be stopped till the decision is taken by the cadre controlling authority.

AGENDA ITEM NO 8

Subject :- Timely holding of DPCs

There are some delays in holding of DPCs for JTS & STS cadres. Timely holding of DPCs may kindly be ensured. This would, not only benefit the feeder cadre awaiting promotion for a long time but also solve the manpower problem prevailing in both the departments.

The concerned sections of DoP & DoT may therefore be directed to chalk out an action plan by preparing a calendar and cause to issue promotion orders prior to the crucial date, viz. 1st January and eliminate the problem of pecuniary loss as well as delay in further promotions.

AGENDA ITEM NO 9

Subject :- Cadre Review / Restructuring

Since 1986-87, i.e. after the implementation of 80: 20 schemes, in respect of the cadres of Sr. Accounts Officer / Accounts Officer and Assistant Accounts Officer / Junior Accounts Officer, Officers got nothing towards career advancement. The implementation of MACP with effect from 1.9.2008 has also not brought out any uniform application / benefit to our officers, rather differentiated and discriminated sizable section of officers causing heart-burn among us. Cadre Re-structuring Committee for the lower cadres among Group C officials in Postal accounts Office has been constituted and the staff side proposal in this respect has been approved and positively recommended by the DDG (PAF) and JS & FA. Cadre Review in respect of Group-A cadres is already underway.

In view of the developments, Cadre Review / Re-structuring for Group B cadres may be initiated immediately.

AGENDA ITEM NO 10

Subject :- Onetime diversion of Direct Recruit quota of JTS Gr.'A' posts for the Feeder Cadre

Because of the poor intake of direct recruits over the past several years consistently, direct recruit quota has remained vacant for quite a long time.

It is therefore, urged to take necessary action to fill up the above vacant posts by the Officers awaiting in the feeder cadre by onetime diversion of Direct Recruit quota of JTS Gr.'A' posts for the Feeder Cadre. Possibilities may kindly also be explored to re-fix the ratio of direct recruits and promotional quota in JTS Gr.'A' as 25 : 75 instead of the prevailing 50:50

AGENDA ITEM NO 11

Subject :-Modification of RRs

Many officers of IP&T AF service Group-B got their regular promotion as AOs or AAOs after a very long waiting despite their accruing eligibility for promotion more than sixteen years back. This also requires due weight to be given to these officers. Hence the eligibility prescribed as per DOP&T OM dated 24.3.2009 may be considered favorably while the proposed recruitment rules are send to DOP&T for approval as under:-

Grade	Existing	Proposed
Senior Time Scale (Rs. 15600-39100) plus grade pay of Rs. 6600/-	Officers in the Junior Time Scale who have completed four years of approved service as on 1st January of the year.	Officers in the Junior Time Scale who have completed four years of approved service as on 1st January of the year; failing which , regular Accounts Officer with a total of completed six years combined service rendered in Group-B Gazetted cadre with Grade pay Rs.4800/- and above in the grade of AO/Sr. Accounts Officer and Asst.Accounts Officer as on 1st January of the year. Note1: Service rendered as Sr. Accounts Officer need not be insisted since Department of Expenditure vide their OM NO.6(82)-IC/92(part-II) dtd 7/7/2011 had made clear that 'Accounts Officers are appointed as Sr. AOs on promotion only on non-functional posts and are being supervised by JTS Officers of organized Group-A Accounts Service'. Hence, the service rendered as Sr.AO may not be insisted as it is only a non-functional cadre. Note 2: As per DOP&T OM dtd 24.3.2009 Officer with Grade Pay Rs.4800/- requires to render a qualifying service of six years for promotion to higher cadre with Grade Pay of Rs.6600/-
Junior Time Scale (Rs. 15600-39100) plus grade pay of Rs. 5400/-	<p>(i) 50% by direct recruitment- Based on the results of the competitive examination conducted by the Commission on the basis of educational and age limit and any scheme of examination that may be notified by the Government in consultation with the Commission from time to time in this regard.</p> <p>(ii) 50% by Promotion-Senior Accounts Officer in Group 'B' with a</p>	<p>(i) 50% of IP&TAFS by direct recruitment (As per the existing provisions).</p> <p>(ii) 50% by promotion:- Regular Accounts Officer with a total of</p>

total of three years combined service as Senior Accounts Officer and Accounts Officer as on 1st January of the year. The vacancies for appointment to the Junior Time Scale shall be shared between Postal and Telecommunication Accounts and Finance Service Postal Wing Group 'B' and the Postal and Telecommunication Finance Service Telecom Wing Group 'B' on the basis of vacancies available in the Junior Time Scale in the Department of Posts and Department of Telecom respectively.

completed four years combined service rendered in Group-B Gazetted cadre with the Grade Pay Rs.4800/- and above in the grades of AO/Sr.AO and AAO as on 1st January of the year.

