

**Record Note of Discussions on the Agenda Meeting
held on 13.11.2014 at 03.00 PM by the Deputy Comptroller and Auditor General with
the office bearers of the National Audit Federation**

1. An agenda meeting was held by the Deputy Comptroller and Auditor General with the office bearers of National Audit Federation on 13.11.2014 at 03.00 PM 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 welcomed the representatives of the National Audit Federation and 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 MEETING HELD BY THE DEPUTY COMPTROLLER AND AUDITOR GENERAL WITH THE OFFICE BEARERS OF THE NATIONAL AUDIT FEDERATION ON 13.11.2014 AT 03.00 PM

Ms. Ajanta Dayalan	Deputy Comptroller and Auditor General
Ms. Meera Swarup	Director General (Personnel)
Shri Ranjit Singh	Asstt. Comptroller & Auditor General (N)
Shri Vishwanath Singh Jadon	Director (P)
Shri M. L. Tamrakar	Sr. Administrative Officer (JCM)
Shri Amal Kumar Das	President (of the Federation)
Shri S. Prabhakar	Vice President (of the Federation)
Shri L. S. Sujith Kumar	Secretary General (of the Federation)
Shri Amrendra Kumar	Additional Secretary General (of the Federation)

Federation's Demand No. 1.: Re-organization of Audit offices.

As per the scheme formulated by Headquarters office in Madhya Pradesh during reorganization Economic & Revenue Sectors were allocated to A.G, Bhopal and General & Social Sectors were allocated to Gwalior office, but while implementing the scheme, P.W.D. audit which is in fact a part of general sector has been misclassified under economic sector and retained in Bhopal office. Hence it is demanded that PWD audit must be classified under General Sector and to retain at Gwalior office along with State Revenue branch to avoid dislocation of staff.

In Jharkhand office posting of officials in the office of the DG(Central) was not as per the directions of the Headquarters office. Officers who were engaged in the audit of central units and in the vetting of Central Revenue and Expenditure audit material were posted to the state audit units and vice versa. Options were not called for, from any of the staff during trifurcation of audit offices instead posted in those offices compulsorily.

In Kerala as per order No.81 SMU/PP/Restructuring/5-2011 dated 21-03-2012 issued by PD (SMU), Director General (Central) office at Chennai was created with branch offices at Kochi and Thiruvananthapuram to audit all receipts and expenditure of all Central Government Units. But the branch office mentioned at Thiruvananthapuram in the above order was shifted to Ernakulam causing dislocation of staff. Staff members who were functioning at Thiruvananthapuram office were forced to work under Cochin Branch office. Since there are so many Central Government offices located at Thiruvananthapuram including Income Tax, Customs and Central Excise and other major offices, maintaining of a branch at Thiruvananthapuram is absolutely necessary.

We therefore demand for (i) implementation of re-organization of Audit offices as per the objectives (ii) transparent policy for the posting in DG (Central) offices and (iii) rotation policy with roster of willing staff for posting officials to these offices wherever necessary (iv) branch office at Thiruvananthapuram may be re-established.

The official response to the demand:

It was explained that the List of Major and Minor Heads was not the sole criteria for re-organization of State Audit offices. Other considerations like minimum mobility of staff, administrative convenience, relative conference of a particular office etc were factored in while undertaking the restructuring. It was further informed that after two and half year of implementation of restructuring in IA&AD, the process has attained finality and is not reversible at this stage. It was advised that issues, if any, specific to any station may be referred to the DG(P)/ AC(N), which would be examined in consultation with the concerned wing of Headquarters office.

Federation's Demand No. 2.: Issues relating to AAO cadre:

- a. Treat promotions after passing SAS examinations as fresh appointment and grant Entry Cadre minimum pay to all AAOs.**
- b. Exercise of option for fixation of pay in revised pay structure in case of promotions in quick succession between 01.01.2006 to 28.08.2008.**

