

RECORD NOTE OF DISCUSSIONS
THE AGENDA MEETING HELD ON 16.08.2010 AT 4.00 P.M. BY THE DEPUTY
COMPTROLLER AND AUDITOR GENERAL WITH THE OFFICE BEARERS OF THE
ALL INDIA FEDERATION OF SENIOR AUDIT OFFICERS AND AUDIT OFFICERS

1. An agenda meeting was held by the Deputy Comptroller and Auditor General with the office bearers of the All India Federation of Senior Audit Officers and Audit Officers on 16.08.2010 at 4.00 P.M. in Room No. 510. List of the participants, who attended the meeting, is at Annexure A.
2. At the outset, the Deputy Comptroller and Auditor General appreciated the Federation's following the government orders and taking the right course of action in not joining the mass casual leave agitation on 08.04.2010 and having a dialogue with the senior management on important issues. He hoped that the ensuing deliberations would be fruitful and constructive.
3. Discussions commenced thereafter on the agenda items.

ANNEXURE A

**LIST OF THE PARTICIPANTS WHO ATTENDED THE AGENDA MEETING HELD BY THE
DEPUTY COMPTROLLER AND AUDITOR GENERAL WITH THE OFFICE BEARERS OF THE
ALL INDIA FEDERATION OF SENIOR AUDIT OFFICERS AND AUDIT OFFICERS ON
16.08.2010 AT 4.0 0 P.M.**

Dr. A. K. Banerjee	Deputy Comptroller and Auditor General
Ms. Annie G Mathew	Principal Director (Staff)
Shri Saurabh Narain	Asstt. Comptroller & Auditor General (N)
Shri M. L. Tamrakar	Admn. Officer (JCM)
Shri Sudhish Chand	Secretary General (of the federation)
Shri S. K. Sharma	President (of the federation)
Shri Harish Khurana	Vice-President (of the federation)
Shri P. L. Garg	Asstt. Secretary General (Finance) (of the federation)

Demand No.: 1. Justified Pay in pre-revised scale and consequential upgradation from 01.01.2006 including cadre review to the Cadre of Sr. AOs/AOs.

Explanation:

Immediate grant of Rs. 10,000-15,200+400 special pay and Rs. 12,000-16,500+500 special pay to Audit Officers and Senior Audit Officers respectively from 01.01.96 to 31.12.2005 in views of upgradation of subordinate officers within department and in other departments of the Government of India. The C&AG officer has informally revealed that CAG has accepted principally to grant deemed scale to Audit officers and Senior Audit Officers as Rs 9200- Rs 14000/- and Rs. 10,000- Rs 15,200/- respectively and the same has been forwarded/ recommended to VI CPC in para 3.03 for further consideration. The Federation feels that the pay commission will consider as evident in terms of references only the existing scales as base scales for further revision. Accordingly it is imperative on the part of CAG administration as envisaged under article 148 (5) of constitution of India that CAG being constitutional authority should exercise his good offices upon Government of India to issue formal orders regarding implementation of deemed scales to be operative from 01.01.1996 so that Government of India may consider further revision taking deemed scale as existing scales. Since neither the CPC nor review committee of secretaries had taken up the previous anomalies as such department should consider the matter and remove the previous anomalies. It is further mentioned here that by VI CPC subordinate officers got benefit of 2 times up gradation in pre revised scales but Senior Audit Officers got no up gradation in per revised Scales. The Federation further draws the attention of CAG and Government of India for fulfilling their promises as granted on 01.03.1984 in MIR for enhanced job content and grant minimum two times up gradation in pre revised scales with grade pay of Rs. 7600/-.