Note: As per DOP&T OM dtd 24.3.2009 Officer with Grade pay Rs.4800/- requires to render qualifying service of two years for promotion to the higher cadre with Grade Pay of Rs.5400/-.

AGENDA ITEM NO:12

Subject :- Modification of orders on adhoc promotion

A good number of posts are available in the STS & JTS cadres which need to be filled up by relaxing the existing norms considering the DOPT OM No. AB 14017/61/2008-Estt. (RR) dated 24.3.2009 and dated 12.3.2010 relating to qualifying service for promotion from one grade to another.

DOPT has prescribed two years qualifying service for promotion from Grade pay Rs 4800- to Grade pay Rs 5400- (JTS Posts) and qualifying service for grade pay of Rs 6600- (STS Posts) is either 6 years service in the grade pay of Rs 4800- OR 5 years service in the grade pay of Rs 5400-.

Further, there are lot of short term vacancies frequently arising in all the field offices and Head quarters in the cadres of A.O and Sr.A.O apart from STS/JTS cadres.

It is, therefore, requested that the powers delegated to field units in respect of effecting ad hoc promotion vide DOT letter No 48-1/2003-SEA dated 06-11-2003, in all these cadres may be reviewed and uniformly implemented in DOP & DOT as under:-

Grade	Existing	Proposed
Senior Time Scale (Rs. 15600-39100) plus grade pay of Rs. 6600/-	Para 2 (c) (ii) On completion of five years of regular service as Accounts Officer/Sr. AO	Para 2 (c) (ii) Regular Accounts Officer on completion of a total of five years combined service in the grade of AO/Sr.AO and Assistant Accounts Officer.
Junior Time Scale (Rs. 15600-39100) plus grade pay of Rs. 5400/-	Para 2 (c) (i) On completion of three years of regular service as Accounts Officer/Sr Accounts Officer.	Para 2 (c) (i) Regular Accounts Officer on completion of a total of three years combined service in the grade of AO/Sr.AO and Assistant Accounts Officer.
Sr. Accounts Officer Rs. 15600- 39100) plus grade pay of Rs. 5400/-	Para 2 (d) On completion of two years regular service in the grade of Accounts Officer	Para 2 (d) Regular Accounts Officer on completion of one year as Accounts Officer
Accounts Officer (Rs. 9300-34800) plus grade pay of Rs.5 400	Para 2 (e) On completion of four years regular service in the grade of JAO/AAO	Para 2 (e) On completion of two years regular service in the grade of AAO

AGENDA ITEM NO 13

Subject :- Deputation of STS & JAG officers

Recently DOT HQ called for deputation from various organized accounts to fill up the STS posts. Such action once initiated by DOT HQ during 2007 and 2008 was stopped with the timely action. The association therefore reiterate their request for doing away with this scheme of Deputation in all cadres (except AAO cadre in deficit circles until regular officers are made available) and fill up all vacant posts by giving regular promotion to our eligible cadre man, if necessary with required relaxation in the eligibility criteria.

It is also observed that quite a few JAG level officers from various Government departments were drawn on deputation even through a good number of eligible STS officers are available in the DOP & DOT.

This issue may kindly be looked into and the eligible officers may be promoted on adhoc basis w.r.t the guidelines issued by the DOT HQ.

AGENDA ITEM NO 14

Subject :-waiver of FR 35 on adhoc promotion to STS cadre

As per the existing Recruitment Rules for Group 'A' in the IP & TAFS, a JTS Officer who has put in 4 years regular service as on 1st January of the year is eligible to be promoted as STS Officer. Those Officers who have been promoted as AOs during 1995 are yet to get their JTS Regular as the number of posts available for promotees is only 33. With this eligibility condition, the 198 STS posts available can be hardly filled up on regular basis and there would be severe administrative inconvenience to run the show.

In order to fill up all these vacant posts in the STS cadre, a local order has been issued by the DoT Hqrs allowing the AOs / Sr.AOs with 5 years regular service as STS Officers on adhoc basis and their pay was fixed under FR 22 1 (a) (i). Suddenly, DoT Hqrs., issued instructions vide their letter No.1-5(1)/2008-09-PAT dated 27.03.2010 to apply FR 35 while fixing pay on adhoc promotion to STS cadre on each occasion. Based on this, the pay fixation already done has been reviewed by the CCA Offices and huge overpayments were ordered to be recovered.

