



**ALL INDIA CIVIL ACCOUNTS OFFICERS**  
**(Senior Accounts Officers and Pay & Accounts Officers) ASSOCIATION**  
**(Recognised by Govt. of India as per CCS (RSA) Rules, 1993 vide O/o CGA, Min. of Finance's letter No. 23003/1/2020-NGE-CGA /270 dated: 29th August, 2022)**  
**House No: H-405, Street No. 4, RAJ NAGAR, PART-2,**  
**PALAM COLONY, NEW DELHI- 110077.**  
[nebaicaoa@gmail.com](mailto:nebaicaoa@gmail.com)

**President**  
**Geetanjali**  
9810639937

**Secretary General**  
**Kaushal Mishra**  
9818880211

**Finance Secretary**  
**Rajeev Kumar**  
8968452837

**Vice-Presidents**

**Anita Rawat**  
9911539190

**P Mahesh Kumar**  
9440305567

**Addl. Secretary General**

**Sreemati Bhowmik**  
9810869034

**Jt. Secretary Generals**

**Rajeev Kumar**  
9873815175

**Avinash Kumar**  
8851049471

**Asst. Finance Secretary**

**Santosh Kumar**

**Asst. Secy. Generals**

**Subhash Chand**

**Biswajit Mondal**

**Asha Pal**

**Rekha Dahiya**

**Sumitra Goganio**

**Ajay Sood**

**Virender Sharma**

**Rajeev Chandra**

**A.K. Chaurasia**

**Auditor**

**Rahul Butola**

No. AICAOA/NEC/2025-26/188

Date: 23.10.2025

To,

**The Controller General of Accounts**  
Mahalekha Niyantrak Bhawan,  
E-Block, GPO Complex, INA,  
New Delhi-110023.

**Sub.: Grant of NFU to Sr. AOs in light of decision of Central Administrative Tribunal, PB, New Delhi in O.A. No. 2922/2021. - Reg.**

Respected Madam,

I am writing on behalf of the All India Civil Accounts Officers (Sr. AOs & PAOs) Association (AICAOA) to draw your kind attention to the decision taken by the National Executive Committee of AICAOA in its meeting dated 14.09.2025.

Your attention is also invited to AICAOA's letter No. AICAOA/NEC/2025-26/166 dated 22.04.2025 (copy enclosed) on the above subject. In the said letter, the Association requested that Senior Accounts Officers be extended the benefit of Non-Functional Up-gradation (NFU) by counting their services in accordance with the clarifications issued by DoPT vide OMs dated 24.04.2009, 10.06.2010 and 01.08.2012.

It was further requested that the benefit of the higher pay scale be granted and the services rendered by Senior Accounts Officers w.e.f. 09.04.2009 be counted for the purpose of NFU treating the batch year as two years prior to the year of appointment as Senior Accounts Officer.

However, the matter has not been acted upon so far, and no reply has been communicated to the Association.

You are, therefore, once again requested to kindly consider these legitimate demands at the earliest.

With high regards,

Encl: as above.

Yours sincerely,

(Kaushal Mishra)  
Secretary General (AICAOA)



## ALL INDIA CIVIL ACCOUNTS OFFICERS

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(Recognised by Govt. of India as per CCS (RSA) Rules, 1993 vide O/o CGA, Min. of Finance's letter No. 23003/1/2020-NGE-CGA /270 dated: 29th August, 2022)

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**Auditor**

**Rahul Butola**

No. AICAOA/NEC/2025-26/166

Date: 22.04.2025

To,

**The Controller General of Accounts**

Mahalekha Niyantrak Bhawan,  
E-Block, GPO Complex, INA,  
New Delhi-110023.

**Sub : Grant of NFU to Sr. AOs in light of decision of Central Administrative Tribunal, PB, New Delhi in O.A. No. 2922/2021. - Reg.**

Respected Sir,

I have been directed by NEC in its meeting held on 20.04.2025 to bring following facts for your kind consideration on the subject cited above :-

- (i) The Controller General of Accounts Vide OM No.A-32014/1/2009/Misc./MF.CGA(A)/Gr.B/343 dated 31.10.2019 classified the post of Senior Accounts Officers of Central Civil Accounts Services as Group A post w.e.f. 09.04.2009.
- (ii) That the above said OM was issued consequent to the direction of Hon'ble Supreme Court in SLP No.29186/2014 dated 21.08.2018 whereby the Hon'ble Supreme Court has upheld the directions of Hon'ble High Court of Delhi in WP No. 2698/2013 dated 17.09.2013 as under :-  
***"19. Accordingly, the impugned order of the CAT dated 10.12.2012, as also the Office Memoranda of the Central Government dated 11.4.2011, 17.6.2011 and 7.7.2011, which deny the petitioners classification as Group A officers along with the attendant benefits, are liable to be set aside as unreasonable and arbitrary given the clear textual mandate of the relevant rules..."***
- (iii) While issuing the OM dated 31.10.2019, issues such as counting of Group A service for promotion in higher grade or fixation of seniority and promotion or other attended benefits were **NOT** addressed to.
- (iv) In this connection, it is submitted that DOPT vide OM No. AB-14017/10/86-Estt.(RR) dated 01.09.1998 has issued guidelines for counting of past Gr. A service for promotion to higher grades.
- (v) That the Senior Accounts Officers of CCAS has been granted Gr. A w.e.f. 09.04.2009 and hence their past service will count for the purposes of promotion to the higher grade in ICAS.

- (vi) That DoPT vide OM No. AB-14017/64/2008-Estt(RR) dated 24.04.2009 has introduced NFU Scheme for Group A Service. CCAS is a General Central Group 'A' Service as accepted in O.A. No. 192/2023.
- (vii) That further DOPT vide Point No.17 of OM No. AB-14017/47/2011-Estt.(RR) dated 01.08.2012 has clarified that such Gr. A service will count towards conferring Non Functional Up-gradation (NFU) to Central Group A service officers.
- (viii) That none of the benefits of DOPT's OM dated 01.09.1998 has been given to officers of CCAS inducted into ICAS which is against the provisions of DOPT's OM No.A-11019/2/98-AT dated 03.09.1998. The OM dated 03.09.1998 mandates the departments to implement the directions of CAT/High Court/SC to mitigate the problem of stagnation.
- (ix) That consequent to the issue of OM dated 31.10.2019, no officer from Central Civil Accounts Service (CCAS) was inducted into ICAS nor the service of the officers were counted for promotion to higher grade in ICAS despite having sufficient number of vacancies.
- (x) That while disposing the OA No.192/2023 in CAT(PB), it was categorically stated by the official side that henceforth they are not going to change the status of Sr.AO to Group B.
- (xi) It is pertinent to mention here that as per Sr. No.3 of Schedule -II of Indian Civil Accounts Service Recruitment Rules, 2006 as notified vide GSR No.694(E) and as amended from time to time provides that Officers in the Senior Time Scale (Rs.10000-325-15200) with 5 years regular service in the Grade ***or nine years of service in Group 'A' are entitled for consideration for promotion to Junior Administrative Grade (JAG) of the ICAS.***
- (xii) That Sr. No.2 of Schedule-II of ICAS Recruitment Rules, 2006 further provides that ***the Officers in the Junior Time Scale (Rs.8000-275-13500) with 4 years regular service in the grade*** are eligible for promotion to Senior Time Scale (STS) of ICAS.
- (xiii) That there are more than 50 posts are vacant upto JAG/NFSG in ICAS as on 01.01.2025
- (xiv) That in case of NFU from JTS to STS, DoPT has prescribed that same may be conferred after rendering 7 years service in terms of OM No. AB-14017/16/2010-Estt. (RR) dated 10.06.2010.
- (xv) That Hon'ble CAT, PB, New Delhi in recent judgement dated 13.03.2025 in O.A. No. 2922/2021 (copy enclosed) has directed to grant benefit of NFU within three months of decision.

In view of the above, I have been directed by NEC to request you to kindly:-

- (i) Allow Senior Accounts Officers the benefits of Non-Functional Up-gradation by counting services in terms of clarification issued by DoPT vide OM dated 24.04.2009, 10.06.2010 and 01.08.2012 and consider the benefit of higher pay scale.

- (ii) Count the services rendered by Sr. Accounts Officers w.e.f. 09.04.2009 for considering NFU. The Batch may be treated as two year prior to the year of appointment as Senior Accounts Officer.

