



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

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/2025-26/192

Date: 14.11.2025

To,

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

Sub.: Incorporation of agreed points in Transfer Policy -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 25.10.2025 regarding subject matter.

AICAOA requested vide letter no. AICAOA/NEC/2025-26/181 dated 03.07.2025 (attached) for incorporation of agreed points (para 5.2.2, 5.2.3 and 5.2.5) in Transfer Policy during meeting dated 30.04.2025 which was circulated vide your office letter no. F. No. A-23011/1/202-NGE-CGA/162 dated 03.06.2025 (enclosed).

In view of the above, I respectfully request that the matter be looked into and all the agreed points during the meeting may please be incorporated in Transfer Policy by issuing suitable amendments/corrigendums.

We look forward to your kind consideration and early action in this regard.

With high regards,

Encl: As above.

Yours sincerely,

(Kaushal Mishra)
Secretary General (AICAOA)



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No. AICAOA/NEC/2025-26/181

Date: 03.07.2025

To,

The Controller General of Accounts

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

Sub.: Issuance of revised Minutes of Meeting and incorporation of considered/ agreed points in Transfer Policy -Reg.

Respected Sir,

I am writing this letter on behalf of the All India Civil Accounts Officers (Sr. AOs & PAOs) Association (AICAOA) to draw your attention to the Minutes of Meeting issued by your office vide letter no. A-23006/2/2020-NGE-CGA/162 dated 03.06.2025.

The Minutes of Meeting was considered in the NEC meeting of AICAOA held on 07.06.2025. The members of national executive who participated in the meeting on 30.04.2025 have conveyed their sincere gratitude for convening the meeting held on 30.04.2025 and for the consideration extended to many of the suggestions put forth by the AICAOA. Your continued support and openness to dialogue are greatly appreciated.

However, the National Executive Committee have also expressed their grievance regarding the Minutes of the Meeting issued vide your office letter no. F. No. A-23011/1/202-NGE-CGA/162 dated 03.06.2025. It has been observed that the minutes do not fully reflect the actual discussions and decisions that took place during the meeting. Further, one of the agenda item that was discussed in detail have not been included in the official record. Detail is as under:

- 1. Agenda points of Minutes of Meeting dated 03.06.2025 that do not fully reflect the actual discussions and decisions:**

Para No.	As per Minutes of Meeting issued by O/o CGA dated 03.06.2025	Remarks of AICAOA
5.2.2	IMT within the zone in the absence of eligible officer for IMT after completing only one tenure: In case of non-availability of any other officer for IMT in the current round then the officer would be retained at that station till the next round of IMT i.e. 6 months.	Retention upto 1 year was decided during the meeting i.e. upto two rounds of IMT in case of non-availability of any other officer for IMT in the current round.

7.8	Circulation of Minutes of Meeting to all Pr. CCAs/CCAs/ CAs: As the respective Ministries were not part of the meeting, therefore it would not be appropriate to circulate the minutes to them.	It was decided during the meeting that Minutes of Meeting will be circulated for information of all Pr. CCAs/CCAs/ CAs.
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2. Agenda point of Minutes of Meeting dated 03.06.2025 which has not been included in Minute of Meeting:

Agenda point of Periodical Meeting with association which was a part of Minutes of Meeting issued vide O/o CGA's letter no. F No. A-23006/2/2020/NGE-CGA/446 dated 05.11.2024 was discussed during the meeting on 30.04.2025 and it was agreed by your goodself that regular meeting at a interval of three months i.e. On quarterly basis, will be organised for a better communication between Staff side and Administration side. But surprisingly, this agenda item has not been found included in Minutes of Meeting issued vide letter no. F No. A-23011/1/202-NGE-CGA/162 dated 03.06.2025.

This omission has caused concern among the members, as accurate and comprehensive minutes are essential for ensuring transparency, clarity, and mutual understanding. Leaving out discussed points not only creates confusion but is also perceived as being against the expected ethics and decorum of official meetings. AICAOA requests for incorporation of this agenda item through issuance of a revised Minutes of Meeting.

Further, AICAOA is very much thankful for consideration of its suggestion on Transfer Policy and requests for incorporation of same in Transfer Policy by way of issuing a corrigendum or revised Transfer Policy as suitable.

In view of the above, I respectfully request that the matter be looked into and that a **revised Minutes of Meeting** be issued, incorporating all the points that were actually discussed and decided upon during the meeting held on 30.04.2025. Moreover, incorporation of considered points w.r.t. Transfer Policy may also be made part of Transfer Policy by issuing relevant OMs/ Corrigendums.