(a) Fixation of Pay in the AAO cadre under IA&AD has been done in three different ways. (i) Fixation of Pay for staff promoted prior to 6CPC, (ii) staff promoted in between date on implementation & date of issue of order and (iii) staff promoted after 6CPC. While in first category, the pay was fixed in the cadre after applying the provisions of Rule 7 of RP Rules 2008, in second category Rule 7 was applied after fixing their pay in the upgraded pre-revised scale (7500-12000). In the third category above, pay was fixed by applying provisions of Rule 13 of RP Rules 2008. The Pay of staff promoted in the second category was fixed at ₹13950 + ₹4800=₹18750 whereas the Pay of staff promoted in the third category was ₹9300+₹4800=₹14100. In the first category, Pay of those staff who was drawing less than ₹7500 in the pre-revised scale was fixed less than that of the second category. It shows that while there is a marginal difference between the first and second category, a huge difference of ₹4650 is existing in between the second and third category on Pay alone. The total loss of pay plus DA as on date for the third category is more than ₹9000.

After 6CPC, the direct recruited employees were given entry cadre minimum in all cadres. Such AAOs in the department are drawing ₹13350 + ₹4800 = ₹18150 forming the fourth category of staff in the AAO cadre. This clearly shows the anomalous situation in the AAO cadre. Since, the favorable decision taken on the entry cadre minimum issue in the departmental anomaly committee was rejected by the Finance Minister, we demand the CAG to consider the promotions after passing SAS examination, which are mandatory for both direct recruits and departmental candidates, are to be treated as fresh recruits in the post of AAO and grant Entry Cadre Minimum Pay to all AAOs.

(b) Persons getting promotions in quick succession between 01.01.2006 & 28.08.2008 are drawing less pay now than that of their juniors in the department. The Finance Ministry has already given clarification to the Controller General of Defense Accounts and the Railway Ministry that a government servant has the option to have his / her pay fixed from the date of his / her second promotion if he / she has been granted two promotions / upgradations between 01.01.2006 & 28.08.2008. On a request letter sent by this Federation in this context, the C & AG administration has sought clarification from the Finance Ministry. Now delay in settling the issue causes financial losses to the senior employees. Since, the Finance Ministry have not issued clarification till date on this issue, we demand that such employees may be allowed to exercise option according to the earlier clarifications issued by the Ministry in this regard.

The official response to the demand:

It was informed that the decision on exercise of revised option for fixation of pay from the date of second promotion, if the incumbent has been granted two promotions between 01.01.2006 and 29.08.2008 has already been conveyed to field offices. As regards treating promotion in AAOs cadre as fresh appointment, the reply is still awaited from the Ministry of Finance, to whom the issue was referred to.

Federation's Demand No. 3.: Pay parity with Central Secretariat Service:

- a. Restore parity with CSS and Grant GP ₹4600 to Sr. Auditors.**
- b. Implement Arbitration award 2004.**

- a. The pay parity of Senior Auditors with Asstts. in CSS was established from 01.03.1984 which continued up to 31st Sept. 1990. Again it was a notionally restored from 01.01.1996 with actual payment from 19.02.2003. The parity was yet again disturbed from 15.09.2006. This issue was settled by the 6th CPC has again been reopened by the finance ministry. Hence we demand granting of grade pay ₹4600/- to Senior Auditors with effect from 01.01.2006.
- b. Reference is invited to our letter No.-94 dated. 04.07.2013 wherein we have requested the C & AG management to urge upon the Ministry of Finance to accept and implement the award of Arbitration dated 24.08.2004. In reply to this, the C&AG management has informed that the award of Arbitration is under the process of rejection in both the houses of parliament. As per our information, the award of Arbitration has not yet rejected by the parliament. Hence we request the C&AG to implement the Arbitration Award 2004 without further delay.

The official response to the demand:

It was stated that the concern and demand of the federation was factored in the memorandum to the 7th CPC by the IA&AD. The Federation may raise these issues before the Commission if it so desires.

