



# P & T Accounts and Finance Officers Association

Headquarters ( P&T A&F OA), 1417 A, Sanchar Bhavan, New Delhi-110 001

Web site : [fightforright.in](http://fightforright.in)

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No. P&T A&FOA/HQ/07

Dated 20 .11.2012

To

The Member (Finance)  
Department of Telecom,  
Sanchar Bhawan,  
New Delhi- 110 001.

**Sub: Transfer back of Accounts Officers before issuing promotion and posting orders in the grade of A.O and also Transfer back of AAOs to their Home Circles.**

Respected Madam,

Inviting your kind attention to the pathetic situation of the officers working outside their home circle, we express our deep concern and resentment of our cadre men owing to the following facts:-

- At present, more than 100 AOs, despite their completion of more than 30 months working outside their Circles are not transferred back to their Home Circles on the frivolous ground that they have not completed two years as on September 2012,
- Officers who are working in NE Circle, which is hard tenure area {from WB & other Circles} and completed more than 2 and half years of service, have also not been considered for transfer / posting to their home circle. Surprisingly, it is noticed that officers from other circles (Lucknow) are being posted in their home circles itself which may cause administrative difficulty to provide the aspirants to get home circles.
- The authorities concerned have not shown humanitarian approach towards this issue and deliberately issued promotion and posting orders twice in the month of September itself, to pre-empt and deny the claim of those officers. Such postings shall block the transfer back of the officers working outside their Home Circles; even there are some candidates who will retire with in next 2 years.
- Madam, many AOs obeyed and accepted promotion pretty well knowing that they will not get the benefit of even a single rupee more and not eligible for any further promotion since their left out service is not enough to become JTS/STS. Just for merger issue they honoured because after a long gap of 18-20 years as AAO they got this promotion.

2. Madam, in order to save the eligible officers from mental depression and stress, we are requesting your good self to use your good offices to save the affected officers who rendered a long dedicated service for the betterment of the Department. This association further urges the following steps for rectification:-

- (i) **Transfer back of Accounts Officers before issuing promotion and posting orders in the grade of A.O and also Transfer back of AAOs to their Home Circles**

Considering the fact that large number of vacancies are available in the Home Circles of the AAOs / AOs posted outside their home Circles, it is strongly felt that transfer back of AAOs/A.Os may be effected at once **prior to implementation of promotion and postings** and due preference may be given to (a) officers due to retire within 24 months, (b) officers coming under medical cases, (c) spouse category cases and (d) officers who have completed more than one year outside their home circle. Subject to availability of vacancy, and acceptance of condition of no TA/DA, officers who have rendered less than one year service outside their home circle may also be considered to ensure congenial atmosphere in units as well as amongst Group-B officers.

**(ii) Modification of Transfer Policy**

It is a well known fact that only a pleasant and a compose officer/employee can render better service to the department whereas dissatisfaction among them causes inefficiency in office work and deprecation at personal level. The new Transfer policy unilaterally framed and imposed upon Group B officers without consulting the recognized association which is a must in the democratic country, lacks both validity as well as authority for the reasons that (a) R.Rs of Group B Officers still remain unfinished due to non-tedious and stubborn approach of PA Wing with DOP&T authorities on one hand and on the other (b) no discussion with Association representatives was held. Thus, the new Transfer policy is the most despised product for the entirety of Group-B officers necessitating immediate discussion and amendments. At present, this new Transfer policy is utilized as weapon to harass and terrorize Group B officers and all solemn assurances given during the time of merger that 'all the officers (both AOs and AAOs) shall be accommodated in their Home Circles to the extent of vacancies available and others at nearby Circles and Officers posted outside Home Circles shall be transferred back as and when vacancies arises therein' are found thrown to wind by the new officers at the helm of affairs at present.

Considering the above facts 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 top priority and 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 only be considered at the time of regular promotion on the basis of seniority and availability of vacancies.

**(iii) Implementing normal embargo procedure.**

Nowadays, promotion & posting orders make the Group-B officers shudder as they contain Compulsory Transfer while vacancies are available in Home Circles. These transfers are not need-based but have penalizing effect and also causing avoidable draining of huge amount to Government exchequer in the shape of TA/DA etc. Further, the right to refuse promotion is denied to Group Office B officers. **Instead of implementing normal embargo procedure towards such officers, the PA Wing has reportedly ordered to relieve all such officers immediately, failing which it is learnt that PA Wing has orally instructed the units to advise the officers to seek VRS - an unthinkable advice /instruction in any civilized society.**

Considering the age factor of the officer under promotion, family / social responsibility, health and other factors, administrative authority concerned may be directed to accept refusal of these officers and implement normal embargo procedure as prescribed under rules.

Madam, Your kind consideration and appropriate directives on the aforementioned subject as a cadre controlling authority will be highly appreciated by this association.

Thanking you.

Yours faithfully



(Asish Dasgupta),