Therefore, invoking FR 35 at this stage and ordering for recovery appeared to be not in order and requires to be examined in detail keeping in view the long service in the AO/Sr. AO cadre and practical difficulties in filling up the STS posts on regular basis.

Since the officers have already completed prescribed qualifying service in terms of DOPT OM No. AB 14017/61/2008-Estt. (RR) dated 24.3.2009 and dated 12.3.2010 and also powers have been delegated to field units vide DOT letter No 48-1/2003-SEA dated 06-11-2003, FR 35 on adhoc promotion to STS cadre appeared to be not in order and required to be waived.

AGENDA ITEM NO 15

Subject :- Opening of new CCA office in Nagpur

Considering the size, population, number of pensioners and various other aspects, a detailed note justifying the opening of another CCA office at Nagpur was submitted as under:-

JUSTIFICATION FOR FORMATION OF NEW CCA OFFICE AT NAGPUR MAHARASHTRA

1) The office of Pr. Controller of Communication Accounts Maharashtra came into existence on 01-10-2000 at Mumbai, following the corporatization of the erstwhile operational arms of the DOT in Maharashtra and Goa Circles. This office was created with a view to ensure smooth and efficient performance of major functions of the Department of Telecom at the field level. The state of Maharashtra is third largest state in India both in area (307713 sq. km) and population (96.88 million). There are 35 districts, 358 block and 43711 villages. The state has population density of 314 per sq.km. (as against the national average of 312) In Maharashtra state, there are four regions in all districts as noted below.

Region	Division	Distt
VIDARBHA REGION	Nagpur Division	Bhandara
		Chandrapur
		Gadchiroli
		Gondia
		Nagpur
		Wardha
	Amravati Division.	Akola
		Amravati
		Buldhana
		Washim
Yavatmal		
AURANGABAD REGION	Aurangabad Division:	Aurangabad
		Beed
		Hingoli
		Jalna
		Latur
		Nanded
		Osmanabad
		Parbhani
	Nasik Division	Ahemadnagar
		Dhule
		Jalgaon
		Nandurbar
		Nasik
KONKAN REGION	Konkan Division	Mumbai
		Mumbai Sub Urban
		Raigarh
		Ratnagiri
		Sindhudurg

		Thane
PUNE REGION	Pune Division	Kolhapur
		Pune
		Sangli
		Satara
		Solapur

2) Due to geographical reason as well as vast region, the development is not achieved up to the desired level in remote and backward area of various district of Marathawada and Vidarbha Region. Being third largest area of the country, this factor plays major role to hamper the achievement of target and its management from the far distance. In verification of various important communication installations, the officers have to travel a maximum distance of 1600 Km from the CCA Mumbai Office. This difficulty can be easily solved by opening of CCA Office at Nagpur for Vidarbha & Aurangabad Regions, which comprises 24 districts of Maharashtra State.

3) The total population of Goa state is 1.35 million and spread over 3702 Sq.Kms. area and coast line of 104 kms. The work of Goa state is under the jurisdiction of CCA Mumbai. The state has population density of 364 per Sq.Km. (as against the national average of 312).The decadal growth of state is 15.21(against 21.54 for the country). For administrative purposes, Goa is divided into two districts- North Goa and South Goa with headquarters at Panaji and Margao respectively together with six divisions and a further sub-divided into 11 talukas.

4) Maharashtra Circle's total Licence Fee collected during the Financial Years 2009-10 and 2010-11 are as follows.

2009-10	Rs.1484.65 Crore
2010-11	Rs.1559.15 Crore

The said amount is a part of the Revenue Receipt of the Consolidated Fund of India. In this connection it is added here that according to resources for implementation of the USO are raised through a Universal Service Levy which is presently fixed at 5% of the Adjusted Gross Revenue (AGR) which works out to Rs.74.23 Crore & Rs. 77.95 Crore during the financial years 2009-10 & 2010-11 respectively. In Maharashtra Circle the total disbursement of USO Subsidy was to the tune of Rs. 181.81 Crore during the Financial Year 2009-10 & Rs 65.85 Crore during the Financial Year 2010-11 respectively.