Federation's Demand No. 4.: Supervisor Promotion:

- a. Increase supervisor quota to 20 per cent of the sanctioned strength of AAOs.**
- b. Supervisors shall not be reverted even if the office loses deficit status subsequently.**
- c. Nomenclature of "Supervisor" may be changed as Assistant Audit Officer with Gazetted status.**
 - a. Due to the deficiencies in the AAO cadre in many offices, C&AG has decided to operate additional 6% of AAOs cadre in the cadre of Supervisors taking total Sanctioned Strength in supervisor cadre to 10% of the regular sanctioned strength of AAOs as a temporary measure. Further it was also stated that the promotion to the cadre of Supervisors against the additional 6% posts of AAO is subject to reversion as and when eligible SAS qualified officials are available. The clause should be mentioned invariably in the promotion orders.
 - b. National Audit Federation is of the view that the experience of a person in a particular field cannot be replaced with anything. It is an accepted argument that a person with experience can excel than a person with academic qualification. NAF ever since its inception demands for seniority promotion and very much thankful to the CAG of India in partially full filling our demand by increasing supervisory cadre to 10% sanctioned strength of AAOs. Reports received from various states shows that the performances of the supervisors are commendable and are also contributing immensely to the Reports of the CAG. We demand the percentage of promotion to the cadre of supervisor may be increased to 20% to that of the Sanctioned Strength of AAOs to compensate the deficiencies in that cadre. It is also demanded that the 'reversion clause' in the promotion orders to the post of Supervisors shall not be included as it has become a '*sword of Damocles*' to the supervisors.
 - c. The cadre of SO/AAO has been revamped after 6th Pay Commission. Till then the post of Section Officer and the post of Supervisor were identical and in the pay scale of 6500-10500

with same status as Gr-‘B’ Non Gazetted. Presently the post of Section Officer no longer exists as it has been merged with AAOs becoming a single cadre of AAOs with Grade Pay of ₹4800/- and with Gr-‘B’ Gazetted status. Since the Grade Pay of Supervisor has already been ₹4800/- and equal to that of AAOs there won't be any financial implication. Hence the Supervisor cadre earlier identical with Section Officer in Pay scale and status may also be granted Gr-‘B’ Gazetted status and re-designated as AAO. Moreover, the post of Sr. Auditors in IA & AD is classified as Gr-‘B’ Non Gazetted. And it is therefore, ironical, that the Supervisor being a promotion post from Sr. Auditors is also Gr-‘B’ Non Gazetted making the Supervisor and Supervised equal in status.

Under these circumstances we demand that eligible Sr. Auditors may be promoted to the post of AAOs under 20% seniority quota and the nomenclature of Supervisors to be changed as AAOs for all purposes, with necessary amendments may also be done in the Recruitment Rules, if required.

The official response to the demand:

The AAOs cadre forms the cutting edge of the core functions of the department. Therefore, the quality of the human resource in this cadre has to be ensured for which every official aspiring to be a AAO has to qualify the SAS Exam. However, keeping in view the temporary mismatch between the S.S. & PIP in AAOs cadre, additional six percent posts in the AAOs cadre have been allowed to be filled by the Sr. Auditors as Supervisors in the deficit offices which is over and above the 4 percent sanctioned strength of supervisors. In view of above the demand of the Federation for 20% quota for supervisor cannot be accepted. Personnel in Supervisor cadre who already have experience of the work, rules and regulations, may appear in SAS examination, if otherwise eligible, for further benefits related to the post of AAO.

Federation’s Demand No. 5.: Grant Grade Pay 5400/- to Hindi Officers.

In accordance with the recommendation of the 6th CPC, similarly designated posts existing outside the Central Secretariat Official Language Services (CSOLS) cadre in various subordinate offices of the Central Government have been granted the same scale as those granted to CSOLS. Various Ministries, Controller General of Defense accounts etc. already revised the pay scales of official language posts in line with the above orders and the cadre of Hindi Officer was granted Grade Pay ₹5400 in PB3 but the same was not implemented in IA&AD. During a discussion with the Dy. CAG of India on 25-07-2012, it was replied that this issue would be examined if any such order will be submitted by the Federation in this regard. However even after producing the requisite orders, the same has not been implemented till date. Hence it is demanded to grant Grade Pay ₹5400 to Hindi Officers without delay.

The official response to the demand:

It was informed that the post of Hindi Officer in the IA&AD Department and Asstt. Director (OL) are not comparable. However, the Federation was advised to submit a comprehensive note on the demand that would be examined.