**Encl: As above.**

**Yours sincerely,**



**(Kaushal Mishra)  
Secretary General (AICAOA)**

(14)

No.AB-14017/10/86-Estt(RR)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
(Department of Personnel and Training)

North Block, New Delhi 110001  
September 1, 1998

OFFICE MEMORANDUM

Subject:- Counting of past service at the time of lateral entry on direct recruitment basis for promotion to the higher grades -

The undersigned is directed to say that the question of counting of previous Group 'A' service to meet the condition of minimum eligibility service prescribed in the Recruitment/Service Rules at the time of lateral entry on direct recruitment as qualifying service for promotion to the higher grades has been considered by the Government and it has been decided that since all appointments by the method of direct recruitment are in the public interest, the benefit of counting of previous Group 'A' service to meet the condition of minimum eligibility prescribed in the Recruitment/Service Rules at the time of lateral entry on direct recruitment as qualifying service for promotion to the higher grades will be admissible to an employee provided he/she has completed the prescribed eligibility service in the immediate feeder grade. However, the past service will not count for seniority in the new organisation, as upheld in the Supreme Court's judgement dated November 19, 1993 in the case of Renu Mullick vs Union of India [JT 1993 (b) SC 527].

2. Ministries/Departments etc. are requested to process the cases of direct recruit employees in the light of the foregoing instructions.

  
(K.K. JHA)

Director(Establishment)

To

All Ministries/Departments of the Government of India

Copy to:-

1. The Secretary, Union Public Service Commission, Dholpur House, Shahjehan Road, New Delhi.
2. The Comptroller and Auditor General of India, 10, Bahadurshah Zafar Marg, New Delhi.
3. The Registrar General, The Supreme Court of India, New Delhi.
4. The Election Commission of India, Ashore Road, New Delhi.
5. The Secretary General, Rajya Sabha Secretariat, New Delhi.
6. The Secretary General, Lok Sabha Secretariat, New Delhi.
7. The Secretary, Central Vigilance Commission, New Delhi.
8. The President's Secretariat, New Delhi
9. The Vice-President's Secretariat, New Delhi.
10. The Prime Minister's Office, South Block, New Delhi.
11. The Cabinet Secretariat, New Delhi.
12. The Planning Commission, New Delhi.
13. The Controller General of Accounts, New Delhi.
14. Establishment(RR), Dept. of Personnel and Training - 100 copies

No. AB.14017/64/2008-Estt.(RR)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

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New Delhi, the 24<sup>th</sup> April, 2009

**Office Memorandum**

Subject:- Non-Functional upgradation for Officers of Organised Group 'A' Services in PB-3 and PB-4

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Consequent upon the acceptance of the recommendations of the Sixth Central Pay Commission, the following orders are issued:-

- (i) Whenever an Indian Administrative Services Officer of the State of Joint Cadre is posted at the Centre to a particular grade carrying a specific grade pay in Pay band 3 or Pay Band 4, the officers belong to batches of Organised Group A Services that are senior by two years or more and have not so far been promoted to that particular grade would be granted the same grade on non-functional basis from the date of posting of the Indian Administrative Service Officers in that particular grade at the Centre.
- (ii) Grant of higher scale would be governed by the terms and conditions given in Annex-I.
- (iii) Appropriate amendments in the Service Rules may also be carried out.
- (iv) Establishment Division of this Department will issue orders from time to time, in consultation with the Establishment Officer, intimating the

batch of the officers belonging to the Indian Administrative Service who have been posted at the Centre in the various grades of PB-3 and PB-4 as well as the date of posting of the first officers belonging to the batch.

2. Grant of higher scale (i.e. pay band and/or grade –pay) under these instructions would be w.e.f. 1.1.2006, wherever due and admissible.

3. Hindi version will follow.

  
(SMITA KUMAR)  
Director(E-I)  
Tel. 2309 2479

**To**

1. All Ministries/Departments of Government of India
2. The President's Secretariat, New Delhi.
3. The Vice-President's Secretariat, New Delhi
4. The Prime Minister's Office, New Delhi.
5. The Cabinet Secretariat, New Delhi.
6. The Comptroller and Auditor General of India, New Delhi.
7. The Union Public Service Commission, New Delhi.

**Copy to :-**

1. The Rajya Sabha Secretariat, New Delhi.
2. The Lok Sabha Secretariat, New Delhi.
3. All Attached Offices under the Ministry of Personnel, Public Grievances and Pensions.
4. Establishment Officer and Secretary, ACC (10 copies).

5. All Officers and Sections in the Department of Personnel & Training.
6. Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi
7. All Staff Members of National Council (JCM)
8. All Staff Members of the Departmental Council (JCM), Ministry of Personnel, PG and Pensions
9. Establishment (RR Division) (100 copies)
10. NIC, North Block for posting on the website.

  
(SMITA KUMAR)  
Director(E-I)  
Tel. 2309 2479

**TERMS AND CONDITIONS FOR GRANT OF HIGHER PAY SCALE ON NON-FUNCTIONAL BASIS TO OFFICERS OF ORGANISED GR.' A' SERVICES**

1. The non functional up-gradation granted under these orders will be based on empanelment and posting of particular batch of IAS officer in the Centre. Such up-gradation would not be linked to the vacancies in the grade.
2. The up-gradation granted under these orders will be a purely non-functional up-gradation, personal to the officer and It would not bestow any right to the officer to claim promotion or deputation benefits based on non-functional up-gradation in such a manner.
3. All the prescribed eligibility criteria and promotional norms including 'benchmark' for up-gradation to a particular grade pay would have to be met at the time of screening for grant of higher pay-scale under these orders.
4. A screening committee would be formed by the Ministry for implementation of these orders. There would be three members in committee so formed and they would at-least be one level above the grade for which up-gradation is being considered. Secretary of the Ministry concerned would chair the committee.
5. All instructions concerning grant of non-functional up-gradation presently applicable in the case of grant of NFSG to officers of Group 'A' Services would apply in the event of penalty, disciplinary proceedings, suspension etc.
6. Orders will be issued with the approval of the competent authority. Grant of higher pay scale on the non-functional basis would be from the date of posting of the first officer belonging to the particular batch of IAS officer at the centre.

In case of any delay in the issue of orders, financial benefits under these orders will be given from the due date.

7. (i) Pay fixation under on grant of non-functional up-gradation under these orders will be done as per the provisions of CCS (RP) Rules ,2008 i.e. the officers will be granted one increment at the rate of 3% of basic pay and the difference of grade pay will be added to their basic pay.  
  
(ii) As far as similarly placed officers of organized Gr. A Services , who are posted under the Central Staffing Scheme are concerned , they will be granted one additional increment on account of the non-functional up-gradation, but their grade pay will remain unchanged on the ground that they are holding a particular post with a specific grade pay under the Central Staffing Scheme. In such cases the officers granted non-functional up-gradation may continue to draw CDTA if admissible .
8. As and when the normal vacancies in the grade arise , the officer will be considered for regular promotions as per the normal DPC guidelines, based on the provisions of the recruitment rules. UPSC will be consulted wherever the rules provide for the same. However at the time of promotion, the pay in the grade will not be fixed again for officers who have been granted up-gradation under these orders.
9. Officers on deputation / study leave or any other duly sanctioned leave would also be considered and granted higher pay-scale on non-functional basis according to the prescribed procedure.
10. Non-functional up-gradation to the next higher grade pay granted under the scheme is a fall back option only, to be applied in cases where officers of a particular Service have not been granted promotion to a particular grade in normal course according to the due procedure.

11. ILLUSTRATION :- If officers of 1987 batch of IAS are empanelled as Joint Secretary in the grade pay of Rs. 10,000/in PB-4 and an officer of the batch gets posted in the Centre ( **under Central Staffing Scheme**) on 15<sup>th</sup> January 2008, all the officers of the 1985 batch of organized Gr. A Central Services who have not been promoted to the Joint Secretary or equivalent grade and who are eligible for the same on 1/1/2007 for the panel year 2007-08, would be appointed to the same grade on non-functional basis under these instructions w.e.f. 15/1/2008. Same would be the case in the event of posting of an officer of particular batch as Deputy Secretary/ Director under Central Staffing scheme.

