

**XXVIII<sup>TH</sup> ORDINARY MEETING**  
**OF**  
**DEPARTMENTAL COUNCIL – IA&AD**

DATE : 29TH DECEMBER, 2015

TIME : 3.00 PM

VENUE : COMMITTEE ROOM NO. 1,  
OFFICE OF THE C&AG OF INDIA,  
9, DDU MARG, NEW DELHI – 110 124

CHAIRPERSON : MS AJANTA DAYALAN,  
DEPUTY COMPTROLLER & AUDITOR GENERAL

# CONTENTS

	<u>Page</u>
1 List of Agenda Items	<b>03</b>
2 Welcome Address	<b>04</b>
3 Index of Items discussed	<b>05</b>
4 Minutes of the Meeting	<b>06-13</b>
5 List of participating Official Side Members and Staff Side Members (Annexure-I)	<b>14</b>

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**List of Agenda Items in the  
XXVIII<sup>th</sup> Departmental Council Meeting, IA&AD  
held on 29.12.2015**

<b>Item No.</b>	<b>Subject</b>
1.	Implementation of Scheme of Joint Consultative Machinery & Compulsory Arbitration (JCM & CA) on the basis of the Scheme and Constitution of JCM & CA and the Joint Intent.
2.	Implementation of CCS (RSA) Rules, 1993 in its true format and as per the OMs issued by the Nodal Ministry.
3.	Implementation of the standing orders on the functional facility to recognized Associations as per decisions taken in the meetings of National council, JCM.
4.	Revision of sanctioned strength of P&T Audit offices as per the workload of offices.
5.	Sanction adequate posts and fill up of all vacant posts so as to discharge mandate under the Constitution and DPC Act.
6.	Reduction in the percentage of marks to 40% for passing the SAS and Incentive/RA examinations.
7.	Change of name of DA grade exam into Works Accounts Service.
8.	Revisit the decision to close down various Resident Audit Offices/Parties (RAO/RAP).
9.	Revision of TA/DA rates, treating "on tour" for cultural and sport activities participants as per SR-51.
10.	Extend equal promotional avenues to Stenographers of the same station.
11.	Unilateral Transfer.
12.	De-merge Record Keeper post from MTS and strengthen Record Management Scheme as per provisions of MIR.
13.	Deputation of DAs to State Government/Corporation Authorities.

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**XXVIII<sup>th</sup> Ordinary Meeting of  
THE DEPARTMENTAL COUNCIL - IA&AD  
held on 29.12.2015**

The XXVIII ordinary meeting of the Departmental Council – IA&AD was held on 29.12.2015 in Committee Room No. 1, O/o the Comptroller & Auditor General of India, 9, DDU Marg, New Delhi under the Chairpersonship of Ms Ajanta Dayalan, Deputy Comptroller & Auditor General. A list of representatives of the Official Side and Members of Staff Side present in the meeting is at Annexure – I.

2. The Chairperson welcomed the Staff Side and introduced the members on the Official Side. The Leader of the Staff Side introduced the members from the Staff Side.

3. The Chairperson appreciated the work being done by the Associations/Federations in the Department and highlighted that regular interactions are generally being held with the Association at the field office level and also with All India Associations/Federations at the Headquarters.

4. The Chairperson also expressed the need to constructively engage with the Staff Side for the welfare of staff and enhancing the efficiency of the IA&AD.

5. The Chairperson acknowledged that the stated objectives of the JCM Scheme i.e. to promote harmonious relations and to secure greatest measure of cooperation between the Staff and the Government are being achieved.

6. The Secretary, Staff Side thanked the Chairperson for convening a meeting of the Departmental Council. Speaking about the Scheme and constitution of JCM and the background in which the Scheme itself was conceptualised, Secretary, Staff Side stated that there has been a long gap since the last formal meeting and requested for regular formal meetings in the spirit of the Scheme. The Chairperson agreed to convene the next Departmental Council Meeting as per mutual convenience.