5. Maharashtra Circle has remarkably achieved the number one position amongst CCA wise and Activity wise in receipts of Universal Service Obligation subsidy payment. Up to the end of 31-03-2011 an amount of Rs.1253.03 Crore against the grand total of Rs.13471.44 Crore have been disbursed as USO subsidy by Maharashtra Circle i.e. 9.30% of total disbursement USO subsidy disbursed throughout the country up to 31-03-2011. Despite this fact and strong financial support for operation and maintenance of Village Public Telephones and Rural Direct Exchange Lines to the individual customers in the rural and backward area of Vidarbha and Marathawada Regions are still lacking in proper communication facilities and therefore the said areas remained as it were in the year 1970. The proper requisition of fund can be possible only after opening of separate office of CCA at Nagpur for the Divisions Viz. Aurangabad Division, Amravati Division, Nagpur Division & Nasik Division of Maharashtra State.

6) The opening of new CCA office at Nagpur will definitely plus point in all respect for the development in all the districts of Marathwada and Vidarbha Region. This is a primary step for effective

service of telecommunication. This will also generate new channel for employment directly as well as indirectly to the needy person & self earning to the thousand of peoples residing in rural and backward areas of these region.

7) The proposed CCA Office at Nagpur shall also advantageous towards proper implementation of effective telecommunication in Naxalite area and its usefulness supports to many people to uplift their standard of livings viz. the people residing in densely forest area of Gadchiroli, Chandrapur & Gondia districts of Maharashtra State.

8) The CCA Office at Nagpur shall play a crucial role in ensuring smooth management of retirement and other terminal benefits of the employees of DOT, BSNL & MTNL of the Marathawada and Vidarbha Region instead of managing the state of affairs at Mumbai Office. At present more than 20000 pensioners as on date under CCA Maharashtra. The said work can be easily separated for the Marthwada and Vidarbha Region in the interest of the retired personnel. The service provider, employee from all corners of Maharashtra have to travel more than 1200 Km to attend any important work at CCA Office Mumbai. Further, the employees of BSNL, MTNL and DOT as well pensioners have to visit Mumbai office, as their presence is required for their personal work. This difficulty can be easily solved by bifurcating the present status of CCA Maharashtra and entrusting the work of Vidarbha & Aurangabad Regions to CCA Office at Nagpur.

9) It may not be out of context to mention that Director of Accounts Postal Nagpur is accounting head of Maharashtra Postal Circle. The post of General Manager (Finance) Maharashtra Circle is at Mumbai and responsible for all accounting work of Maharashtra Circle. The analogy adopted by the Department of Posts for Maharashtra Postal Circle can be useful and works perfectly by opening a new CCA Office at Nagpur.

10) Opening of CCA Office at Nagpur will also result in generation of employment directly as well as indirectly to the thousands of people of the regions. In democracy, the priority is always given to the feelings of mass people. Nagpur being the centre of India, as well as second capital of Maharashtra State, these status definitely deserves the opening new CCA Office in this city in public interest.

11) The justified total strength of newly formed CCA Office at Nagpur may be at least as noted below.

CCA	01
Jt.CCA	01
Dy.CCA	02
Asstt.CCA	02
CAO	06
Asstt.CAO	10

12) The newly formed CCA Office at Nagpur shall provide some relief to the officers of Maharashtra circle presently working throughout the corner of the country. The officers posted at Nagpur shall have minimum tension in day to day attending the office in comparison to the officers posted at Mumbai office. This factor will definitely useful in extracting the desired target of work.

13) It may not be out of context to cite the example of Tamil Nadu Circle in favour of proposed Nagpur office. In T.N. circle, the Pr.CCA office is at Chennai and one Jt.CCA is efficiently looking after the work of Andaman & Nikobar stationed at Port Blair. In Uttar Pradesh also, there are two CCA Offices viz. U.P. (East) & U.P. (West) in public interest. This pattern shall also be useful for extracting the work at

Nagpur for Aurangabad & Nagpur Regions. This analogy suo motu made applicable to Maharashtra Circle for opening of another CCA Office at Nagpur in public interest as well as betterment of lives of the people residing in the backward areas of Aurangabad and Vidarbha region.

14) So far as accommodation for the newly formed CCA Office at Nagpur is concerned, BSNL offices occupying Government land & building can be asked to spare adequate space for CCA office.

Appropriate action thereon may please be expedited in the larger interest of the employees/pensioners as well as Department.