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**DEPARTMENT OF PERSONNEL AND TRAINING  
ESTT. (RR) DIVISION**

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**FREQUENTLY ASKED QUESTIONS ON NON-FUNCTIONAL UPGRADATION (NFU)**

S.No.	Point of doubt	Clarification
1.	What are the recommendations of 6 <sup>th</sup> CPC for grant of Non-Functional Upgradation to for Officers of Organized Group 'A' Services?	The Government should, consider batch-wise parity while empanelling and /or posting at Centre between respective batches of IAS and other organized Group A services with the gap being restricted to two years. Whenever any IAS officer of a particular batch is posted in the Centre to a particular grade carrying a specific grade pay in pay bands PB-3 or PB-4, grant of higher pay scale on non-functional basis to the officers belonging to batches of organized Group A services that are senior by two years or more should be given by the Government.
2.	Whether the recommendations of 6 <sup>th</sup> CPC have been accepted by the Government?	Yes. This will also be applicable to the Indian Police Service and the Indian Forest Service in their respective State Cadres for which the relevant cadre controlling authorities will issue the orders. (Ministry of Finance, Department of Expenditure Notification dated 29 <sup>th</sup> August, 2008 refers)
3.	When were the guidelines on NFU issued by DOPT?	DOPT have issued detailed instructions on grant of NFU to the officers of Organized Group A Services in OM No. AB 14017/64/2008-Estt.(RR) dated 24 <sup>th</sup> April, 2009.
4.	To whom the instructions are applicable?	NFU is applicable to the officers of Organized Group A services in PB-3, PB-4 and in HAG scale also where there is such a Grade in the Service

5.	From which date the grant of NFU to officers of Organized group A services is to be made?	The benefit is based on the recommendations of 6 <sup>th</sup> CPC and will be available w.e.f the date of posting of IAS officers in various grades on/after 01.01. 2006.
6	What are the eligibility conditions to be met for grant of NFU?	The terms and conditions for grant of NFU are prescribed in the Annexure to the OM dated 24.4.2009. As per the same all the eligibility criteria and promotional norms including 'benchmark' for upgradation to a particular grade pay would have to be met at the time of screening for grant of higher pay scale under these orders.
7.	What is the definition of the term 'Batch'?	For the purpose of grant of NFU the 'Batch' for direct recruit officers in the induction grade shall be the year following the year in which competitive exam was held. In subsequent grades the 'Batch' would remain the same provided the officer is not superseded due to any reason. In case an officer is superseded the officer would be considered along with the 'Batch' with which his seniority is fixed.
8.	Where the entry of officers in Organized Group A Service by DR is at STS, JAG level, how the 'Batch' shall be reckoned?	In respect of officers entering Organized Group A service by DR at STS, JAG level, they shall be assigned the benefit of 'Batch' corresponding to the 'Batch' of the officers with whom the seniority is clubbed
9.	Whether the benefit is available to Group B officers inducted into the Organized Group A service?	Yes. Such officers shall be assigned the benefit of 'Batch' corresponding to the batch of the 'direct recruit' officers with whom their seniority is clubbed.
10.	Whether the officers can exercise option regarding date of fixation in the higher scale as provided in CCS(RP) Rules?	Provisions of CCS(RP) Rules, 2008 will apply.
11	Whether retired employees are eligible for the benefit of NFU?	Retired officers who are otherwise eligible as on due date shall be considered for the benefit of pay

		upgradation.
12	Whether the scheme is applicable to Scientists, Doctors, etc. who are covered by their own in-situ promotion schemes?	Non-Functional Upgradation and other in situ promotion schemes are separate schemes and it would not be desirable to mix one with the other. The benefit of NFU to Organized Group A Services shall not be applicable to the officers in those Organized Services where FCS and DACP Schemes are already operating and where officers are already separately covered by their own in-situ Career Progression Schemes.
13.	Whether DOPT OM dated 13.4.2010 on communication of ACR prior to 2008-09 is applicable while considering cases for NFU ?	The instructions issued in this Department's OM dated 13.4.2010 on communication of ACRs prior to 2008-09 shall be applicable for considering cases of NFU also.
14.	What is the due date of upgradation if found unfit on the date assigned to a batch?	If an officer is not found eligible during a vacancy year and is found fit in the next vacancy year, NFU may be granted from the 1 <sup>st</sup> April, i.e. the 1 <sup>st</sup> day of the next vacancy year.
15.	How to consider cases where the officers do not meet the qualifying service in the vacancy year in which the batch is covered for non-functional up gradation?	If an officer does not meet the eligibility requirement as on the 1 <sup>st</sup> January of the corresponding vacancy year then such officer is to be considered for grant of NFU in subsequent vacancy year on completion of qualifying service w.e.f. 1 <sup>st</sup> April, i.e. 1 <sup>st</sup> day of the next vacancy year.
16	How the NFU shall be given in respect of officers given penalty?	The NFU becoming due after the expiry of the penalty period may be granted w.e.f. the due date as per DOPT instructions. In respect of officers for whom NFU becomes due before the expiry of the penalty period, the same may be granted from the day next to the date on which penalty gets over.
17.	Whether the instructions regarding counting of past Group A service at	In view of the provisions on meeting the prescribed eligibility criteria and

the time of la/teral entry on DR basis to higher grades as per DOPT OM dated 1.9.98 shall be applicable for grant of NFU also?	promotional norms in DOPT OM dated 24.4.09, these instructions shall be applicable for the purpose of grant of NFU also.
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(Mukta Goel)  
Director (E.I).

98  
No.A 11019/2/98-AT  
Government of India  
Ministry of Personnel, Public Grievances & Pensions  
Department of Personnel & Training  
\*\*\*\*\*

New Delhi-110001  
dated the 3rd September, 1998

OFFICE MEMORANDUM

Subject:- Compliance with the judgement of High Court/ Supreme Court and to streamline and improve the Rules and Conditions of service matters cases.

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The undersigned is directed to say that while considering the demands for grants of this Ministry for the year 1998-99 the Parliamentary Standing Committee on Home Affairs in its 44th Report has, inter-alia, stressed the need to act upon the pronouncements of CAT, High Courts and the Supreme Court in service matters and to streamline and improve the service rules and conditions so as to reduce the litigation in service matters.

2. The above observations speak for themselves and are self-explanatory. It may be recalled that this Ministry has, from time to time, issued instructions impressing upon the Ministries and Departments of the Govt. of India and Union Territories the need for complying with and acting upon the judgements of the CAT etc., for proper and effective handling of the service matter cases before the Tribunal and other legal forums and also for adherence to and implementation of the prescribed procedure, rules, orders, etc. on service matters so that litigation on such matters is considerably brought down. In this connection your kind attention is invited to this Department's O.M.Nos. A.11019/37/85-AT dated 13.8.85, A 11019/69/87-AT dated 14.8.87, F.11013/6/84-AT dt. May,94 and Cabinet Secretary's D.O.letter No.F 26012/2/94-AT dt.19.1.94 (Copies enclosed).

3. It is, however, found that the number of cases of the Central Govt. employees in the courts, especially in the Central Administrative Tribunal, continue to increase from year to year. It is, therefore, requested that appropriate steps be taken by all the Ministries/Departments of the Govt. of India/Union Territories for timely redressal of the genuine grievances of the employees so that minimum of these employees take recourse to CAT/Courts. It will also need to be ensured that matters relating to improvements in service Rules and Conditions as may become necessary due to various pronouncements of courts, wherever necessary, receive priority attention.

  
(R.K.Tandon)

Joint Secretary to the Govt. of India  
Tele.3015010

Encl: As above

To

All Ministries/Departments of the Govt. of India  
and the Union Territories.

Internal: 1. Establishment Officer 2. AS(S&V) 3. AS(Pensions)  
4. AS(AR&PG) 5. JS(Trg.) 6. Dir.(A)

No. AB.14017/16/2010-Estt.(RR)  
Government of India  
Ministry of Personnel, Public Grievances and Pensions  
Department of Personnel and Training

---  
New Delhi, the 10<sup>th</sup> June, 2010

**Office Memorandum**

Subject:- Non-Functional Upgradation (NFU) for Officers of Organised Group 'A' Services in PB-3 and PB-4

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A reference is invited to this Department's OM of even number dated 24.4.09 on the above subject. The Sixth Central Pay Commission had observed that the disparity, as far as appointments to various grades in the Centre are concerned, should not exceed 2 years between IAS and Organized Group 'A' Services. The matter relating to grant of Non-Functional Upgradation to officers of Organized Group A Services has further been examined in this Department and following clarifications are issued.

	Point of doubt	Clarification
1.	The scheme of NFU be made applicable to JTS officer of Organized group A services in view of acute stagnation at the level of JTS in many services.	In case no IAS Officer is available for comparison in STS grade, grant of Non-Functional Upgradation to STS level may be allowed after 7 years of service as Group 'A'. This upgradation shall be subject to the terms and conditions specified in this Department OM dated 24.04.09
2.	The term 'Batch' cannot have different meanings at different places.	The 'Batch' for direct recruit officers in the induction grade shall be the year following the year in which competitive exam was held. In subsequent grades the 'Batch' would remain the same provided the officer is not <i>superseded</i> due to any reason. In case an officer is superseded the officer would be considered along with the 'Batch' with which his seniority is fixed.