7. The discussion on 13 agreed Agenda Items was taken up subsequently.

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## INDEX OF AGENDA ITEMS DISCUSSED

Item No.	Subject
1	Implementation of Scheme of Joint Consultative Machinery & Compulsory Arbitration (JCM & CA) on the basis of the Scheme and Constitution of JCM & CA and the Joint Intent.
2	Implementation of CCS (RSA) Rules, 1993 in its true format and as per the OMs issued by the Nodal Ministry.
3	Implementation of the standing orders on the functional facility to recognized Associations as per decisions taken in the meetings of National Council, JCM.
4	Revision of sanctioned strength of P&T Audit offices as per the workload of offices.
5	Sanctioning of adequate posts and filling up of all vacant posts so as to discharge mandate under the Constitution and DPC Act.
6	Reduction in the percentage of marks to 40% for passing the SAS and Incentive/RA examinations.
7	Change of name of DA grade exam into Works Accounts Service.
8	Revisit the decision to close down various Resident Audit Offices/Parties (RAO/RAP).
9	Revision of TA/DA rates, treating "on tour" for cultural and sport activities participants as per SR-51.
10	Extend equal promotional avenues to Stenographers of the same station.
11	Unilateral Transfer.
12	De-merge Record Keeper post from MTS and strengthen Record Management Scheme as per provisions of MIR.
13	Deputation of DAs to State Government/Corporation Authorities.

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**MINUTES OF THE XXVIII ORDINARY MEETING OF  
DEPARTMENTAL COUNCIL – IA&AD HELD ON 29.12.2015**

**Item No. 1**

**SUBJECT: IMPLEMENTATION OF SCHEME OF JOINT CONSULTATIVE MACHINERY & COMPULSORY ARBITRATION (JCM & CA) ON THE BASIS OF SCHEME AND CONSTITUTION OF JCM & CA AND THE JOINT INTENT.**

The Staff Side stated that the Departmental Council is not formed on the basis of the Constitution adopted as per the joint intent and the Constitution framed unilaterally by the official side is null and void.

The Chairperson stated that the Constitution of the Departmental Council-IA&AD was framed strictly in accordance with the framework of JCM as provided in the Brochure on Joint Consultative Machinery and Compulsory Arbitration for Central Government Employees issued by the DoPT. It was explained that the Constitution was framed in March 2005 and since then one ordinary meeting and one special meeting has already been held wherein this issue was not raised by the Staff Side. Therefore at this late stage the contention of the Staff Side does not seem valid.

Staff Side pointed out that a revised Constitution has been drafted by the Administration without due consultation with the Staff Side.

Chairperson stated that if the Staff Side has any specific concern with the provisions of the constitution, they may submit a detailed note.

## **Item No. 2**

**SUBJECT: IMPLEMENTATION OF CCS (RSA) RULES, 1993 IN ITS TRUE FORMAT AND AS PER THE OMs ISSUED BY THE NODAL MINISTRY.**

The Staff Side raised the issue of recognition of Associations at Departmental level.

The Chairperson clarified that the Service Associations as well as Federations of Service Association are recognized as per provisions contained in the CCS (RSA) Rules, 1993 and subsequent instructions issued by the DoPT in this regard. Further, the present system has been functioning very well and provides for the speedy resolution of local issues.

The Chairperson also suggested that regular Office Council Meetings be held for resolving the local problems. Chairperson further stated that the difficulties faced by the Federations on the existing system can be examined based on a note/detailed proposal if submitted by Staff Side.

## **Item No. 3**

**SUBJECT: IMPLEMENTATION OF THE STANDING ORDERS ON THE FUNCTIONAL FACILITY TO RECOGNIZED ASSOCIATIONS AS PER DECISIONS TAKEN IN THE MEETINGS OF NATIONAL COUNCIL, JCM.**

Staff Side raised the issue of denial of Special Causal Leave for organisational work to office bearers of the recognised Service Associations. The Staff Side also stated that there are some offices where rooms have not been provided to the Associations.

The Chairperson suggested that the specific cases of denial of Special Casual Leave or other facilities, if any, may be brought to the notice of P.D. (Staff).

