



अर्द्ध शासकीय सं-164- स्टाफ हक-2/58-2022 (Part-I)

भारत के नियंत्रक एवं महालेखापरीक्षक का कार्यालय

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OFFICE OF THE
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K.S. SUBRAMANIAN

Addl. Deputy Comptroller & Auditor General

दिनांक / Dated **07 MAR 2023**

Dear *Colleague*

Please recall my DO letters of 12.08.2022 and 22.11.2022 apprising you of some of the measures undertaken by Staff/HR Wing for easing our operational constraints and smoothing administration. With the passage of over three months, I thought I should update you of further steps taken in this regard and external hiccoughs we have encountered.

1. **Promotion to IA&AS:** DPC for promotion for the vacancy year 2019 was held on 03.02.2023 by UPSC and the Presidential Sanction has been received. We are hoping to have the new induction batch on board by mid-March. We had started the current financial year with a backlog of 4 batches due for induction into the IA&AS. I am happy to report, we have covered two batches in the current year; and preparatory work for promotion against the vacancies of 2020 has been initiated.
2. **Promotion to SAO:** For the combined panel year 2021-22, promotion orders in respect of two (02) offices viz. PAG (A&E), Kerala and PAG (Audit)-I, Kerala have been issued and Presidential Sanction is awaited in respect of DGA (DS), New Delhi and one proposal is pending for convening DPC by UPSC. Discussions have also been held with UPSC to have combined panel for 4 years (2021 to 2024) to hasten promotion.
3. **Direct Recruit dossiers:** Allocation of offices to 250 candidates for the post of Assistant Audit Officer, 397 candidates for the post of Divisional Accountant and 498 candidates for the post of Auditor nominated through CGHLE-2020 have been done in the month of January 2023. Dossiers of AAO and Divisional Accountant have already been sent to the

field offices for issuing provisional offer of appointment to the candidates. Dossiers of Auditor are being sent to the field offices.

The Government has embarked on a Mission Mode Recruitment process with an aim to fill vacancies in all the departments. As a part of this initiative, the Staff Selection Commission is expected to send us dossiers for CGLE 2021, 2022 and 2023 by December 2023. We have already placed our indents with SSC for CGLE 2021, CGLE 2022 and CGLE 2023.

4. **Recruitment in Stenographers cadre:** Allocation of offices to 50 candidates for the post of Stenographer Grade-II nominated through Stenographer Grade 'C' & 'D' Examination-2020, has been done in the month of January 2023. Dossier of these candidates have already been sent to the field offices for issuing provisional offer of appointment to the candidates.
5. **Scheme for permanent absorption as AAO:** In order to address the incongruence between the pan-India and office-wise number of vacancies in the AAO cadre and the availability of SAS passed candidates, in August 2022 CAG approved a scheme for permanent absorption in deficit offices of SAS passed candidates of surplus offices awaiting regular promotion. Under this scheme permanent absorption in respect of A&E offices have been completed. However, permanent absorption cases in Civil Audit Offices are presently on hold owing to ongoing CAT cases filed by several candidates to accord them priority as they are continuing on deputation in the office.
6. **Compassionate Appointment policy:** In order to implement the Compassionate Appointment Scheme, in both letter and spirit, a centralized platform at Headquarters has been established for matching vacancies with applications. A Compassionate Appointment cell at Headquarters was constituted to facilitate identification of vacancy positions on Compassionate Appointment across IA &AD and utilize the vacancies by appointing deserving and willing applicants of Compassionate Appointments to maximum possible extent.

In panel year 2022, thirteen such posts have been identified by this Cell and letters have been issued to the field offices for taking further action on appointment.
7. **Amendment of Recruitment Rules:** Framing/amendment of Recruitment Rules requires approval of DoPT and UPSC. It needs further vetting by Ministry of Law and Justice. After

approval of Minister of Finance, RRs are finally notified by MoF. Recently, UPSC has approved the Recruitment Rules to the post of Sr. Auditor, Sr. Accountant, Asstt. Supervisor (Audit), Asstt. Supervisor (Accounts) in IA &AD.

8. **MCTP for IAAS Officers:** Our milestone training programmes for IA&AS officers - AMDP, MDP and EDP have been revived this year. A two week AMDP is being conducted at ISB Hyderabad for 25 IAAS officers from 20 Feb to 3 March 2023. MDP is being organised for 20 IAAS officers in two phases at IIM Ahmedabad from 27 February to 03 March 2023 and at NAAA, Shimla from 13 March to 17 March 2023. EDP is being organised in two phases at IIM Bangalore for 25 IAAS officers. Phase I was organised from 2 January to 11 January 2023. Phase 2 is scheduled from 27 February to 03 March 2023.
9. **Town Hall Meetings:** The third Town Hall Meeting was held at Agartala in December 2022. Once again, there was a tremendous response and very enthusiastic participation in the meeting. Several new suggestions were made which inter-alia included transfer of employees posted in Tripura for a long time, renovation of residential quarters and improvement of office infrastructure etc. These suggestions are being examined carefully. The suggestions of the 1st and 2nd Town Hall meetings were communicated to the functional wings and several positive actions have already been taken. Some of these issues where action has already been taken include:
 - enhancement of charge allowance from Rs.2500/- to Rs.4500/- for entrustment of charge as SAO,
 - removal of age limit for nomination of training at IIMs,
 - induction training to promoted supervisors,
 - Issuing of instructions to State Governments to not make IAAD staff witnesses in court cases and for not letting investigating agencies etc. summon them.
 - Revision of exam syllabus, papers & the pattern of questions of the SAS Examination of SAS exam with special thrust on core learning rather than rote learning.
 - Field inspection by DG (HQ) to resolve office infrastructure related issues of field offices.

- A committee comprising of veteran sports persons of various disciplines in IA&AD and senior officers has been constituted to review existing Sports Quota Recruitment policy to attract best talents.

10. **Review of EDP Cadre:** The committee constituted in 2022 to review the EDP cadre, made a presentation to the CAG. The Committee submitted its report and C&AG has 'in principle' accepted the recommendations of the committee on rationalization of sanctioned strength of EDP cadre. Implementation of the recommendations is under process for which a committee under my chairmanship has been constituted.

11. **Training:** To strengthen the quality of training and capacity building, the following measures have been taken:

- To address the issue of getting quality faculties at CTIs/RTIs/RTCs, honorarium rates for guest faculties for delivering lectures have been enhanced substantially.
- In order to provide necessary IT support to the training institutes, Training Division has recently taken the initiative of providing Adobe Captivate Licenses to RTIs/RTCs (two each) for developing/ conversion of e-Learning content for hosting on Learning Management system.

12. **E-Learning Module on 'Prevention of Sexual Harassment of Women at Workplace:** An e-Learning Module on 'Prevention of Sexual Harassment of Women at Workplace', which is a self-learning module, has been prepared by iCISA and has been hosted on the SAI Training Portal.

In the ensuing months our priorities will be promotions and consolidating on initiatives presently underway, including examination of and follow up action on committee reports under finalisation.

Best regards

Yours sincerely,



To,
All the Heads of Department in IA & AD