2. Hindi version will follow.

  
(J.A. Vaidyanathan)  
Deputy Secretary to the Government of India  
Tel. 2309 2112

- To  
**All Ministries/Departments of Government of India**
2. The President's Secretariat, New Delhi.
  3. The Vice-President's Secretariat, New Delhi
  4. The Prime Minister's Office, New Delhi.
  5. The Cabinet Secretariat, New Delhi.
  6. The Comptroller and Auditor General of India, New Delhi.
  7. The Union Public Service Commission, New Delhi.

Department of Personnel and Training

No. AB.14017/16/2010-Estt.(RR)

dated 10<sup>th</sup> June, 2010

Copy to :-

- (1) The Rajya Sabha Secretariat, New Delhi.
- (2) The Lok Sabha Secretariat, New Delhi.
- (3) All Attached Offices under the Ministry of Personnel, Public Grievances and Pensions.
- (4) Establishment Officer and Secretary, ACC (10 copies).
- (5) All Officers and Sections in the Department of Personnel & Training.
- (6) Secretary, Staff Side, National Council (JCM), 13-C, Ferozeshah Road, New Delhi
- (7) All Staff Members of National Council (JCM)
- (8) All Staff Members of the Departmental Council (JCM), Ministry of Personnel, PG and Pensions
- (9) Establishment (RR Division) (100 copies)
- (10) NIC, North Block for posting on the website.

  
(J.A. Vaidyanathan)

Deputy Secretary to the Government of India  
Tel. 2309 2112



**Central Administrative Tribunal  
Principal Bench, New Delhi**

**O.A. No.2922/2021**

This the 12<sup>th</sup> day of March, 2025



**Hon'ble Mr. Manish Garg, Member (J)**  
**Hon'ble Dr. Anand S Khati, Member (A)**

1. Sh. Laxman Singh S/o Sh. Shiv Ram Singh, Senior Accounts Officer, Age -63, R/o H. No-174, Sector-12'A', GURUGRAM (HRY)-122001
2. Sh. BALBIR SINGH S/o Sh. Late Shri S. R. Panwar, Senior Accounts Officer, Age-60, R/o RZF-358, Gali no. 23, Shad Nagar, Palam Colony, New Delhi
3. Sh. Anil Kumar Gupta S/o Sh. Late Sh. Rajendra Prasad, Senior Accounts Officer, Age - 56, R/o 6C/176, Vrindavan Yojna, Phase I, Lucknow-226002.
4. Sh. Hukam Singh S/o Sh. Shri Govinda Singh, Senior Accounts Officer, Age -65, R/o A-118, 1st Floor, Freedom Fighter Enclave, IGNOU Road, New Delhi-11068
5. Sh. Mangal Singh Negi S/o Sh. Late Sh. Chhawan Singh Negi, Senior Accounts Officer, Age - 59, R/o Plot No.86, Pocket -B7, Sector-17, Rohini Delhi-110089
6. Sh. H C Verma S/o Sh. R K Verma, Senior Accounts Officer, Age 61, R/o B-100, Type 4 Qtrs, Motibagh, Nanakpura, New Delhi

7. Sh. V. SRINIVASAN S/o Sh. K. VENKATACHALAM, Senior Accounts Officer, Age 57, R/o 9-C, DDA MIG FLATS, SECTOR-7 POCKET-2, DWARKA, NEW DELHI-110075

8. Sh. K K Jha S/o Sh. RV Jha, Senior Accounts Officer, Age - 50, R/o Qtr No. 736, R.K. Puram, New Delhi 110 022.



9. Sh. Rakesh Kumar S/o Sh. Sh. BHAG MAL, Senior Accounts Officer, Age -56, R/o N-148, SECTOR -8, R K PURAM, DELHI

10. Sh. Ramesh Kumar Bhandula S/o Sh. Sh. Narsingh Dass Bhandula, Senior Accounts Officer, Age-63, R/o Flat No. 634, DDA MIG Pink Flats, Vikaspuri, New Delhi

11. Sh. Ashwani Kumar Dhar S/o Sh. Sh O.N. Dhar, Senior Accounts Officer, Age -55, R/o 1062, GH-5&7, Paschim Vihar, New Delhi 110087

12. Sh. Ravinder Bhan S/o Sh. ShB.L.Bhan, Senior Accounts Officer, Age - 55, R/o 99. GH-9, Paschim Vihar, New Delhi 110087

13. Sh. Subhash Jarwal S/o Sh. Late Roshan Lal Jarwal, Senior Accounts Officer, Age-48, R/o A-41, Sector 6, Rohini, Delhi-110085

14. Sh. Rajeev Saxena S/o Sh. B.B.Saxena, Senior Accounts Officer, Age - 58, R/o 863, Ramnagar Shastri Nagar Jalpur 302016

15. Sh. R.S.Gusain S/o Sh. P.S.Gusain, Senior Accounts Officer, Age - 55, R/o 305, Golden Shelter Rau Indore (M.P) 453331



PIN 175001.

24. Sh. A Madvariya S/o Sh. Late V C Madvarlya, Senior Accounts Officer, Age 64, R/o 28, Navneet Enclave, Main Road, Ranjhi, Jabalpur



25. Sh. Sunil Tutu S/o Sh. Late Sh.Chaman Lal Tutu, Senior Accounts Officer, Age 57, R/o 17/2, Pandoka Colony, Paloura, Jammu

26. Ms B. SHAILAJA RAO d/o Sh. R. MURALIDHAR, Senior Accounts Officer, Age 56, R/o 16-1-24/13,14,14A 303 SIRI CONSTRUCTIONS, SAIDABAD COLONY, HYDERABAD. 500059

27. Ms V Padmanabha d/o Sh. Venkatachlalah, Senior Accounts Officer, Age -57, R/o No. 407, Vasundra Helghts, 4th cross, Nagarabhavi 2nd stage, Bengaluru 560072

28. Sh. Vinod K RS/o Sh. P Kochugopalan, Senior Accounts Officer, Age - 46, R/o C1 Nirmal Avenue, Nila Nagar, Yakkara Post, Palakkad, Kerala

29. Sh. A Francis Xavier S/o Sh. Arokiyasamy, Senior Accounts Officer, Age 63, R/o 2/710 A, Vivekanandar 10th Street, SR Nagar South, Andipalayam, Tirupur 641687, Tamil Nadu

30. Sh. P.Vasugi S/o Sh. C Ramu, Senior Accounts Officer, Age 56, R/o 1/780E, Muthukrishnan Layout, SeerapaayamPuthur, Eachanari, Madukkaral (Tk), Coimbatore, TN

31. Sh. RAJENDER KUMAR KHARTA S/o Sh. Sh. C.R. Kharta, Senior Accounts Officer,

Age-61, R/o House no. 1025, Sector-26,  
PANCHKULA (Haryana)



32. Sh. M.RAVICHANDRAN S/o Sh.  
A.MARIAPPAN, Senior Accounts Officer,  
Age - 57, R/o S-1, MITHUN RATNA  
APARTMENTS,

33. Sh. S.M.DESHPANDE S/o Sh. Madhukar  
J.Deshpande, Senior Accounts Officer, Age  
59, R/o Plot ASL 34, F 5 Rajani Prabhat,  
Ashwin Nagar, Nasik 422 009

34. Sh. C.K.MISHRA S/o Sh. Haladhar  
Mishra, Senior Accounts Officer, Age - 50,  
R/o At & Post Mantapada, Post Baradia, Tq.  
Raj Kanika Distt. Kendrapada

35. Sr. R.P.SAWANT S/o Sh. Pandurang  
B.Sawant, Senior Accounts Officer, Age - 56,  
R/o At & Post Kupavade, Tq. Kudal Distt.  
Sindhudurg.

36. Sh. PSV Nagendra kumar S/o Sh. P  
Satyanarayana rao, Senior Accounts Officer,  
Age 51, R/o Plot no 25 Venkatramnagar  
colony behind karkhana transport road  
secunderabad-9.