We look forward to your kind consideration and early action in this regard.

With high regards,

Yours sincerely,



(Kaushal Mishra)
Secretary General (AICAOA)

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
DEPARTMENT OF EXPENDITURE
CONTROLLER GENERAL OF ACCOUNTS

MAHALEKHA NIYANTRAK BHAWAN
E-BLOCK, GPO COMPLEX, INA
New Delhi-110023

MINUTES OF THE MEETING HELD ON 30.04.2025 WITH NATIONAL
EXECUTIVE MEMBERS OF ALL INDIA CIVIL ACCOUNTS OFFICER
(Sr.AOs/PAOs) ASSOCIATION

A meeting under the Chairmanship of the Controller General of Accounts was held with the National Executive members of All India Civil Accounts Officers (Sr.AOs/PAOs) Association on 30.04.2025 at 02.30 PM in SWASTI, O/o CGA, New Delhi, to review the status of the agenda items discussed during the last meeting held on 24.10.2024 and action taken thereon by O/o the CGA.

2. At the outset, the Controller General of Accounts (CGA) in his introductory comments welcomed all the members of the Association. After formal introduction, CGA shared the HR related developments undertaken by O/o the CGA since the last meeting with the Association. He highlighted the progress made and challenges faced with regard to Recruitment Rules for the post of Senior Accounts Officer, given the dependency on various stakeholders i.e DoP&T/DoE/ UPSC/DoLA involved in the subject matter.

3. The Jt. Controller General of Accounts (HR) also welcomed the members of Association and through a presentation highlighted the tasks accomplished by HR Division in detail supported by data. The new HR initiative for capacity building by imparting Induction Training, Mid-career, Mandatory Training for promotion, NIFM training was highlighted. The start of weekly open hours being conducted where issues are presented by the officials.

4. Thereafter, in opening remarks, the Secretary General of the Association thanked the Controller General of Accounts for conducting the meeting and appreciated the efforts made by the CGA and HR division in accomplishing the long pending work in his tenure in a transparent manner.

5. Further, the Association was apprised point wise action taken by O/o the CGA on the agenda item(s) discussed during the last meeting held on 24.10.2024, which are as under:-

5.1 Provision for induction of Sr.AOs to STS Level on their promotion:- Proposal for induction of SrAOs as STS level of ICAS, and for creation of the post of Assistant Director/Dy. Director parallel to ICAS was not acceded to by DoE. However, a

proposal has again been submitted by this office to DoE for induction of Sr.AOs into ICAS at STS Level (Level 11). Reference has been drawn from the RRs of IFS (Gr.B) and CPWD.

5.2. Incorporation of suggestions of AICAOA in transfer policy:- During the last meeting, the Association submitted some suggestions w.r.t. to transfer policy of Sr.AOs, which were discussed and further Association were informed about the official side on the same. Details are as under:-

5.2.1 IMT within the zone for those who had completed 3 tenures in a particular station. In this context, Association was informed that rotational transfers would be done as per para 8 of the transfer policy within the station as far as feasible. The provisions of para 2.3 would be acted upon only in case of administrative requirement or to accommodate the request of officers desirous to be posted to that station. Hence no action was required.

5.2.2 IMT within the zone in the absence of eligible officer for IMT after completing only one tenure. In this context, Association was informed that in case of non-availability of any other officer for IMT in the current round then the officer would be retained at that station till the next round of IMT, if an officer is due to become eligible in the next round. But in case if there is no eligible officer in the next round, then he/she may be transferred out to the zone in the IMT under consideration without waiting for the next round.

5.2.3 Exemption from Outstation transfer on IMT/promotion within 2 years of superannuation. Association was informed that suggestion of the Association had already been considered and being implemented.

5.2.4 Association had sought that one-time relaxation for transfer to the choice station on completion of half of the tenure before filling up the vacancies by promotion may be allowed. Association was informed that the suggestion of the Association was not considered by the Cadre Controlling Authority.

5.2.5 Issue of readiness list before IMT as well as issue of effective vacancy position before IMT. Suggestions of the Association was considered and it was informed that readiness list and vacancy position have been uploaded on the CGA's website on 27.02.2025.

6. Promotion of eligible Sr.AOs to the post of ACA as per existing Recruitment Rules:- The Association was apprised that the revised Recruitment Rules of ICAS has since been approved and likely to be notified shortly. On notification, proposal for induction of Sr.AOs as ICAS (JTS) level will be submitted to UPSC for convening DPC.

