



# 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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Date: 06.04.2013

To,

The Member ( Finance ),  
Department of Telecommunication,  
20, Ashoka Road, New Delhi-110 001.

Subject :- Regarding formal meeting with the representatives of the Association- request for.


Respected Madam,

With due regards, the Association wishes to bring to your kind notice that we have taken up so many issues for your kind and sympathetic consideration out of which some have been considered by your goodself while few are still pending. The Association feels that these issues may be settled by table discussions with the Cadre Controlling Authority for which a formal meeting with the representatives of the Association may kindly be permitted.

The agenda for the meeting is enclosed herewith separately.

Thanking you.

Encl: As above

Yours faithfully,  
  
( J B Singh )  
General Secretary

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, facing a lot of health problems and 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 from his home place will naturally 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. 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. 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.

- f. 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 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 unlike in other wings,
  - 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 1<sup>st</sup> 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 01-01-2013. Administration was also aware that the effect of promotion in terms of financial benefit accrues only when the promotion is effected w.e.f 01-01-2013. 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 30.01.2013. 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 01-01-2013 so that the promotee officers are given benefit of one increment and they may be saved from the pecuniary losses. The Sr.AO being a non-functional post having no change in the duties and responsibilities, there will be no implication in changing the date of effect retrospectively.

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 RR in respect of merged cadre viz. AAO, AO, Sr. AO were to be finalized within 3 months. It has, however, been learnt that RRs in respect of AAO, AO & Sr AO cadre are likely to be received duly vetted by the Department of Personnel & Training. The Association, therefore, requests the Cadre Controlling Authority to initiate the further process of recruitment including departmental examination in AAO cadre simultaneously to other processes of intimation to the UPSC and Gazette notification etc. The RRs in respect of JTS & STS may also be finalised immediately as the same has been abnormally delayed.

#### 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 amongst the cadre men due to inconsistency and confusion in the said orders. This needs to be thoroughly analyzed and appropriate clarifications are required to be issued and implemented uniformly in DOP & DOT. The Association has already brought the matter to the notice of the Cadre Controlling Authority that all the AAOs who are from Postal operative side and have got TBOP/BCR before their promotion to AAO cadre have been denied 2nd/3rd MACP which is not justified. Actually the orders issued vide DOP (Establishment division) OM dated 18.09.2009, have not been properly implemented which deprived all such AAOs/Aos/Sr AOs from their legitimate claims.

The Association, therefore, requests that clarifications issued by the DOP, PA wing on MACP so far relating to AAO/AO/Sr AO cadre may be reviewed and appropriate orders may issued allowing 2nd/3rd MACP to those who have got TBOP/BCR promotions earlier.

**AGENDA ITEM NO 8**

**Subject :- Timely holding of DPCs**

There are some delays in holding of DPCs for promotion to AO, Sr AO, 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. Further, this shall cause issue of promotion orders prior to the crucial date, viz. 1<sup>st</sup> 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 :- One time diversion of Direct Recruit quota of JTS Gr.'A' posts to be filled by 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 favourably while the proposed recruitment rules are send to DOP&T for approval as under:-

<b>Sr.No.</b>	<b>Grade</b>	<b>Existing</b>	<b>Proposed</b>
1.	Senior Time Scale PB (15600 -39100) with grade pay of 6600/-	Schedule-II (6) col.5 Officers in the Junior Time Scale who have completed four years of approved service as on 1st January of the year	(i)Officers in the JTS who have completed 2 years of approved service as on 1st January of the year; or (ii)Officers in the JTS who have completed a total of 5 years combined regular service in JTS,Sr AO & AO cadre as on 1st of January of the year; or (iii) Officers in Sr AO/AO cadre who have completed total combined regular service of 6 years in Gr'B in Sr AO, AO & AAO cadre as on 1st Jnauary of the year. (i) 25% by direct recruitment as per the eligibility conditions prescribed in schedule- II(7)(i) may continue.
2	Junior Time Scale in PB 3 with grade pay of 5400/-	Schuddele-II (7) (i) 50% by direct recruitment based on the results of the competitive exam. conducted by the commission ..... (ii)50% by promotion	(ii)75%(a)Senior Accounts Officers who have completed total combined regular service of 3 years in Gr'B in Sr AO & AAO cadre as on 1st January of the year; or (b)Officers in AO cadre who have completed total combined regular service of 5 years in AO & AAO cadre as on 1st Jnauary of the year.

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 adhoc 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. 5400/-	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 :-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 1<sup>st</sup> 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 14**

**Subject :- Opening of new CCA office in Nagpur**

Considering the size, population, number of pensioners and various other aspects, it is absolutely necessary that opening of another CCA office at Nagpur may immediately be considered in the interest of the department, the BSNL employees/pensioners and DOT staff. A detailed proposal has already been submitted by the Association on 12.03.2013 for consideration of the Competent Authority.

**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 district. Therefore a large number of BSNL employees are having direct concern with the CCA office for their pension and GPF claims. In fact, the pension for retired BSNL employees has undergone 3-4 revisions due to merger of 50% w.e.f.01.01.2007, 2nd pay revision w.e.f.01.01.2007 and implementation of EPP & NEPP etc. This difficulty can be easily solved by opening of CCA Office at Nagpur for Vidarbha & Aurangabad Regions, which comprises 24 districts of Maharashtra State.
- 2) 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. A detailed proposal has already been submitted to the Administration by the Association on 12.03.2013.

**AGENDA ITEM NO 15**

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

Consequent on the implementation of 6<sup>th</sup> 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/AAOs 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. **The Association, therefore, requests that the JAOs/AAOs, on fixation under VI CPC w.e.f.01.01.2006 may be allowed minimum of Rs.18750/-(13950+4800)as per fitment table of the upgraded scale of 7500-250-12000 unlike in Central Secretariate and IA&AD.**

AGENDA ITEM NO.16

Subject : Repatriation of all the deputationists working against the posts of AO/SRAO in DOP/DOT

A number of deputationists are still working in PAO/CCA offices blocking ways for our regular officers who are waiting out side their home circle for long .Officers on new promotions are also posted outside due to blockage of the vacancies by the deputationists.It may be agreed that exigencies of service also do not require the retention of such deputationists owing to the availability of sufficient number of regular departmental officers every where except in NE etc.The problem is not being ended due to lack of any centralised policy.

The Association, therefore,requests that all such cases may kindly be reviewed and all the deputationists may be repatriated immediately so that our officers may be accommodated against the resultant vacancies.

*Abhinav*  
16/04/2013  
General Secretary