Federation's Demand No. 6.: Issues relating to Auditor cadre:

- a. **Grant grade pay of ₹4600/- to Sr. Auditors with effect from 01.01.2006.**
- b. **Grant GP of ₹4200 to Auditors.**
- c. **Posting of Auditors in field parties.**
 - a. The pay parity of Sr. Auditors with Asstts. in CSS was established from 01.03.1984 which continued up to 31st Sept. 1990. Again it was a notionally restored from 01.01.1996 with actual payment from 19.02.2003. The parity was yet again disturbed from 15.09.2006. Moreover the issue which was settled by the 6th CPC has again been reopened by the finance ministry. Secondly the award of central board of arbitration dated 24.08.2004 awarding ₹1640/- at par with Central Secretariat Assistants since 01.01.1986 stills stands. Therefore, we strongly demand for parity of pay scales and grade pay of ₹4600/- to Senior Auditors from 01.01.2006.
 - b. After restructuring of cadres in IA & AD w.e.f. 01.03.84 the combined cadre of Auditors, Section Officers and Audit Officers was bifurcated maintaining a ratio of 20:80. i.e. Auditor : Sr. Auditor (20:80), SO:AAO (20:80) and AO:Sr.AO (20:80). This arrangement was upheld by 4th & 5th C.P.C., but the position has been changed while implementing recommendations of 6th C.P.C. The 20 percent segment of Section Officers and Audit Officers are now upgraded to Grade pays of ₹4800 and ₹5400 (which are allowed to 80 per cent segment) respectively. We therefore demand that since 20 per cent segment of Section Officers and Audit Officers are upgraded the same may also be extended to 20 per cent segment of Auditors.
 - c. The structure of field Audit party in the department was 1 AO/Sr. AO, 2 AAOs/SOs and one Auditor/Sr. Auditor. But because of the shortage of Auditors, field offices were not in a position to post auditors in every field parties. Now, the department has started the process of recruitment in the cadre of Auditors, almost all the field offices have sufficient auditors as on date and further recruitment is also undergoing. Moreover, the field offices are also facing difficulties in making seating arrangements and furniture to the new recruits. Since today's Auditor is tomorrows Audit Officer, we demand that instructions may be issued to all field offices to include at least one Auditor/Sr. Auditor to all field parties.

The official response to the demand:

1. *The demand for higher Grade Pay to Auditors and Sr. Auditors has been included in the memorandum submitted to the 7th CPC. The Federation may therefore present its demand before the 7th CPC.*
2. *As regards availability of furniture in field office, it was informed that each field office had been provided sufficient budget against their demand for this purpose.*
3. *The Federation was advised to raise local issues through their affiliated service association (s) at field level.*

Federation's Demand No. 7.: Promotion to Data Entry Operator as Console Operator/Auditor.

Direct recruitment to the post of Data Entry Operator was introduced in IA&AD since 2010 and it was stated on their appointment order (para 9) that "On successful completion of the probation period and after rendering requisite length of service with satisfactory service records, he/she will be eligible for promotion to the higher post of Console Operator in the Pay Band-I with Grade Pay of ₹2800 and Sr. Console Operator in the Pay Band – 2 (9300-34800 with Grade Pay of ₹4200)". Even after a lapse of 4 years, no orders have been issued by the C&AG of India regarding the promotion scheme of DEOs. It was understood that the Recruitment Rules for Console Operator has not been framed/approved yet. The employees in the DEO cadre are jeopardizing. We therefore demand that necessary orders for the promotion of DEOs recruited directly be issued without delay. We also demand to consider granting of promotion to DEOs in the cadre of Auditors also.

The official response to the demand:

It was informed that recruitment rules for EDP posts are being framed based on the model recruitment rules circulated by the DoPT. As per the proposed Recruitment Rules for the posts of Auditor/Accountant, the DEOs would be eligible for promotion to the posts of Auditors/Accountants under examination quota.