**Item No. 4 & 5 (Jointly discussed)**

**SUBJECT: 4. REVISION OF SANCTIONED STRENGTH OF P&T AUDIT OFFICES AS PER THE WORKLOAD OF OFFICES.**

**5. SANCTION ADEQUATE POSTS AND FILLING UP OF ALL VACANT POSTS SO AS TO DISCHARGE MANDATE UNDER THE CONSTITUTION AND DPC ACT.**

The two items were jointly discussed.

4. Staff Side raised the issue of acute manpower shortage in P&T Audit Offices and requested for revision of sanctioned strength in P&T Audit offices.

In respect of revision of sanctioned strength in P&T Audit offices, the Chairperson intimated that the sanctioned strength of P&T Audit has since been revised upwards from 227 to 313 in the cadre of SAOs/AOs and from 438 to 598 in the cadre of AAOs.

The Chairperson also intimated that a Committee has been constituted at Headquarters for recommending the rationalization of staff strength in Audit offices and is likely to submit its Report shortly.

Regarding shortage of manpower, it was informed that over last 8 years, more than 19000 dossiers of candidates selected by the SSC have already been forwarded to the field offices. Moreover, adequate number of dossiers for various posts are being requisitioned from the SSC on a regular basis every year.



5. The Staff Side also raised the issue relating to the change of mode of recruitment with a request to adopt local recruitments.

The Official Side made it clear that the request for regional recruitment is in contravention to the judgement of the Hon'ble Supreme Court. The Headquarters' Office is allocating candidates nominated by the Staff Selection Commission for various Gr. 'B' & 'C' posts on the basis of Merit cum State preferences exercised by the candidates keeping in view overall vacancies.

This was agreed to by the Staff Side and the items were closed.

### **Item No. 6**

#### **SUBJECT: REDUCTION IN THE PERCENTAGE OF MARKS TO 40% FOR PASSING THE SAS AND INCENTIVE/RA EXAMINATIONS.**

Staff Side requested for reducing the passing percentage of marks in SAS exams to 40% and increasing the number of chances, especially in view of the system of negative marking.

Staff Side also requested to increase the number of chances in Incentive and Revenue Audit Examinations.

The Chairperson intimated that the benchmark for passing the SAS exam has already been reduced from 50% to 45% as a result of which pass percentage has improved. Regarding increasing the number of chances, the Chairperson asked the Staff Side to submit a detailed proposal considering both pros and cons of such enhancement.

The Chairperson also informed that since Revenue Audit and Incentive Examinations are not promotional examinations and also on account of the fact

that pass percentages in these examinations are quite satisfactory, therefore, there appears no justification of reducing the existing benchmark to pass these exams.

### **Item No. 7**

#### **SUBJECT: CHANGE OF NAME OF DIVISIONAL ACCOUNTANT GRADE EXAM INTO WORKS ACCOUNTS SERVICE.**

The Chairperson informed that the item was discussed during Agenda Meeting with the All India Federation of Divisional Accounts Officers and Divisional Accountants Associations held on 27.08.2015 and the demand was not agreed to.

The agenda item was closed.

### **Item No. 8**

#### **SUBJECT: REVISIT THE DECISION TO CLOSE DOWN VARIOUS RESIDENT AUDIT OFFICES/PARTIES (RAO/RAP).**

Staff Side raised the issue of closing down of various RAOs/RAPs. They requested for restoration of RAOs/RAPs in the interest of audit as well as the personnel. In this regard, Staff Side quoted the case of MAB offices and of a Civil Audit Office at Ahmedabad.

The Chairperson informed that the decision to close the RAOs/RAPs has been taken after considering the functional requirements of the Department. Moreover, there has been no dislocation of the staff who were posted in RAOs/RAPs.

The agenda item was closed.

## **Item No. 9**

**SUBJECT: REVISION OF TA/DA RATES, TREATING "ON TOUR" FOR CULTURAL AND SPORT ACTIVITIES PARTICIPANTS AS PER SR-51.**

The Staff Side welcomed the revision of TA/DA rates for sports activities and requested to consider their demand to extend a similar dispensation in respect of cultural activities as well.

The Chairperson assured that a proposal in this regard will be studied in the Headquarters' Office.