37. Sh. NL Sahu S/o Sh. Late Shri KL Sahu,  
Senior Accounts Officer, Age - 59, R/o B108,  
Patel Nagar, Raisen Road, Bhopal 462022

38. Sh. D.E.BAVISKAR S/o Sh. Late Eknath  
D Baviskar, Senior Accounts Officer, Age-60,  
R/o A 403 Nature Pride, West wind Meadows,  
Makhamalabad Road Nasik

39. Sh. D N Joshi S/o Sh. Late K D Joshi,  
Senior Accounts Officer, Age 62, R/o 666

Lane-13, Viay Park Extn, Dehradun

40. Sh. Manoj Kumar Sinha S/o Sh. Late Ramakant Sinha, Senior Accounts Officer, Age 57, R/o C-504, Ganga Erika, Kadnagar, Undri, Pune



41. Sh. Rakesh Kumar S/o Sh. ghanshyam, Senior Accounts Officer, Age 55, R/o ward no 8 sambaj&k

42. Sh. Sujesh Kumar Sinha S/o Sh. A.C.Sinha, Senior Accounts Officer, Age -58, R/o C-1 Surajban, Aundh, Pune

43. Sh. Raj Kumar S/o Sh. lalchand, Senior Accounts Officer, Age - 55, R/o VPO Bamial Pathankot Punjab

44. Sh. Vikas Manohar Moharir S/o Sh. Late Shri Manohar Moharir, Senior Accounts Officer, Age 56, R/o 2. Neev Rajani Appt. J.B.Thakkar Marg Giripeth Nagpur 440010

45. Sh. C.P ANILKUMAR S/o Sh. N.P NARAYANAN, Senior Accounts Officer, Age - 60, R/o DEEPTHI, ALAVIL PO, KANNUR, Kerala 670008

46. Sh. Ashok Kumar S/o Sh. Late M.G.Singh, Senior Accounts Officer, Age - 64, R/o 294/122, Bazar Khala, Lucknow, UP226003

47. Sh. INDER MOHAN S/o Sh. GOKAL CHAND, Senior Accounts Officer, Age 57, R/o 198, Near Bansal Hospital Hira Mahal Colony, NABHA-147201 Distt. Patiala Punjab

48. Sh. SYED MOHAMMAD FAROOQ S/o Sh. SM ISMAIL, Senior Accounts Officer,

Age 58, R/o 65/2, Bhawartal Garden, BK Ashram, Napier Town, Jabalpur.

49. Sh. Ghanshyam Dwivedi Dwivedi S/o Sh. Ramesh Chandra Dubey Chandra Dubey, Senior Accounts Officer, Age 52, R/o Rewa Muzaffarpur.



50. Sh. S N Kulkarni S/o Sh. Sh. Narhari, Senior Accounts Officer, Age-63, R/o 1402 A, Shukrawar Peth, Woman Smruti Apptt. Flat No. 5, Third Floor, Badami HaudChauk, Pune-411002

51. Sh. Bhushan Singh Jamwal S/o Sh. G.S. Jamwal, Senior Accounts Officer, Age 56, R/o 401/D Sainik, Colony Jammu

52. Sh. Dev Raj Barna S/o Sh. Basakhi Ram, Senior Accounts Officer, Age - 57, R/o VPO Badyal Brahmana, Tehsil R.S.Pura, Jammu

53. Sh. Brij Kishore S/o Sh. Shri Mahabir Singh, Senior Accounts Officer, Age -51, R/o C-233 CGS Colony, Wadala Mumbai

54. Sh. MURALIDHARAN.K.V S/o Sh. GOVINDAN.V.V, Senior Accounts Officer, Age 60, R/o Harigeetham KOTTAPPALAM PAPPINISSERY WEST KANNUR 670561

55. Sh. Shanti Swarup Khare S/o Sh. Lt A Swarup, Senior Accounts Officer, Age -61, R/o M-877, Ashiyana, Near Nageshwar Temple, Lucknow, PIN-226012

56. Sh. P S Davkare S/o Sh. S.P.Davkare, Senior Accounts Officer, Age-65, R/o Room No. 18, Plot 156, Shrinivas CHS, Sector 18 A, Nerul West, Navi Mumbai-400706



57. Sh. B H Wani S/o Sh. Hari Vishnu Wani,  
Senior Accounts Officer, Age - 65, R/o Flat no  
1 Atharva Park, Vinay Nagar Near  
Siddhivinayak Mandir, Wadala Pathardi Road  
Nashik-422006

58. Sh. PP Bhardwaj S/o Sh. Sh. SS Bhardwaj,  
Senior Accounts Officer, Age -57, R/o 40/56  
Swarn Path, Mansarovar, Jaipur-20

59. Sh. R R CHHETRI S/o Sh. LATE L B  
CHHETRI, Senior Accounts Officer, Age -65,  
R/o 238 KISHAN NAGAR EXTN SIR  
MOUR MARG DEHRADUN

60. Sh. Shanti Prasad Bhatt S/o Sh. Late R K  
Bhatt, Senior Accounts Officer, Age - 63, R/o  
H no 567, THDC Colony, Bangarwala,  
Dehradun

61. Ms. Vandana Vasudevan d/o Sh. B  
Krishnamurthy Naidu, Senior Accounts  
Officer, Age 59, R/o 42, RBI Colony,  
Anandnagar, Hebbal Post, Bengaluru 560024

62. Sh. AS Dabral S/o Sh. Late Sh. DP Dabral,  
Senior Accounts Officer, Age -62, R/o Vill. &  
Post- Nathuwala, Dehradun.

63. Sh. Sanjay peshin S/o Sh. Shamboo Nath  
Peshin, Senior Accounts Officer, Age 56, R/o  
78/2, Rajinder Nagar, Bantalab, Jammu  
181123

64. Sh. K.J. Varghese S/o Sh. Joseph K,  
Senior Accounts Officer, Age 57, R/o Flat A-  
005, Ground Floor, DS MAX Sherwood,  
GunjurPalaya Road, Bengaluru, 560087,  
Karnataka



Shatabdi Enclave, Jogiwala, Dehradun

74. Sh. Dinesh Kumar Jain S/o Sh. Shri Harak Chand Jain, Senior Accounts Officer, Age-57, R/o 187, gayatri Nagar B, Maharani Farm Durga Pura, Jalpur - 342010

75. Sh. A VENKATA RAMANA S/o Sh. LATE. A.R.K.V.B. SUBBA RAO, Senior Accounts Officer, Age 55, R/o F.NO. G/001, DIVYA SAI APTS, VIDYANAGAR , HYDERABAD, TELANGANA-500044



76. Sh. S.B.GHAG S/o Sh. Balaram A. Ghag, Senior Accounts Officer, Age - 56, R/o 14-D/42, Vrindavan Society Thane (W) 400 601.

77. MsS.V.Kudva d/o Sh. S Ramnath Bhat, Senior Accounts Officer, Age - 50, R/o F-2/5, DAD Residential Complex, Huma Talkies, Kanjur Marg Mumbai 78

78. Sh. Shivkumar Ramnathan S/o Sh. N. Ramnathan, Senior Accounts Officer, Age 59, R/o 9,Navarachana CHS LTD. Gandhi Nagar, Dombiwali (E) 421 201

79. Sh. SAMIR KUMAR S/o Sh. Shri V M Srivastava, Senior Accounts Officer, Age -54, R/o 162/6, Manas City, Indira Nagar, Lucknow-226015

80. Sh. Viveka Ji Koul S/o Sh. Lt ShB.N.Koul, Senior Accounts Officer, Age - 59, R/o H.No 32/3A Roop Nagar Enclave Jammu

81. Sh. TULA RAM DWIVEDI S/o Sh. SALIK PRASAD, Senior Accounts Officer, Age 49, R/o 135, BILHARI, JABALPUR(M.P.)482020 MAA NARMADE

NAGAR, PHASE-1;

82. Sh. SANJAY APTE S/o Sh. L.V.APTE,  
Senior Accounts Officer, Age 58, R/o 109A,  
RAMESHWARAM COLONY, BADI  
UKHRI, JABALPUR

83. Sh. ALEXANDER J. S/o Sh. JOSEPH  
P.O., Senior Accounts Officer, Age - 60, R/o  
147, PHASE-1, MAA NARMADE NAGAR,  
BILHARI JABALPUR, 482020



84. Ms. SUVARNA JYOTHY KUMUD d/o  
Sh. C.K. KUTTAN, Senior Accounts Officer,  
Age 56, R/o B 503, Patels Golf Links, Yaprul,  
Secunderabad

85. Sh. Om Prakash S/o Sh. Late Hanuman,  
Senior Accounts Officer, Age - 58, R/o VPO  
Goriwala, TehDabwall District Sirsa, Haryana  
-125103

86. MS SEEMA R. MURUGESHAN d/o Sh.  
LATE V.K.SINGH, Senior Accounts Officer,  
Age 55, R/o DUP.NO. A-9, AJAY SATYA  
PRAKASH COLONY TILHARI, JABALPUE

87. Sh. Shashi Bhushan Goswami S/o Sh. late  
S D Goswami, Senior Accounts Officer, Age-  
66, R/o 54/19 Rajpur Road Dehradun

88. Sh. CHANDRAKANT KISANRAO  
BHONDE S/o Sh. KISANRAO DAMODAR  
BHONDE, Senior Accounts Officer, Age-63,  
R/o 3, KAPILA PARK-2, DEEPALI NAGAR,  
NASHIK-422009, MAHARASHTRA

89. Sh. ARUN SHANKARRAO MANDWE  
S/o Sh. SHANKARRAO GANPATRAO  
MANDWE, Senior Accounts Officer, Age 66,





B.B.UPADHYAY, Senior Accounts Officer,  
Age-60, R/o FLAT NO.201, AMAY  
MANORBASANT VIHAR, GWALIOR(MP)

98. Sh. Rajendra Kumar Gupta S/o Sh. Lt Shri  
R.B. Gupta, Senior Accounts Officer, Age 58,  
R/o 1465 Ankur Colony Extension, Makronia  
Sagar M.P.