Federation's Demand No. 8.: Revival of SAS/RA/CPD Examinations:

- a. **Withdraw negative marking scheme from SAS/RA examinations.**
 - b. **Reduce pass mark to 40 per cent.**
 - c. **Provide unlimited chances for SAS Examination.**
 - d. **Marks obtained in SAS/RA/CPD Examinations shall be declared immediately after completing the examinations like other internationally accepted online examinations.**
 - e. **Permit Multi Tasking Staff also to appear for SAS examinations.**
 - f. **Allow SAS passed candidates from audit offices to exercise option for posting in office of their choice after passing of SAS exam as per Recruitment Rule.**
- a. Negative marking scheme was introduced in the SAS/RA examinations from 2013. The result of the examinations all over India was desperate as the pass percentage has touched all time low of 4 per cent. A review of the poor pass percentage in the above examination results was requested by NAF and it was understood that the CAG has given directions to conduct a review but the outcome of the same is not known to our federation. In the previous system employees were given unlimited chances to clear Part II examinations after passing Part I of SAS examinations. Keeping in view of the low pass percentage due to the introduction of negative marking scheme and acute shortage of staff in the AAO cadre we demand that the negative marking scheme shall be scraped from SAS/RA examinations, permit unlimited chances to pass SAS examinations and reduce pass percentage to 40 per cent from existing 50 per cent.

- d. SAS/RA examinations were revamped by the CAG in the year 2010 and a new system of Computer Based Test with multiple choice questions was introduced. The new system was welcomed by the employees of this department as the erstwhile system was lacking transparency. The staffs were on the presumption that the newly implemented SAS/RA examination is an online examination and hence there will not be any element to doubt on the transparency of marking scheme. Of late it was found that the new system of SAS/RA examinations is not online but an 'online like' examination. In an online examination, the response of the candidates will be checked automatically and instantly. The result will be shown immediately to the participating candidates reducing their anxiety. In order to reduce the anxiety of the candidates and to ensure transparency, we demand that the SAS/RA/CPD Examinations shall be conducted online and the results shall also be shown immediately after completing the examination by the candidate.
- e. Multi Tasking Staff were appointed recently in almost all the offices under the C&AG through one time recruitment system done locally. It was instructed that the candidates possessing higher qualification shall be given preference for the low profile job. Around 2000 Multi Tasking Staff were appointed during 2012-13 with high educational qualifications ranging from graduates to technically qualified in MCA, MBA etc. Presently they are performing their assigned duty as MTS without any failure. Their promotion chances are very low in the present scenario in this department through seniority/exam quota to Clerk/Typist and Auditor posts. In order to utilize these qualified hands in a better way in the department we demand to permit them to appear for the SAS Examinations after giving requisite relaxation on existing rules. If needed, amendments regarding may also be made in the recruitment rules.
- f. Presently, SAS passed candidates from Accounts & Entitlement offices are allowed for deputation and eventual absorption in any of the Audit offices of their choice. This benefit has not been extended to the AAOs/SAS passed employees from Audit side though column 11 of recruitment rule in respect of Assistant Audit Officer permits Assistant Audit Officers or Subordinate Audit Service Examination passed staff from any other Audit office of the Indian Audit and Accounts Department as first choice whereas the deputation of SAS passed candidates from A&E offices are only a failing which clause to the first choice. But overlooking the first choice, the CAG Administration has sponsoring SAS passed candidates from Accounts & Entitlement Wing for deputation and eventual absorption in the Audit Stream. We therefore strongly demand for the promotion of SAS passed candidates from Audit stream to any Audit office of their choice based on Deputation/Absorption clause (1) under column 11 Promotion in respect of rules regulating the method of recruitment in the field offices of the Indian Audit and Accounts Department to the post of Assistant Audit Officers notified by the MOF under G.S.R.18 dated 10-January 2013.

The official response to the demand:

It was stated that:

- a. *The negative marking was introduced in the computer based SAS Exam consisting of multiple choice questions to reduce guess work. Therefore, the Federation's demand for withdrawal of negative marking in SAS/ RA examination cannot be acceded to.*

- b. *The pass standard had recently been lowered to 45% w.e.f. August 2014 SAS examination.*
- c. *Keeping in view the revamped computer based pattern of the SAS Exam, the Federation's demand for unlimited chances to appear in SAS examination cannot be accepted*
- d. *As the SAS/ RA/ CPD examinations are computer based tests and subjective paper of SAS examination needs to be evaluated after CBT, the Federation's demand for immediate declaration of result cannot be acceded to.*
- e. *The fast track promotional avenues to the posts of Clerks and Auditors/ Accountants are already available for MTS. Therefore, Federation's demand to permit the MTS for appearing in SAS examination was not acceded to.*
- f. *In view of the adverse impact on manpower in the deficit offices, the SAS passed personnel of Audit stream cannot be permitted to shift to other audit offices.*

