



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)
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No. AICAOA/NEC/2025-26/194

Date: 15.11.2025

To,

The Secretary
Deptt. of Expenditure,
Ministry of Finance,
Room No. 16102, Kartavya Bhawan - I,
New Delhi-110001.

Sub.: Request for Appointment of a meeting for a dialogue on career related pending issues of Sr. Accounts Officers of Indian Civil Accounts Organisation -Reg.

Respected Sir,

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.

Further, it is submitted that AICAOA is a recognized association as per O/o CGA, Deptt. of Expenditure, Ministry of Finance letter no. 23003/1/2020-CGA-NGE/270 dated 29.08.2022. As a responsible body, AICAOA has been continuously apprising O/o Controller General of Accounts, DoE, MoF and your office about the crucial cadre related matters and frustration among Sr. Accounts Officers of ICAO due to no career progression, stagnation at a Gr. 'A' post for in and average 15-16 years without any promotion/ financial incentive, no cadre review since creation of Department i.e. 1976 etc.

The core concern faced by the Sr. Accounts Officers of the cadre is the prolonged stagnation of 15-16 years at the Group 'A' level, with no avenue for promotion owing to the absence of any Cadre Review since 1976. Although O/o CGA, DoE, MoF has submitted several proposals to your office to address this long-standing issue, they have unfortunately been turned down on insubstantial and unsustainable grounds.

Adding to the irony, even after rendering 15-16 years of service as Group 'A' officer in Level-10, the Sr. AOs of this cadre are promoted only to Level-10 again on induction as Assistant Controller of Accounts (ACA) at JTS level. You would appreciate that if there is no enhancement in emoluments due to non-availability of promotional

avenues, it becomes unrealistic to expect zeal, dedication or the motivation to acquire higher qualifications and experience. Such a situation may naturally leads to inefficiency in the organisation which is undesirable from govt.'s point of view.

It is also pertinent to mention that the Sr. AOs of this cadre are playing a key role in the implementation of PFMS and digitization of government accounts. The Union Finance Minister on 1st March' 2025 during her speech on Civil Accounts Day' 2025 recognised the role played by ICAOs in implementation of PFMS and role of PFMS in achieving the key goals of governance which included reaching the last mile benefitting 60 crore beneficiaries, direct delivery of more than 1200 central and state schemes which includes 1100 DBT schemes, end-to-end digitization through integration with 250 plus external systems such as GeM, GSTIN, TIN 2.0, PM Kisan and many more and underlined PFMS as the network of networks with 650 financial institutions - RBI, NPCI, Public and Private sector banks - facilitating seamless fund transfers, with the volume of PFMS transactions has gone up exponentially from 2 crore payments in 2015 to 250 crore in 2024. Sr. AOs of ICAO Cadre are working without any career prospects or incentives, resulting in widespread disappointment and demoralisation.

In these circumstances, we are left with no option but to approach you, being Secretary of the Department, to apprise you of these pressing issues, with the sincere hope that they will receive due attention to ensure a motivated and harmonious working environment. We therefore request that an appointment may kindly be granted to enable us to discuss these matters in person.

We look forward to a positive response and the opportunity to engage in a meaningful discussion and request that an appointment may kindly be granted to enable us to discuss these matters in person.

Yours sincerely,



(Kaushal Mishra)
Secretary General (AICAOA)

Copy to the Hon'ble Finance Minister, Govt. of India, Room No. 15074-15075, Kartavya Bhawan - I, New Delhi-110001.



(Kaushal Mishra)
Secretary General (AICAOA)