AGENDA ITEM NO 16

Subject: Benefit of Minimum of the Upgraded scale Rs.7500/-

Consequent on the implementation of 6th CPC, JAO and AAO cadres holding pre revised scale of pay Rs.6500-200-10500 and Rs.7450-225-11500 were merged and upgraded to pre revised scale of pay Rs.7500-250-12000 & re-designated as AAO and brought into revised pay structure in the PB-2, in the scale of pay of Rs.9300-34800 with grade pay Rs.4800 with effect from 01.01.2006. According to instructions contained in Finance Ministry's O.M.No:1/1/2008-IC dated 30.08.2008, pay in the pay band of JAO working as on 01.01.2006 will be fixed with reference to the fitment table of the pre-revised scale of Rs.6500-10500/7450-11500 with grade pay of Rs.4800.

Whereas as per illustration contained in 4A below the memorandum annexed to CCS (RP) Rules, 2008, in respect of upgraded scales corresponding minimum of the upgraded pre-revised scale is admissible with effect from 01.01.2006. As per fitment table for 7500-250-12000, the minimum pay admissible is Rs.18750 (13950+4800).Whereas pay of an officer in JAO cadre drawing 6700 as on 31.12.2005 in the pre-revised scale of 6500-200-7500 was fixed to Rs.17270 (12470+4800) i.e. He is drawing Rs.1480 (18950-17270) less than minimum of the upgraded scale, which is against the spirit of CCS (RP) Rules, 2008 and against natural justice. In this connection it is also pointed out that the "Entry pay" in the revised pay structure for direct recruits appointed in central civil service in the GP of Rs.4800 on or after 01.01.2006 is Rs.18150 (13150+4800) .Thus, **such JAOs/AOs are not getting either the minimum of the upgraded pay or entry pay due to direct recruits.** This is highly discriminative.

It is reliably learnt that the benefit of minimum of the upgraded scale was allowed to the identical upgraded posts in Central Secretariat and in IA&AD departments etc. Hence it is requested to kindly extend the corresponding minimum of the upgraded scale (ie.7500-250-12000) to JAO/AAO cadre in the P&T Department also.

Consequent on the implementation of 6th CPC, JAO and AAO cadres holding pre revised scale of pay Rs.6500-200-10500 and Rs.7450-225-11500 were merged and upgraded to pre revised scale of pay Rs.7500-250-12000 & re-designated as AAO and brought into revised pay structure in the PB-2, in the scale of pay of Rs.9300-34800 with grade pay Rs.4800 with effect from 01.01.2006. According to instructions contained in Finance Ministry's O.M.No:1/1/2008-IC dated 30.08.2008, pay in the pay band of JAO working as on 01.01.2006 will be fixed with reference to the fitment table of the pre-revised scale of Rs.6500-10500/7450-11500 with grade pay of Rs.4800.

Whereas as per illustration contained in 4A below the memorandum annexed to CCS (RP) Rules, 2008, in respect of upgraded scales corresponding minimum of the upgraded pre-revised scale is admissible with effect from 01.01.2006. As per fitment table for 7500-250-12000, the minimum pay admissible is Rs.18750 (13950+4800).Whereas pay of an officer in JAO cadre drawing 6700 as on 31.12.2005 in the pre-revised scale of 6500-200-7500 was fixed to Rs.17270 (12470+4800) i.e. He is drawing Rs.1480 (18950-17270) less than minimum of the upgraded scale, which is against the spirit of CCS (RP) Rules, 2008 and against natural justice. In this connection it is also pointed out that the "Entry pay" in the revised pay structure for direct recruits appointed in central civil service in the GP of Rs.4800 on or after 01.01.2006 is Rs.18150 (13150+4800) .Thus, **such JAOs/AOs are not getting either the minimum of the upgraded pay or entry pay due to direct recruits.** This is highly discriminative.

It is reliably learnt that the benefit of minimum of the upgraded scale was allowed to the identical upgraded posts in Central Secretariat and in IA&AD departments etc. Hence it is requested to kindly extend the corresponding minimum of the upgraded scale (ie.7500-250-12000) to JAO/AAO cadre in the P&T Department also.

AGENDA ITEM NO. 17

Subject:- Grant of Grade Pay Rs. 5400 to AAOs.

As per the orders of the VI th CPC, the Grade pay of Rs.4800/- has been granted to the Assistant Accounts Officers in the Organized Accounts Cadres including Postal and Telecom. The AAO cadre is recruited through a rigorous examination consisting of two parts with Advanced Accountancy, CPWD Accounts, Costing, GFR, FR&SR and all the codes and manuals of the department. Further the amalgamation of accounts cadre of P&T has entailed All India Transfer liability to this cadre.