Federation's Demand No. 9.: Revival of Departmental Examinations:

- a. **Grant one incentive increment after passing DCT & SAS.**
- b. **Introduce MCQ pattern for Departmental Examinations and SAS selection test also.**
 - a. While implementing the court judgments, the headquarters has issued orders granting 4 increments to the Auditors who had passed DCT between 01.01.1973 and May 1981. This benefit of 4 increments should also be extended to those who have passed the DCT after May 1981. In the case of Incentive Examination for Senior Auditors and Revenue Audit Examination for AAOs one advance increment is being allowed. Similar incentive of granting one increment for passing DCT by Auditors and SAS should also be given.
 - b. As the prestigious SAS examination and other RA/CPD examinations conducted by the department are computer based examinations with multiple choice questions a demand has come up in general for introduction of MCQ pattern examinations for other Departmental Examinations viz. DCT for Auditors, selection test for SAS examinations etc. We request the C&AG to consider MCQ pattern for all examinations conducted by the department.

The official response to the demand:

The demand was not discussed in the meeting.

Federation's Demand No. 10.: Transfer issues:

- a. **Restore Unilateral Transfer.**
- b. **Withdraw unjustifiable conditions from mutual transfer.**
 - a. Ban on the unilateral transfer in the department was due to the acute shortage of staff in various field offices. Through recent recruitments every office is having sufficient staff in the lower level. But because of the all India recruitment policy of SSC, the number of outside

state staff in every office is increasing and thus the demand for lifting of ban on unilateral transfer become very significant. IA&AD is the only department where ban on unilateral transfer still exists. New recruits under IA&AD are quitting their job in IA&AD for taking any low profile jobs at their home states only because of the ban on Unilateral Transfer. Thus the total effort and resources put in by the officials in IA&AD (both at Hqrs office and field level offices) has become a national waste. Man hours spent for the scrutiny of dossiers/records, postage expenses, time and expenditure towards training of new recruits etc. are become unproductive when they quit the job even without completing their probation period. Those who are left out in the department are dejected and disheartened as there is no hope for them to reach their home state. Lifting of ban will certainly boost the morale and build confidence among the new recruits. Hence we request the CAG to lift the ban on unilateral transfer atleast in a phased manner to avoid erosion of manpower and to give the newcomers a hope/chance to return to their home state in future.

- b.** Reference is invited to the guidelines on mutual transfer issued by Hqrs office vide circular No.16 staff wing/2013 dated 6-06-2013 wherein certain conditions to be followed while processing mutual transfer were laid down. As per para (viii) of the guidelines "Mutual transfer may be permitted only once in the entire service career of an official". This is an unwarranted and unjustifiable condition. We request the CAG to withdraw the above condition.

The official response to the demand:

Federation was informed that the unilateral transfer would create a wide gap in the manpower availability between offices located in different regions, therefore the demand for allowing unilateral transfer cannot be acceded to. However, new direct recruits would be allocated to station of their choice based on their merit in the SSC.

The DAI further stated that one time option of mutual transfer was in the interest of person concerned as well as the official work. However, it will not be in public interest to allow mutual transfers more than once.

Federation's Demand No. 11.: Issues related to sports persons:

- a. Endorsement of consolidated instructions on incentives for sports persons in Government of India orders issued by DoPT.**
- b. Revise allowance for sports persons.**
- c. In Sports quota recruitment include disciplines of the choice of local Recreation Clubs.**
 - a. Government of India, Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training has issued a Consolidated Instructions on incentives for sportspersons vide order dated 3-10-2013. Since this order has not been endorsed by the C&AG of India, the same has not been implemented in the field offices. We request the C&AG to affix required endorsements at the earliest since a number of sports persons in our department are beneficiaries of the above orders.

