



**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)**

House No: H-405, Street No. 4, RAJ NAGAR, PART-2,  
PALAM COLONY, NEW DELHI- 110077

**nebaicaoa@gmail.com**

**President**

**H C Mathpal  
9810856355**

**Vice-Presidents**

**Kaushal Mishra  
Anita Rawat**

**Secretary General**

**P. M. Vishwamitra  
9701678788**

**Addl. Secretary General**

**Sreemati Bhowmik  
9810869034**

**Jt. Secretary Generals**

**Rajeev Kumar  
9873815175  
Avinash Kumar  
8851049471**

**Finance Secretary**

**Subhash Chand  
9717943630**

**Asst. Finance Secretary**

**Rajesh Kumar Sharma**

**Asst. Secy. Generals**

**Subhasish Deb Roy  
P. Mahesh Kumar  
Subhash Chander  
Biswajit Mondal  
Satyabrata Mishra  
Jitender Singh  
Pankaj Jain  
Geetanjali  
Asha Pal  
Rekha Dahiya  
Sumitra Goganio  
Ajay Sood  
Santosh Kumar  
Kumar Ashish  
Uttam Biswas  
Ashok S Tripathi**

**Auditor- Rahul Butola**

AICAOA/2022-23/February 2023/Representation/FMO/58

Dated:15.02.2023

To

Smt. Nirmala Sitharaman,  
Hon'ble Finance Minister,  
Government of India,  
North Block, New Delhi-110001  
(Email: appointment.fm@gov.in and fmo@nic.in)

(Requesting for appointment and kind personal intervention of Hon'ble Finance Minister)

**Subject: 1. Failure on the part of the Controller General of Accounts on the issues viz., (a) promotions from PAO to Sr.AO (b) Promotion of Sr.AO to ICAS (c) Improper Cadre Review of CCAS (d) Non-implementation of Transfer Policy Guidelines in a fair and transparent manner etc.,by changing the Civil Service Board as many as 4 times within 6 months and the failure of the CSBs and CGA in issuing timely transfers to Sr. AOs and PAOs of CCAS.**

Respected Sir/Madam,

At the outset, we would like to express our admiration and support for the initiatives taken and introduced to transform the Indian Civil Accounts Organization by digitization of Government Accounts with the introduction of the latest technological advances viz., PFMS (a unified and single IT platform which enables the payments and accounting functions related to the Central Government)), e-Bill (Electronic Bill processing system to enhance transparency, faceless and paperless payment system and several other digital and technological initiatives taken by the Government of India, Ministry of Finance.

All the Civil Accounts Officers, being a professional cadre in the Civil Accounting Organization, are whole-heartedly committed to all the endeavours in realizing the vision and strengthening the governance through excellence in public financial management. It is an undeniable fact that all these digital initiatives of the Central Government are being implemented by the committed and dedicated force of the Civil Accounts Officers and other Civil Accounts Employees at the middle and lower level and delivering the goods and services through the field accounting units viz., Pay & Accounts Offices, through India, in all the Civil Ministries of the Union Government.

However, despite the progress, in the above said initiatives, shown by the Civil Accounts Officers to transform the Civil Accounts functioning, **the issues and problems pertaining to the Civil Accounts Officers, as stated below, have not been addressed or redressed by the Controller General of Accounts, in time, being the Head of the Civil Accounts Organization** for the cadre management of the CCAS.