7. At the end of the meeting Association requested to discuss some additional agenda item(s) related to Sr.AOs of CCAS Cadre in brief, with the approval of the

chair, which was acceded by CGA and further Association was assured that all the additional issues will be looked into, if required/feasible.

7.1 Arbitrary attachment/surrender orders of Sr.AOs in violation of transfer policy: It has been discussed that in isolated cases where the attachment has been made as per administrative requirements for a short period, is not violation of the transfer policy as the concerned Pr.CCAs/CCAs has to manage the work with available resources.

7.2 Ad-hoc promotion of AAOs to the post of Sr.AOs till notification of RRs of Sr.AOs:- Ad-hoc promotion in existing circumstances is not feasible as per DoP&T guidelines. Moreover, the RRs of Sr.AOs is expected to be notified shortly and the promotion would be done accordingly.

7.3 Grant of NFU to Sr.AOs in light of Hon'ble CAT, PB, Delhi decision in O.A. No.2922/2021 dated 12.03.2025:- In this connection it is mentioned that the CAT order dated 12.03.2025 pertains to the Sr.AOs of CGDA and not to the Sr.AOs of this organisation. As such, there is no action called for in this office. There is no Government order available extending such benefit. The Association has also not produced any such Government order extending NFU to the Sr.AOs of Defence Accounts.

7.4 Consideration of letter No. 167 dated 22.04.2024 of AICAOA regarding grant of STS, SAG to Sr.AOs after counting service w.e.f 09.04.2009:- The matter will be examined and necessary action will be taken accordingly.

7.5 Introduction of Training Programme/Certification Course for grant of additional increment as being done in C&AG office:- The matter will be examined and necessary action will be taken accordingly.

7.6 Reimbursement of Mobile charges to all Sr.AOs making payment through PFMS/handling PFMS related work:- On this subject matter O.M issued by DoE may be followed for reimbursement of mobile charges. Ministries may be asked to take action accordingly.

7.7 Lifting of provisions of non-forwarding of deputation applications and allowing extension of deputation to deputationists:- The Association was apprised that keeping in view, the large number of vacancies at Sr.AOs level, it is not possible to forward deputation application in the grade of Sr.AOs in the existing scenario. Once the situation improves, decision would be reviewed.

7.8 Circulation of Minutes of Meeting to all Pr.CCAs/CCAs/CAs (independent charge)-The Association requested to circulate the minutes of the meeting to all Pr.CCAs/CCAs/CAs of the Ministries/Departments. As the respective Ministries/Departments were not part of the meeting, therefore it would not be appropriate to circulate the minutes to them.

7.9 Workspace for the Association:- Due to space crunch in O/o CGA it is not possible to provide work space to the Association.


(Nirbhay Kumar Singh)
Sr. Accounts Officer, HR-4

F No.A-23011/1/2020-NGE-CGA/ 162

Dated: 3rd June, 2025

Copy to:-

1. PPS to CGA.
2. PS to Addl. CGA.
3. PS to Joint CGA (HR).
4. Dy.CGA (HR-1&2).
5. ACGA (HR-3&4).
6. The Secretary General, All India Civil Accounts Officers (Sr.AOs/PAOs) Association, House No.405, Street No.4, Raj Nagar, Part-2, Palam Colony, New Delhi-110077. (mail ID - nebaicaoa@gmail.com)

Annexure 'A'

OFFICIAL SIDE			STAFF SIDE		
1	Sh Shyam S Dubey	CGA (In chair)	1	Ms Geetanjali	President
2	Sh Alok Ranjan	Additional CGA	2	Sh Kaushal Mishra	Secretary General
3	Ms Tripti Patra Ghosh	Joint CGA	3	Ms Sreemati Bhowmik	Addl. Secretary General
4	Ms Stuti Ghildiyal	Dy.CGA	4	Sh Santosh Kumar	Asst. Finance Secretary
5	Ms Abirami	ACGA	5	Ms Rekha Dahiya	Asst. Secretary General
6	Sh Vikal Raj	Sr.AO	6	Ms Sumitra Goganio	Asst. Secretary General
7	Ms O Geeta Lakshmi Nair	Sr.AO	7	Ms Asha Pal	Asst. Secretary General
8	Sh Nirbhay Kumar Singh	Sr.AO			
9	Ms Rashmi Chaudhary	AAO			
10	Sh Tapas Panja	AAO			
11	Sh Vijay Kumar	AAO			
12	Sh Suman Kumar	AAO			