Regarding recommendation of Unjustifiable Pay Band to Audit Offices by Sixth CPC, the federation stated that status of Audit Officers has historically been higher than that of Divisional Accountant (DAO's) who are equivalent to Senior Accountant and Section Officer respectively. As per CAG's manual of standing order (Audit) vide para 6.2.8 of chapter 2, inspecting officers i.e. Audit Officers has to submit confidential report on Divisional Accountant through the Accountant General (Audit) as Audit Offices are not only supervising the works of DA's to Senior D.A.O's but are also evaluating their work and performance, which were left out by sixth CPC. The notification of six CPC, in August 2008 for implementation of recommendation of six CPC, wherein Para 11(5) clearly stated that Government has continued the present position of granting Group A to Group B Officers after four years of service and these officers would be placed in PB -3

instead of PB -2 recommended by six CPC. The Section Officer of Secretariat equivalent to Assistant Audit Officer of under C&AG of India are entitled and placed in PB-3 after four year service with Group A status as Section Officer in Secretariat.

Accordingly Audit Officer must be place in PB – 3 with grade pay of Rs. 6600/- and status of class one. Therefore Federations urges upon the CAG that after Government of India notification dated 29.08.2008, Audit Officer have been placed at a considerable disadvantages and humiliating stage, it is therefore requested that Audit Officers should be place in PB-3 with grade pay of Rs. 6600/- on the basis of jobs contents as enshrined in MIR 1984 otherwise supervision of Audit Officers would be ineffective.

The response of the DAI to the demand:

DAI informed the Federation that their demands for better pay scales and parity with Under Secretary in Central Secretariat Service were strongly recommended before the last two Central Pay Commissions. However, these were not accepted by the Government of India.

He also informed the Federation that the matter had again been taken up with the Ministry of Finance very forcefully at the level of the DAI. However, the Ministry had not agreed to it.

DAI also explained to the Federation that the C&AG cannot, on his own, concede the demand for higher grade pay as requested by the Federation as this required concurrence of the Government of India. However, at the same time, the Department is thinking of ways to provide a better deal to the Sr AOs/AOs based on a work study, which is presently underway and whose results were awaited soon. He suggested that the Federation could check-up the status with the PD (Staff) after around six weeks.

Demand No. 2: Extending all facilities of Group 'A' status to Sr. AOs with proper notification and grant of Group 'A' status to AOs by placing in PB-3.

Explanation:

1. The C&AG has once accepted group A status to the Senior Audit Officers under 148 (5) and notification made by GOI wide gazette dated April 9, 2009 of the GOI in office OM No. 11012/7/2008 Estt. (A) DOPT date 17.04.2009 in para 4 desired a proposal within three months if otherwise, and it was necessary for all departments to classify group A posts. The CAG has not taken steps in this regard thus notification has attained finality and all benefits must be extended to Senior Audit Officer by classifying and change in service rules treating Senior Audit Officer as class one.
2. The federation has place viewpoints in respect of agenda no.1 regarding justification of placing Audit Officer in PB – 3.
3. As above, the federation has already submitted representation dated 21.05.2009 the relevant extract is as under:
 - a. That the attention of C&AG is also drawn to the fact that the cadre of divisional accounts officer (Senior DAO grade one) has been granted to the grade pay of Rs. 5400 with placement of payment in PB-3. In this respect it is worth mentioning that the cadre of Divisional Accounts Officer performs the role of internal accountant/ Auditor and cadre of Audit Officer scrutinizes the functioning of such officers and posses the qualification of departmental examination of SOGE. This examination has to be passes / completed by IAAS probationer for confirmation. The cadre of Audit Officer always been placed by C&AG above the cadre of Divisional Accounts Officer. It is the cadre of Audit Officer who is responsible for statutory audit. Accordingly, the cadre of Audit Officer entitled for placement above senior DAO (Grade one) i.e. for grade pay of Rs. 6600 with placement in PB-3. As such it is desirable to amend the classification of post of Audit Officer in pursuance to office memorandum dated 17.04.2009.
 - b. That it is pertinent to point out the notification of six CPC in August 2008 for implementation of recommendation of six CPC, wherein Para 11 (5) clearly states that "Govt. has continued the present position of granting group A scale to Group B officer after four years of service and these officers would be place in PB -3 instead of PB -2 recommended by six CPC. This said provision entitled the cadre of audit officer for placement in PB -3 with grade pay Rs. 6600.