- b. Revision of allowance for sports persons have already been discussed in several meetings with the Dy. CAG and DG (Staff). Assurance was given in every meeting that the same will be revised within a month or so. We regret to say that the above assurance has not been fulfilled. Hence we once again demand for immediate revision of allowances to sports persons and request not to demoralize the outstanding sports persons of our department who are also the ambassadors of IA&AD.
- c. Presently, C&AG office directs the Staff Recreation Clubs through local administrations to initiate the proceedings for the recruitment of sports personnel only in those sports/games disciplines listed by the Hqrs. office. Selection of sports disciplines at the local level on their choice other than which circulated by hqrs. is not possible. This system is forcing the local Administration/SRC to recruit sports personnel only in certain disciplines even if it is not required. Hence, we demand to allow field offices to select sports disciplines from the list of sports circulated in the DOPT circular dated 03-10-2013.

The official response to the demand:

The demand was discussed in detail. The DAI stated that the DoPT's order dated 03.10.2013 has been endorsed to all field offices.

2. *As regards the demand for revision of allowance to sports persons, it was assured that the demand will be considered sympathetically taking into account to problems faced by the sports persons.*

3. *The decision for recruitment only in five disciplines was taken by high level committee and has shown excellent results in internal/ all India level tournaments. Also, the choice of the discipline in which field office intends to make recruitment rests with the field office and it is the field offices which propose to the Headquarters which field is considered and approved. However, it was agreed that the demand for each field office to be allowed to choose one extra discipline in which to make recruitment board as local talent can be considered.*

Federation's Demand No. 12.: Code of ethics- Withdraw directions to issue Certificate/Undertaking to be given to Head of Auditee Units before commencement of audit.

The general ethical requirements prescribed for civil servants in India as enunciated in the CCS Conduct Rules and the particular requirements of auditors, including auditors' professional obligations comprises the Code of Ethics for the IA&AD. The code describes about the integrity, independence, objectivity and impartiality an auditor should maintain during his duty. It also tells about the professional secrecy and competence of the Auditor. We appreciate the efforts taken by the C&AG to enlighten the Auditors in keeping professional ethics. At the same time the code insists the auditor to prepare statements shown there as Annexure I & II and get the same signed by the head of the audited entity. We believe that professional ethics are to be strictly followed by every individual in IA&AD and not to get it certified from any individual, who do not keep ethical values (not a general statement). We strongly demand the C&AG not to insist on the directions issued to get certified the annexure (I&II) given in the code of ethics for the IA&AD from the heads of audited entity.

The official response to the demand:

The DAI explained that "Code of Ethics" was issued in the interest of transparency and in order to ensure adherence to the ISSAIs.

Federation's Demand No. 13.: Other important demands:

- a. Expedite settling of TA claims and granting of Tour Advances.**
 - b. Grant Tribal area Allowance to Jharkhand office staff.**
 - c. Stop assigning survey works to audit employees during performance audits.**
 - d. Provide open pass to visit Ministerial offices in New Delhi and State Capitals to those officials who are doing liaison works regularly with those offices.**
 - e. Provide quality uniforms to MTS.**
 - f. Bring all audit parties at Headquarters for atleast 3 days in a month.**
 - g. Provide adequate infrastructure, proper sitting arrangements etc. in all audit office.**
- a. Touring is a part and parcel of audit department and is liability to the audit staff. Every audit is conducted by performing tour by the designated officers and exclusively for performing official duty. Officers in various field offices now a day spending money from their salary and in certain instances arranging personnel finances for meeting tour expenditure. Field offices are facing it difficult in granting Tour Advances due to the financial cut. Settling of TA claims are also taking months and even more than a year in certain offices. Curtailing of fund from Traveling Expenses will only delay in performing the primary duty of the IA&AD. We request the C&AG to grant adequate fund for meeting Travel Expenses in the field offices and to direct to expedite the settling of TA claims of the Touring officers.
 - b. As per Scheduled Areas (State of Jharkhand) Order, 2007, a notification issued by Ministry of Law and Justice on 11/04/2007, whole area of Jharkhand State including the whole of Area of Ranchi District was notified as Scheduled Area. On the basis of the recommendations of the 6CPC, GOI has issued orders for the revision of Tribal Area Allowance on 29th August 2008. Though the allowance is being drawn by all employees of Central Government offices situated in the state, the same is denied to the employees of IA&AD. CAG's administration denied this facility to IA&AD staff by showing provisions in the Ministry of Finance, Office Memorandum dated 17-07-1998 which is two years prior to the birth of the state of Jharkhand. It may be noted that the condition existed in the above notification as para 4 in the said orders "This allowance shall cease to be admissible in those States where it has been discontinued for the State Government employees w.e.f. the date(s) of such discontinuance and shall be admissible at the revised rates only in those States where such allowance continues to be extended for the State Government employees" has been excluded in the revised letter issued by the ministry of Finance dated 29th August 2008 while implementing the recommendations of the 6CPC. It may also be noted that Jharkhand a newly created state (28th state) of India born on 15th November