On introduction of MACP scheme a peculiar situation has arisen in which Senior Accountants with MACP III are granted Grade Pay of Rs.5400/- with all connected privileges viz in the mode of travel by air, eligibility for enhanced hotel rates, transport allowance apart from higher GP with its consequential increase in allowances; whereas AAOs (Gazetted Group B) who are their supervisors vested with higher status and responsibilities are getting the Grade Pay of Rs.4800/- due to the difference in entry cadre. This leads to disparity and humiliation to the AAOs who are supervising these Senior Accountants. Our humiliation is further exacerbated when we are on tour/training, where the MACP III SAs with G.P. Rs.5400/- are entitled for travel by air with room rent of Rs.1500/- plus 25% whereas AAOs with G.P. Rs.4800/- have to travel by rail with room rent of only Rs.500/- plus 25%!

This anomalous situation forced some of the similarly affected AAOs in IA&AD at Chennai to approach Honorable CAT, Chennai bench. The learned judges understood the anomalous situation and thus while disposing of the OAs (No. 966&967 of 2009) ordered that the AAOs holding the supervisory cadre have been unjustly treated in as much as higher pay is given to Sr. Accountants who are functioning inferior than their Supervisors and who have not even qualified to the post of AAO. On the basis of this observation, the Tribunal has in their order dated 29.12.2010 issued direction to the respondents to grant the revised pay to AAOs by extending the benefit of MACP scheme by fixing their pay in the Grade Pay of Rs.5400/- from the date on which the benefit of MACP (Rs.5400/-) was extended to Sr.Accountants and to disburse the arrears from the date of such fixation in the grade pay of Rs.5400/-.

Taking recourse to the spirit of the judgment, we request your good office to consider extending the benefit of MACP scheme to the aforesaid affected AAOs in the Grade Pay of Rs.5400/- from the date of supervised officials have started getting higher grade pay of Rs.5400/-. In our department(s) the supervised officials have started getting the grade pay of Rs.5400/- w.e.f. 01.09.2008, viz since implementation of MACP Scheme

Further, it is brought to your kind notice that while the Staff side leaders of JCM raised this issue for settlement in the National Anomaly Committee, the Official side agreed to consider this anomalous situation 'outside Anomaly Committee'.

Hence, in the interest of natural justice, the benefit of MACP, viz., implementation of GP of Rs.5400/- to Sr. Accountants (MACP- III) may please be extended to all AAOs from 01.09.2008/corresponding date of acceptance of promotion.

AGENDA ITEM NO. 18

Subject:- Enhancing the rate of JAO Special Pay from Rs. 140/- to Rs. 280/- w.e.f 01.01.2006

Recently, the rate of Special Qualification pay for passing the JA Confirmation Test/LD-JA promotion test was revised from Rs.60/- to Rs. 120/- w.e.f 01.01.2006. But the JAO Spl. Pay has not been revised w.e.f 01.01.2006. Thus, those who got promotion to this cadre of JAO/AAO during 01.01.2006 to 31.08.2008 were denied the benefit of doubling of JAO Spl. Pay whereas those who got promotion after 01.09.2008 were allowed to draw the same at the rate of Rs. 280/- causing reduction of emoluments to seniors.

It is, therefore, requested to cause elimination of this disparity please.

AGENDA ITEM NO. 19

Subject:- Lateral movements on deputation, foreign service etc. to other organizations as per Govt. of India provisions

Deputation to other organizations is a GOI approved mode of manning posts and would enable the individual officers and the department to derive benefits on account of such lateral movements. When the individual officers will be exposed to different working methods, environments, higher posts in the non-cadre sector, choice place of postings without interfering in the departmental transfer policies etc., the department gets a more refined/ experienced officer who will be at a higher level in the human resources development index.

When this is treated as a routine movement of officers in all the cadres in the CAG and other organized accounts, our department treats this as a novice and restrict this to Gr. A posts only denying all other cadres, particularly the Gr. B cadre which had to suffer all the negative aspects of MACP, transfer policies and pay commission decisions, the benefits out of this as well. Even though the reason stated is shortage, this is not made applied to the Gr. A cadre where the shortage is much more acute.

Therefore, it is requested that the benefits of lateral movements through deputation, Foreign Service etc., to other departments, autonomous bodies, based on merits of individual officers need to be allowed without applying any arbitrary restriction. Any vacancies etc. causing out of such movements should be considered for filling up as per the conventional methods instead of making the individual officers suffer the effect of such decisions.