99. Sh. H K RAINA S/o Sh. SHAM LAL  
RAINA, Senior Accounts Officer, Age 57, R/o  
SHITAL NATH LANE, SRINAGAR, J&K

100.Sh. VIPAN KUMAR S/o Sh. LATE SH.  
ROOP LAL, Senior Accounts Officer, Age 56,  
R/o Plot No. 179 (H.N. B-XXXII E-IX 1045),  
Anandpuri Colony, Noorwala Road, Ludhiana

101.Sh. SANJEEV MALHOTRA S/o Sh. Late  
SH. JANAK RAJ, Senior Accounts Officer,  
Age 52, R/o NEHRU NAGAR, GALI NO. 1,  
PATHANKO

102. Sh. Ashok Kumar Yadav S/o Sh. Hira Lal  
Yadav, Senior Accounts Officer, Age -58, R/o  
Qr. No. 01 Sector-2 N.V. 1 Vidhyadhar Nagar  
Jaipur (Raj)

103. Ms. Sonila Rao d/o Sh. Narendra Keshav  
Athalye, Senior Accounts Officer, Age 55, R/o  
Plot No 11, Omkar Colony, Rajiv Nagar,  
Nashil- 422009.

104. Sh. Rakesh Bhandari S/o Sh. Dharampal  
Bhandari, Senior Accounts Officer, Age 59,  
R/o P 1/2, Gwalior Road, Agra Cantt 282001

105.Sh. Manoj S. Korde S/o Sh.  
Sharadchandra S. Korde, Senior Accounts  
Officer, Age 55, R/o 25, Public Co-op

Housing Society, Sahakranagar, Nagpur-440025



106.Sh. Sunil Kumar B. Gupta S/o Sh. Babulal Gupta, Senior Accounts Officer, Age 56, R/o H.No. 18, Opp. Sut Market, Gandhibag, Nagpur- 440 002

107.Sh. Sunil V Shrivane S/o Sh. Virendra Y. Shrivane, Senior Accounts Officer, Age-59, R/o 141, First Floor Rishi Bhagirath Apt New Verma Layout Nagpur-440033

108. Ms.Nasim Qureshi d/o Sh. M.W. Khan, Senior Accounts Officer, Age -57, R/o 21, Anantnagar Nagpur

109.Sh. Sunil Deshmukh S/o Sh. Purushotam, Senior Accounts Officer, Age - 60, R/o PLOT NO 204 MORESHWAR PLAZA CENTRAL RLY SOC OMKAR NAGAR RD NAGPUR 440027

110.Sh. Chandrashekhar K Nalge S/o Sh. Keshavrao, Senior Accounts Officer, Age 60, R/o Saraswati 4/5, Opp. Post Office, Gokulpeth, Nagpur

111.Sh. S.K.Jain S/o Sh. Late Sh.R.K.Jain, Senior Accounts Officer, Age - 63, R/o H-401, 4th Floor, Ajnara Enclave, Chander Nagar, Ghaziabad

112.Sh. RAJEEV KUMAR GARG S/o Sh. LATE SHADI RAM GARG, Senior Accounts Officer, Age 50, R/o FLAT NO 179 FIRST FLOOR, TOWER NO. 04, SHRI RADHA CITY, MATHURA

113.Sh. ANUP KUMAR BANERJEE S/o Sh.

N.K. BANERJEE, Senior Accounts Officer,  
Age-62, R/o 85/16/1-A, NESHVILLA ROAD,  
DEHRADUN

114.Sh. JM Labhane S/o Sh. Mahadeorao,  
Senior Accounts Officer, Age-47, R/o 38,  
nalandanagar post  
bhagwannagarnagpurmaharashtra



115.Ms. Kanchan Bhagtani d/o Sh. Sh.  
Gobindram D Peswani, Senior Accounts  
Officer, Age-59, R/o 1503, Hiranandani Estate  
Patlipadaghodhbunder road Thane West  
Maharashtra.

116.Sh. Gautam Das Gupta S/o Sh. BR Das  
Gupta, Senior Accounts Officer, Age - 58, R/o  
15 ASN Marg Flat No. 604 Shailaim Heights  
Allahabad.

117.Sh. SUDHIR DHAR S/o Sh. Late shCL  
DHAR, Senior Accounts Officer, Age -57, R/o  
SATWARI Jammu

118.Sh. Narinder Kumar Dhiman S/o Sh. Late  
Shri Ram Kishan, Senior Accounts Officer,  
Age 63, R/o House No.3008, Sector 27-D,  
Chandigarh

119.Sh. ANIL RAWAT S/o Sh. Sh K.S.  
RAWAT, Senior Accounts Officer, Age - 54,  
R/o 154/1, ARYANAGAR, BLOCK-II,  
DEHRADUN

120.Sh. M J Razdan S/o Sh. Late Sh. Nila  
kanth Razdan, Senior Accounts Officer, Age  
65, R/o C-103/C-4 Paryavaran Complex,  
IGNOU Road, New Delhi -110030

121.Sh. Ishwar Singh S/o Sh. Nobat Singh,

Senior Accounts Officer, Age - 64, R/o V&PO  
Subhri, Dist, Karnal PIN 132023

122.Sh. I S Gadhwal S/o Sh. Kirpa Ram,  
Senior Accounts Officer, Age - 61, R/o H.  
NO. 88. Village Ladawas PO KakrollSardara.  
Distt Charkhi Dadri (Haryana) Pin 127308

123.Ms Usha Koul d/o Sh. Late Sh T N Kaul,  
Senior Accounts Officer, Age 59, R/o Flat No.  
64 Block B Tivoli Court 1-C, Ballygunge  
Circular Road, Kolkata -700019



124.Sh. SANJIV KUMAR S/o Sh. Late  
Kamaleshwari Prasad, Senior Accounts  
Officer, Age 57, R/o E 53, Red Building,  
Armapur Estate, Kanpur 208009

125.Sh. JAGDISH CHANDER S/o Sh. LATE  
JIWAN DASS VYAS, Senior Accounts  
Officer, Age 61, R/o D-2 PAINCHWATI  
DELHI CANTT-110010

126.Sh. AWADHESH KUMANIGAM S/o Sh.  
R.K. NIGAM, Senior Accounts Officer, Age-  
57, R/o 87/176, ACHARYA NAGAR,  
KANPUR

127.Sh. Anil Kumar Gupta, Jammu S/o Sh.  
Dev Raj Gupta, Senior Accounts Officer, Age  
- 54, R/o H. No. 84 Sec-2 JDA Colony  
Rajinder Nagar, Bantalab, Jammu (J&K)

128.Sh. Subhash Prasad Shaw S/o Sh. Ram  
Chandra Shaw, Senior Accounts Officer, Age-  
45, R/o 15 Moulana Abdul Kalam Azad Road  
Howrah 711101

129.Sh. Joginder Singh S/o Sh. Sh. Ranjit  
Singh, Senior Accounts Officer, Age -61, R/o

2356, pushpac first, sector -48-c, Chandigarh-160047

130.Sh. Manohar Lal S/o Sh. Sh. Shaunku Ram, Senior Accounts Officer, Age -59, R/o Vill- Babowal, Jail Road, Gurdaspur, Punjab.