2000 attained the status of Scheduled Areas vide Government notification on 11 April 2007 only and hence the order prior to this is not applicable to that state. Other Central Government offices which are paying Tribal Area Allowances are Income Tax office (which is directly under the control of Finance Ministry), Central Excise & Service Tax, Central Bureau of Investigation, Central Institute of Psychiatry, Indian Institute of Natural Resins & Gums, etc. (copies of the relevant orders are enclosed for reference). It is therefore demanded to issue necessary orders for the payment of Tribal Allowance to all employees of IA&AD posted in the state of Jharkhand without delay.

- c. In most of the All India performance audit reviews of Social Welfare schemes the audit parties are being entrusted with the job of beneficiary survey/interview. In majority of the schemes the beneficiaries are from far off rural places and reaching them is a tedious task as the places are sometimes not connected by public transport and are located in very remote villages. The availability of departmental person for Witnessing is also a factor. It is therefore requested to give directions to the concerned officials not to insist on such beneficiary survey/interview and if necessary the available data from National Sample Survey Organizations can be utilized.
- d. Officials of IA&AD situated in New Delhi are frequently visiting the offices of the Ministers and other Government of India offices for official purpose. It was reported that every day they have to spend more than an hour for getting pass for these visits in such offices. Similar is the situations in the field offices located in state capitals. Instead of obtaining visiting passes daily, a privilege pass may be issued through which the entry into such offices can be permitted. It is therefore requested that the matter may be taken up with the concerned Government authorities and privilege passes may be issued to those staff who are on official duty to other government offices.
- e. It has been brought to the notice of this federation that the cloths provided for uniform to the Multi Tasking Staff in certain field offices are of poor quality. It is therefore requested to issue directions to all field offices to supply quality cloths for uniform to Multi Tasking Staff.
- f. In many field offices the Audit parties are sent on tour for 90 days. The employees face problems due to their family obligations. The Audit parties may be allowed to come back at headquarters on 2nd or 3rd Saturday and submit the draft Audit reports along with key documents on next Monday and take transit on Monday night, thus the employees will stay with family members atleast for 3 days in a month at the cost of only one working day. This issue was discussed with the PD Staff on 15-07-2011 and it was assured that this would be examined in consultation with the concerned PAsG/AsG. Hence we again demand to issue comprehensive instructions may be given to field offices in order to discharge the family obligations of the employees.
- g. Offices under the Indian Audit & Accounts Department are now a day becomes very lively with new recruits. Accommodating newly recruited staff with sufficient seating arrangement, furniture, chair etc. is a big problem for already congested field offices. Field offices are in short of space and other basic requirements. It is therefore requested to allot sufficient fund to provide infrastructure facilities to the staff of field offices.

The official response to the demand:

- a. & g. DAI informed that sufficient budget provision was made under "DTE" and "OOE" heads for field offices during this year. Of course, this is always analyzed to overall availability of funds in IA&AD offices.*
- b. It was informed that the Ministry's guidelines relates to Tribal Area Allowance have already been conveyed to the concerned AG as the matter needs to be examined at field office level.*
- c. The DAI explained that the decision to conduct survey and design of survey was being taken by the Department keeping in view our basic mandate and the Audit points.*
- d. It was informed that passes to frequent visitors to Ministries and other Government of India offices are already being provided by the offices at Delhi as per requirement.*
- e. & f. It was stated that these are local issues which may be taken up with the concerned authority by the field level service association.*

Meeting ended with vote of thanks on fruitful discussion.