



**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 CGA's letter No. 23003/1/2020-NGE-CGA /270 dated: 29th August, 2022)

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AICAOA/NEC/Merger/2022-23/88

Date: 5th July, 2023

To,

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

Sub: Merger of the posts of PAO (Level 9) with Sr. A. O. (Level 10)- Reg.

Respected Sir,

I am directed by NEC of All India Civil Accounts Officers Association (AICAOA) to bring your attention to an important issue concerning the merger of posts of Pay & Accounts Officer (Level 9) and Senior Accounts Officer (Level 10) within CCAS Cadre.

It has been observed that both these posts PAO and Sr. AO have been utilized interchangeably in terms of functionality, with a ratio of 20:80, and there exists no substantial difference in their respective work profiles as per the Recruitment Rules.

Further, it is evident that the classification of the posts of Senior Accounts Officer as Group 'A' has resulted in stagnation in the promotions of Pay & Accounts Officers (Level 9) to the grade of Senior Accounts Officer (Level 10). Presently, the general promotions of Assistant Accounts Officers (Level 8) to Pay & Accounts Officers (Level 9) take more than 12 to 14 years due to cadre composition. However, this promotion from Assistant Accounts Officer to Pay & Accounts Officer brings considerable changes in functions and responsibilities related to Payments and Accounting, without securing any corresponding and proportionate financial benefits as the officers have already reached Level 9 through the Non-Functional Upgradation (NFU) scheme.

Recently, we came across an Office Memorandum No. 15(4)/E.III(B)/2021 dated 26.04.2023, issued by the Department of Expenditure, Ministry of Finance, bearing subject as "Proposal of merger of Grades of Pay & Accounts Officer (Level 9) and Senior Accounts Officer (Level 10) in the Office of the Controller General of Accounts (O/o CGA)." This memorandum provides an understanding that the Competent Authority has approved the merger of Grades of Pay & Accounts Officer (Level 9) and Senior Accounts Officer (Level 10) in CCAS Cadre.

By implementing this merger, we will not only address the concerns regarding promotions and financial benefits but also streamline the hierarchy and operational structure within our department. It will contribute positively to the overall functioning and morale of our officers, ensuring equitable growth and professional development.

In light of the above, it would be appropriate to merge the grades of Pay & Accounts Officer (Level 9) with the grade of Senior Accounts Officer (Level 10) so that the promotion from Assistant Accounts Officer to Senior Accounts Officer provides actual financial benefits to the officers. **It is not out of place to mention here that Department of Expenditure (DoE), Ministry of Finance has already issued merger orders of posts of Pay & Accounts Officer (Level 9) and Senior Accounts Officer (Level 10) for IA&AD vide their notification dated 18.11.2019.**

Therefore, AICAOA requests you to issue orders for the merger of Grades of Pay & Accounts Officer (Level 9) and Senior Accounts Officer (Level 10) retrospectively, w.e.f. 31.10.2019 at the earliest.

Yours sincerely,



(Kaushal Mishra)
Secretary General (AICAOA)