## **Item No. 10**

**SUBJECT: EXTEND EQUAL PROMOTIONAL AVENUES TO STENOGRAPHERS OF THE SAME STATION.**

Staff Side raised the issue of difference in the promotional prospects of the Stenographers posted in different offices at the same station and requested that Stenographers at a station be pooled together and promotion given based on station-wise seniority and eligibility.

The Chairperson stated that the cadre and seniority of Stenographers is office-wise and not station wise. The promotion in any cadre is subject to availability of vacancy in the promotional cadre. There are many cadres in IA&AD where there are disparities in promotional prospects in different offices at the same station. Therefore, it is not justifiable to have station-wise seniority

list only for Stenographers. Any such move will lead to similar demands from other cadres as well.

The agenda item was closed.

### **Item No. 11**

#### **SUBJECT: UNILATERAL TRANSFER.**

The Staff Side requested for restoration of earlier system of unilateral transfers.

The Chairperson clarified that keeping in view the overall interest of all the field offices across the country, re-introduction of the scheme of unilateral transfers was not considered feasible. It was, however, informed by the Chairperson that the mutual transfer facility is available and requests for mutual transfers are being processed. The Chairperson advised the staff side to facilitate mutual transfers at their end.

### **Item No. 12**

#### **SUBJECT: DE-MERGE RECORD KEEPER POST FROM MTS AND STRENGTHEN RECORD MANAGEMENT SCHEME AS PER PROVISIONS OF MANUAL OF INSTRUCTIONS OF RESTRUCTURING (MIR) .**

Staff Side requested for delinking Record Keepers from MTS and requested that they should be treated as a distinct category with GP-1900.

The Chairperson clarified that it is not feasible to delink the erstwhile post of Record Keeper from MTS cadre as it has been made a part of MTS. Also, it will be an isolated post without any feeder cadre and promotional cadre.

The Chairperson advised the Staff Side to submit alternative proposals which may be examined in the Headquarters' office.

### **Item No. 13**

#### **SUBJECT: DEPUTATION OF DIVISIONAL ACCOUNTANTS TO STATE GOVERNMENT/ CORPORATION AUTHORITIES.**

Staff Side requested for creation of suitable higher level Finance & Accounts posts in the offices of Engineer-in-Chief, Chief Engineer, Development Authorities and Corporations & Boards of State Governments etc which can be filled up on deputation from DA cadre.

The Chairperson clarified that the posts being demanded by the Staff Side are in the State Government offices. The creation or otherwise of such post is the sole prerogative of the concerned State Governments and the office of the C&AG of India has very limited role in the matter.

The agenda item was closed.

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**ANNEXURE-I**

**LIST OF PARTICIPANTS WHO ATTENDED THE MEETING  
OF DEPARTMENTAL COUNCIL IA&AD HELD ON  
29<sup>th</sup> DECEMBER, 2015**

CHAIRPERSON : MS AJANTA DAYALAN,  
DEPUTY COMPTROLLER &  
AUDITOR GENERAL

**OFFICIAL SIDE : STAFF SIDE**

S/Shri : S/Shri

- |    |                        |   |    |                                    |
|----|------------------------|---|----|------------------------------------|
| 1. | Swarup Nandkeolyar,    | : | 1. | S. C. Pandey, Leader, Staff Side   |
| 2. | Khalid Bin Jamal       | : | 2. | M. S. Raja , Secretary, Staff Side |
| 3. | Ranjit Singh           | : | 3. | V. Nageswara Rao, Member           |
| 4. | Vishwanath Singh Jadon | : | 4. | K. L. Gautam, Member               |
| 5. | Subhan Ullah           | : | 5. | Anindya Mitra, Member              |
| 6. | Parvez Hasan           | : | 6. | Veer Singh, Member                 |
| 7. | R K Tiwari             | : | 7. | Amitava Chatterjee, Member         |
| 8. | Prem Kumar Jaruhar     | : | 8. | Subrata Saha, Member               |
|    |                        | : | 9. | K. Kamalasanan, Member             |
|    |                        | : | 10 | H. S. Chauhan, Member              |
|    |                        | : | 11 | P.R. Rajvedi, Member               |
|    |                        | : | 12 | Mayank Gilani, Member              |
|    |                        | : | 13 | Kumar Gaurav, Member               |

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