131.Sh. Madan Lal Choudhary S/o Sh. Late Sh. Inder Singh Choudhary, Senior Accounts Officer, Age 56, R/o VPO Pindi Charka Kalan Tehsil Arnia Distt Jammu

132.Sh. N.S.N.SHAIKH S/o Sh. NURODDIN SHAIKH, Senior Accounts Officer, Age 58, R/o Flat No. 525, "NAEEM" Bldg, KAUSARBAUG, KONDHWA KHURD, PUNE 411048

133.Sh. A.K.PATHAK S/o Sh. LATE JANARDAN PATHAK, Senior Accounts Officer, Age 62, R/o B/73, ROAD, JABALPUR(M.P.)-482021 RAJUL TOWNSHIP, TILHARI, MANDLA

134.Sh. M.K.PANIGRAHI S/o Sh. SHRI CHINTAMANI PANIGRAHI, Senior Accounts Officer, Age 54, R/o BHIMA BHOI NAGAR, DANI PALI P.O.BUDHARAJA DISTT-SAMBALPUR(OR)

135.Sh. S P SINHA S/o Sh. LATE K PRASAD, Senior Accounts Officer, Age - 58, R/0 9 SHIV SHAMBHU NAGAR KHAJEPURA PATNA 14

136.Sh. BASKAR NATH DASS S/o Sh. PT. PREM NATH DASS, Senior Accounts Officer, Age 58, R/o D-4, NIDEESH ENCLAVE, Opp. KIA Motors Bypass Road,, CHANNI HIMMAT, JAMMU-180015





145. Ms Jalaja Venugopal d/o Sh. Late Neelakandan Nair, Senior Accounts Officer, Age 58, R/o No-14, Devaki Nandanam, 4th cross, V.R.Layout, Marathahalli post, Bangalore - 560037

146.Sh. Rajesh Kumar S/o Sh. Gian Chand Gupta, Senior Accounts Officer, Age - 56, R/o House No185 Sector 9 Nanak Nagar Jammu

147.Sh. Pankaj Raina S/o Sh. J N Raina, Senior Accounts Officer, Age 58, R/o H. No-42, Shastri Nagar, Bemina, Srinagar

148.Sh. KULDEEP LAL S/o Sh. SH BACHAN LAL, Senior Accounts Officer, Age -55, R/o C-1,CHANDER NAGAR, BATALA-143505 PUNJAB

149.Sh. Ram Vilash Prasad S/o Sh. Late R. B. Prasad, Senior Accounts Officer, Age 58, R/o Dhamaur Parshuram Village, Pipra Chandrabhan Post Office, Deoria District, UP-274 001

150. Ms. Nita Nitin Bapat d/o Sh. Salil Kumar Mukherjee, Senior Accounts Officer, Age 52, R/o 44/45 ShubharambhaHsg society, Near Katol Road Bypass, Dabha, Nagpur-440023

151. Ms Veena Sharad Inamdar d/o Sh. Deochand Roy, Senior Accounts Officer, Age 57, R/o/501, Sumangal Vihar, Isasani Road, Nagpur 440019

152.Sh. Mohinder Singh Yadav S/o Sh. Late Shri Kurda Ram, Senior Accounts Officer, Age-63, R/o 91 P SECTOR 3 REWARI



153.Sh. M.S. BOHRA S/o Sh. Late U.S. BOHRA, Senior Accounts Officer, Age -53, R/o New Garhwal Colony, Balawala, Dehradun

154.Sh. RAJINDER KUMAR GUPTA S/o Sh. B.R GUPTA, Senior Accounts Officer, Age-55, R/o H.No. 764/A, Gandhi Nagar Jammu - 180004

155.Sh. Rajinder Sadhu S/o Sh. Pushkar Nath Sadhu, Senior Accounts Officer, Age 58, R/o 52 Lane 6 B Block Roop Nagar Enclave Jammu J&K

156.Sh. M. Premnath S/o Sh. N Sivasankar, Senior Accounts Officer, Age 59, R/o Pavithram, Kavalpad, Palakkad, Kerala 678012.

157.Sh. Kuldip Raj S/o Sh. Sh. Ram Kishan, Senior Accounts Officer, Age - 57, R/o Vill. Trehaty, P.O. Shahpur Kandi, Tehsil Pathankot (PB) Dhar Kallan, Distt. -

158. Ms Sharada Balchandra d/o Sh. Late Sh. ShankaranarayanaMayya, Senior Accounts Officer, Age 58, R/o No. 5, 2A cross, 1st Main Road, Srinidhi Layout, Konanakunte, Bangalore-560062

159.Sh. P Sreenath S/o Sh. Late Sh. S PattabhiRamalah, Senior Accounts Officer, Age 62, R/o Sri Sumukha, I Main BEML, 3rd Stage, Rajarashwari Nagar, Bangalore-560098

160.Sh. Raman Bamzai S/o Sh. Sh. Chaman Lal Bamzai, Senior Accounts Officer, Age-34, R/o H. No. 185 A, Shanti Nagar, Toph Sherkhanian, Jammu-181121



161.Ms. B K Radha d/o Sh. N S Rangnathan,  
Senior Accounts Officer, Age - 55, R/o 11-3-  
392/2/5 Srinivas Nagar, Secunderabad-500001

162.Sh. M.P.SOMA SUNDARAN S/o Sh.  
LATE PRABHAKARAN NAIR, Senior  
Accounts Officer, Age 59, R/o 102-D  
BLOCK, APSARA APARTMENT, SOUTH  
CIVIL LINES, JABALPUR

163.Sh. NARENDRA KUMAR DUBEY S/o  
Sh. SRI S P DWIVEDI, Senior Accounts  
Officer, Age 58, R/o A-1, D/107, SHYAM  
NAGAR, KANPUR-208013

164.Sh. N P Singh S/o Sh. Late Sh RKS  
VERMA, Senior Accounts Officer, Age -63,  
R/o 1214, SHEELKUNJ-II, ROORKEE  
ROAD, MEERUT

165.Sh. MUKESH CHAWLA S/o Sh. LATE  
L.L.CHAWLA, Senior Accounts Officer, Age  
53, R/o 83 B-1 NARMADA NAGAR,  
GWARIGHAT ROAD, JABALPUR.

166.Sh. Ramji Prasad Verma S/o Sh.  
S.N.Varma, Senior Accounts Officer, Age -59,  
R/o H. N. 37, Shanti Enclave, Jarauli Phase II,  
Kanpur-27

167.Sh. Rajendra Kumar Srivastava S/o Sh.  
Bhagwati Prasad Srivastava, Senior Accounts  
Officer, Age 54, R/o 69/81, Damodar Nagar  
Kanpur - 208027 (U.P.)

168.Sh. SURENDRA KUMAR MAHAJAN  
S/o Sh. Late Jal Das Mahajan, Senior  
Accounts Officer, Age 66, R/o H.No.1, Ward  
5, Awkash Nagar, SonebhadraDist, CHOPAN

231205.

...Applicants

(By Advocate: Mr. B K Berara)

**Versus**

1. Union of India, Through Secretary,  
Ministry of Defence, South Block, New  
Delhi.

2. The Secretary, Ministry of Finance,  
Department of Expenditure, North Block,  
New Delhi.

3. The Secretary, Ministry of Personnel,  
Public Grievance and Pensions, North Block,  
New Delhi.

4. The Controller General Of Accounts,  
Department of Expenditure, Ministry of  
Finance, MahalekhaNiyantak Bhawan, 'E'  
Block, GPOA Complex, INA, New Delhi.

5. The Assistant Financial Advisor,  
Ministry of Defence (Finance), DAD Coord,  
R.No. 24-A, South Block, New Delhi.

6 The Controller General Of Defence  
Accounts, Ulan Batar Road, Palam, Delhi  
Cantt-110010.

...Respondents

(By Advocate: Mr. Sanjay Kumar)

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**ORDER (ORAL)**

**Hon'ble Mr. Manish Garg, Member (J):-**



In the present Original Application, filed under Section 19 of the Administrative Tribunals Act, 1985, the applicants have prayed for the following relief(s):

*“(a) Direction to respondents to classify the post of Senior Accounts Officer (Applicants) as Group 'A' officer w.e.f 09-04-2009 as per the Notification and Rules instead of 20-11-2019 with all consequential benefits to the Applicants.*

*(b) Direction to respondents to grant Non Functional upgradations as per DOPT OM dt24.04.2009, 25.09.2009 and 01.08.2012 as applicable to Group "A" officers together with other consequential benefits.*

*(c) Any other order/ relief as this Hon'ble Tribunal may deem fit under the present facts and circumstances of the case.”*

2. Highlighting the facts of the case, learned counsel for the applicants submits that the applicants herein are Senior Accounts Officer in Defence Accounts Department “Organized Accounts Cadres”. The applicants are seeking a direction to the respondents to classify their post, i.e., Senior Accounts Officer as Group ‘A’ Officer w.e.f. 09.04.2009 instead of 20.11.2019 as per the Notification and Rules and to grant Non-Functional Upgradations as applicable to them with all consequential benefits.