4. The Federation has confirmed categorically and specifically that the decision regarding Group 'A' status has been taken after a through/ lengthy discussion in all the field units, conferences of the Federation and Working Committee of the Federation.

The response of the DAI to the demand:

DAI stated that the issue was under examination. He explained that in view of their wide ranging implications, such issues were viewed by the government in the background of the other similarly placed departments and not in isolation for one particular department. He advised the Federation to carefully consider the implications of Group 'A' status if and when it was granted. Group- A status would entail All India Transfer Liability and the officers should be prepared to move out to places anywhere in India including those which might be far from their present stations where they had spent almost a life time. No representation for posting/ transfer to a place of choice would be entertained. DAI reiterated that the Department was exploring a different way of giving a better deal to the Sr AO/AO cadre which did not involve a Group 'A' status and consequential all India transfer liability and other implications. However, if the Federation insisted on Group 'A' status, the other option would not be explored. Even then while the case of granting Group 'A' status would be taken-up with the government, there was no guarantee that they would finally agree to it. If the Department considers the request of Group 'A' status for Sr AOs as insisted upon by the Federation, the other options will have to be foreclosed.

Demand No. 3: Removal of age bar for further promotion of Sr. AOs.

Explanation:

According to the present arrangement the Senior Audit Officers with a service of five years are eligible for being promoted to the post for Deputy Accountant General / Deputy Director of Audit. However those attaining the age of 53 years are excluded from the eligibility list. The disqualification based on age does not carry any logic as the suitability of person increasing length of service. The logic of ensuring availability of criterion specific length of service for the higher post is also defeated as the vacancies in IAAS for 2004 have been filled in 2008. Thus four years of available service has been eroded by delay on the part of the Headquarters Office. Therefore this pseudo eligibility criterion should be removed and the promotion to Senior Audit Officers may be granted on the basis of merit cum fitness of the candidates without considering their age. This can easily be done as the Senior Audit Officers have been allowed the entry grade to Group 'A' service.

As the cadre review proposed by GOI dated 24.03.2009 is to be accepted / formulated by the department, hence the age bar is redundant. The removal of artificial age bar should be considered in cadre review to make it positive and reasonable.

The response of the DAI to the demand:

DAI explained that the maximum age of 53 years was prescribed for induction in IA&AS to ensure that the inducted officer would have a productive span of about 4-5 years in the place of their initial posting and thereafter at the place of their choice prior to their retirement. Therefore, the existing provision was in the interest of both the Department as well as the officers concerned. If the age limit was removed, officers who were very close to their retirement would, upon their induction into IA&AS have to face a transfer to a different place. This was likely to operate harshly on them. He suggested that the Federation should await the outcome of the work study and formulation of the department's proposal for the Sr AO cadre as mentioned by him during the discussion of agenda item 1. Thereafter, the Federation could consult their constituents and let him know their preferred option viz. Group 'A' status and lowering of age bar with consequential serious inconvenience of transfers or the alternative proposal which the department was likely to draw-up shortly.

Demand No. 4: Benefits of MACP to Assistant Audit Officers.*

Explanation:

Present form of MACP discriminate the DRSOs (now DRAAOs) and departmental candidates appointed as SOs (now AAOs) after passing the SOGE/ SAS. The MACP scheme is made applicable to the cadre of Asstt Audit Officers treating them direct appointment, as the placement to the posts of AAO after passing the SOGE/ SAS is an appointment and not a regular line of promotion.

Stenographers, who have switched over from Clerk's cadre through the departmental examination, are treated as entry grade in the service for the purpose of MACP and all benefits there under has been extended to such Stenographers. In the same analogy, benefits of MACP may please be granted to AAO (previously called SO) cadre.

The response of the DAI to the demand:

DAI advised the Federation to furnish a comprehensive paper supporting this demand.

**This demand was not a part of the agenda item but was raised by the Federation before the end of discussions.*