3. Learned counsel for the applicants draws a reference to an OM dated 09.04.2009 (Annexure A-4) where the Ministry of Personnel, Public Grievances and Pension notified that “President hereby directs that with effect from the date of publication of this Order in the





Officers in Audit stream of India Audit & Accounts Department (IA&AD), which read as under:



*"2. The Fourth Central Pay commission vide para 11.38 of Part-I of Part-1 of its Report have observed that the Audit & Accounts functions complementary to each other and are generally performed in many Government offices in an integrated manner which is necessary for their effective functioning. Accordingly, the Pay commission have recommended that there should be broad parity in the pay scales - of the staff in IA & AD and other Accounts organisations. It has further recommended that the proposed scales of pay of Ts. 1400-2600 and Rs.2000-3200 may be treated as functional grades in future and that there will be no selection grade for any of these posts. As regards the number of posts in the higher functional scales, the Commission left this matter for the Government to decide.*

*3. The revised scales of pay for the Accounts staff in organised Accounts cadres under the Controller General of Defence Accounts, Controller General of Accounts, Department of Posts & Telecommunications and also in Indian Audit & Accounts Department at par with Audit stream have already been notified vide this Ministry's Notifications No.F.15(1)/IC/86 dated 13.9.86 and 22.9.86 respectively. In accordance with these Notifications contain persons have already been allowed the higher revised scales of pay subject to the conditions laid down therein."*

8. Opposing the grant of relief, the learned counsel for the respondents relies upon the averments contained in the counter affidavit. He submits that the Government of India, Ministry of Finance, Department of Expenditure, vide OM dated 16.05.2019, (CR-3) passed the order "Incompliance with the directions of the Hon'ble High Court of Delhi order dated 17.09.2013 (CR-4) in WP 2698/2013 filed by the All India Audit and Accounts Officers Association, the post of Sr. Audit Officer & Sr. Accounts Officer in Indian Audit and Accounts Department in Pay level-10, earlier classified as a Group B post, is classified as Group A without any change in pay scale." He further submits that the Joint Controller General of Accounts vide OM dated 31.10.2019 (CR-5) informed -



"In pursuance of the Ministry of Finance, Department of Expenditure ID Note No. A-12034/7/2017-Ads. I dated 25.10.2019 issued with the approval of Hon'ble Finance Minister, the post of the Senior Accounts officer in Central Civil Accounts Service is classified as Group A post w.e.f 09.04.2009 without any change in the Pay scale."

9. Learned counsel for the respondents further submits that most of the applicants have made representations to classify the post of the SAO as Group A post w.e.f. 09.04.2009 and allow the benefits of the NFU as applicable to the Group A officers. The representations were rejected on the ground that w "It may be recalled that consequent upon implementation of the 6th CPC and after classification of the posts by the DoPT vide OM dated 09.04.2009 (wherein the post carrying PB-3 grade Pay Rs 5400/- was classified as Group "A" applicable to the post of Sr. AO also) proposal was initiated by CGDA office on January 2011, for classifying post of SAO as Group "B" as hitherto fore and maintain status quo in treating them as feeder grade for promotion to JTS. This proposal was taken up with DoPT by the Ministry. In turn. DoPT agreed to, maintain status quo in treating the post of Sr. AO (PB-3,GP-5400) in DAD as Gp "B" and feeder grade to JTS of IDAS.

10. He further submits that now the Sr. Accounts Officer of the Defence Accounts Department who carry the grade pay of Rs 5400 in the scale of Pay of Rs 15600-39100 in Pay Band -3 (Under sixth



CPC) and pay in the Pay Matrix at the level-10 (under Seventh CPC) together with their counterparts of other Organized Accounts Department have demanded that they should be classified suo moto as Group A wef 09.4.2009, the date of initial order of the DoPT and have filed this OA. It is further contended by the learned counsel for the respondents that the approval regarding classification of SAO as Group A was conveyed vide MoDF. No. 4(1)/DAD/C/2019 dated 19.11.2019 (CR-7) & accordingly this office vide File No AN/VIII/8210/SAO/Classification dated 20.11.2019 (CR-1) has notified the classification of the post of SAO as Group-'A' with immediate effect. Further, reference is invited to DOPT O.M. No. AB.14017/64/2008-Estt. (RR) dated 24 April 2009(CR-8) wherein under para (1) It has been stated that:"Whenever an Indian Administrative Services Officer of the State of joint cadre in posted at the Centre to a particular grade carrying a specific grade pay in Pay Band 3 or Pay Band 4, the officers belong to batches of Organised Group A services that are senior by two years or more and have not so far been promoted to that particular grade would be granted the same grade on non-functional basis from the date of posting of the Indian Administrative Service Officers in that particular grade at the centre." Since the SAO does not fall under Group A Central Services, therefore the applicants are not eligible for NFU.



11. Having heard counsel for the respective parties and perusing the pleadings available on record, we observed that the issue to be determined is what would be the crucial date of implementation of the OM dated 09.04.2009 and determining the grant of classification of the post of the applicants, i.e., Senior Accounts Officer as Group 'A' Officer in the Defence Accounts Department "Organized Accounts Cadres". It is not in dispute that as apparent from the records and highlighted herein above vide Office Memorandum of Ministry of Finance, Department of Expenditure dated 12.06.1987, wherein para '3' is relevant for the present purpose. We also draw strength from the fact that in an identical situation in *All India Audit And Accounts*(supra), the Hon'ble High Court accorded the relief. Therefore, we cannot take a divergent view in the present matter.

12. The issue has to do with the date of applicability, which is the crucial date for determining and arriving at a conclusion qua the qualification of the applicants herein vis-à-vis Group 'A', We draw reference to the decision rendered by the Hon'ble High Court dated 18.12.2019 in the matter of *All India Railway Accounts Staff vs. Union of India*, where the Hon'ble High Court held as under:

*"15. In the written submissions, it is sought to be urged that the attempt by the Petitioners to equate themselves with Artisan Staff, Master Cooks, and Primary School Teachers, for all of whom the revised pay scale was effectively granted from 1st January, 1996 is misconceived. While again, the job profile for the aforesaid categories would be different, the fact here remains that the differential pay scale is sought to be given to members of the same Accounts cadre. The Railways have accepted the decision of the Ernakulam and Patna Benches of the CAT granting the*

benefit from 1st January, 1996 onwards in view of the fact that both the respective High Courts and the Supreme Court have confirmed the decision. Once that decision has been taken, there is no purpose served in denying the same benefit to other staff of the same Accounts cadre. The comparison drawn with Artisans, Cooks, and Primary School Teachers, all of whom have been granted the enhanced pay scale from 1st January, 1996, is not relevant in the context of the case on hand.

16. Recently, this Court in its order dated 2nd December, 2019 in W.P. (C) 3945/2017 (Shailendra Singh v. Union of India) accepted the plea of the Petitioners therein that once the Government had in principle accepted the recommendations of the 5th CPC, the effective date from which the benefits of such revised pay would accrue would be from when such benefits became available, and not from the date on which their applicability was notified by the particular Ministry or Department. 20. Thus, the proposal of the Ministry of Railways itself was for grant of the relief retrospectively from 1st January, 1996. The proposal was then sent to the Department of Personnel and Training („DoPT“). It appears that at the stage of consideration of the Ministry of Finance, Department of Expenditure, it was decided to limit the actual effective implementation of the revised pay scale by granting it from 19th February, 2003. The Court has perused the minutes of the meeting of the Cabinet which took the above decision on 19th February, 2003. There is no indication why the effective date of implementation was postponed except on the ground of financial burden to the Railways.



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21. Between Accounts cadre employees, to deny some of them the benefit of the revised pay scale from 1st January, 1996, and to grant the others the same relief would result in discrimination between equally placed employees. This is not contemplated or permissible in law. It cannot possibly be a policy of the Railways that its employees in the Accounts cadre in different zones get the benefit of the revised pay scales from different dates.

22. For all of the aforementioned reasons, the Court finds the impugned orders of the CAT dated 15th September, 2015 and 11th December, 2015 to be unsustainable in law. They are accordingly set aside.

23. The prayers in the present petition are allowed and a direction is issued to the Respondents to grant them the revised pay scale in question from 1st January, 1996 when the recommendations of the 5th CPC became operational. The order dated 7th March, 2003 of the Railway Board, to the extent that it limits the actual benefit of the revised pay scale by granting the same from 2nd February, 2003, and not from 1st January, 1996, is hereby set aside.

24. The arrears now be granted to each of the Petitioners within 12 weeks failing which the Respondents will be liable to pay simple interest at 6% per annum thereon till the date of payment. The petition is disposed of in the above terms.”



13. In view of the same, we hereby are allowing the present Original Application by quashing and setting aside the impugned order in so far as fixing the crucial date of determination as on 20.11.2019 and the crucial date for clarification ought to be from the date of the Notification, i.e., 09.04.2009, when the office memorandum became operational. Consequently, the applicants shall be entitled to the benefits with effect from the date of order. The aforesaid exercise shall be carried out within a period of three months from the date of receipt of a certified copy of this order. All pending applications, if any, shall also stand disposed of. No costs.

**(Dr. Anand S Khati)**  
Member (A)

**(Manish Garg)**  
Member (J)

/sb/