#### **Present Burning Issue**

1. Non implementation of Transfers/Postings Policy of Group 'B' Gazetted Officers CCAS (CGA's OM dated: 30.10.2015 and as amended from time to time) by CGA Office.
2. Several CSB Committees were constituted, as per the above said Transfer policy Guidelines, during the last 6 months (September 2022 to December 2022) and all the Committees of CSB were cancelled without any output (without any single transfer order).
3. All the vacancies (approximately about 100 vacancies) that have arisen due to superannuation and other retirements from January, 2022 to December, 2022 have not been filled up despite the completion of outstation tenure by the Officers posted at outstation and several pending request transfers, during the last one year, for the reasons best known to the Controller General of Accounts.
4. All the Senior Accounts Officers and Pay & Accounts Officers posted outside had submitted their representations, as per the list prepared and uploaded by CGA on its website for the past so many years and have been eagerly waiting for their transfers whenever vacancy has arisen in their choice station and have been submitting their representations to the CGA Office for considering their representations and for transfers but till date not a single order has been finalized by the CSB and no orders are issued by the CGA Office.
5. All such Senior Accounts Officers and Pay & Accounts Officers brought their problems to the notice of the Secretary Expenditure and the Controller General of Accounts, by this Association from time to time but in vain.
6. Undue delay in transfers and postings is causing extreme frustration among the members who are due and expecting their for transfers to their choice stations.
7. All the members of this AICAOA are expressing their unbearable mental agony, distress and other sufferings to the officers, caused due to this extraordinary delay without any valid reasons and started blaming this Association and pressurizing this Association to know the exact reasons for the delay. Inter Ministerial Transfers at Same Stations as per the rotational transfer policy, are also due for consideration.
8. Further this Association demands for inclusion of two Association representatives in the CSB in order to maintain transparency in the CSB Committee meeting deliberations and their recommendations.
9. Present Transfer Policy Guidelines are inadequate to meet the requirements of the transfers of the Civil Accounts Officers and as such need to be revised after taking the suggestions from all the stakeholders.

### **Details of the Issue**

01. All the men and women officers, posted outside, have been facing so many personal, health problems (HyperTension, uncontrolled diabetes, Heart attacks, Harmonal problems, and so on) , financial losses (due to drop in emoluments, establishment of two families and so on) family problems (separation of husband with wife and their children, disturbances in the admission processes in Schools/colleges and so on)
02. Undue delay in transfers and postings is causing extreme frustration among the members causing demotivation to work and affecting their official performance etc., and resulting in so many problems, especially the health issues. Who will be responsible if any unwanted thing happens to the officers on account of their deteriorating health conditions? Who will be responsible for the monetary losses during the last 6 months (from which these transfers were kept pending)? The list goes on.. and on...
03. All the men and women officers are watching the official website of CGA, every day, every minute to find out for updates on their transfers and promotion issues but all their hopes are in vain since July, 2022. All are desperately waiting for their transfer and praying to GOD every minute to fulfil their transfer wishes for the last 8 months.
04. All our expectations from the Civil Service Board Committee that it will make recommendations on all transfers and postings, even though it is an advisory and not binding on CGA, were in vain as the CSB formed once for the purpose does not have any independence which we have witnessed that the CGA had made 5 Civil Service Boards with in the span of 6 months. Is it an eyewash exercise giving a message that she does not want to issue any transfer orders before her superannuation retirement on 28.02.2023? Or whether the CGA has her own agenda in this regard? Premature transfers done by CGA during her period indicate the same. Why were the CSB committees changed very frequently without assigning any reasons? Where is the transparency and the accountability? As per the guidelines the CSB is only a recommending body and the final decision rests with the CGA who is an approving authority. Ultimately we the officers are the sufferers and losers on account of this undue delay in issuing transfer orders which were required to be issued much earlier.
05. There are so many lacunas in the Transfer Policy Guidelines framed by the CGA vide OM dated: 30.10.2015. There are provisions for the constitution of CSB Committee, but there is no reference about the tenure of the Committee of the CSB thus formed. Is it one month? Or 3 Months? Or 6 Months? Or one year? Or one day? No tenure prescribed is seen neither in the transfer policy guidelines nor in the CSB constitution orders. There are so many inconsistencies in the transfer policy guidelines which need to be thoroughly deliberated upon by conducting several meetings with all the stakeholders for evolving acceptable transfer policy guidelines.
06. The Transfer Orders issued by CGA are not being followed by the Subordinates despite clear cut instructions in the orders that the officer transfer stands relieved at the end one month of issue of the order and there is no need to issue any further relieving order by respective Pr.CCAs/CCAs/CAs. There are several instances wherein the transfer orders were issued long back but till date the same transfer orders were not implemented or obeyed by the Pr.CCAs/CCAs/CAs for the reasons best known to them. Who are the sufferers on this account?

07. Before issuing any transfer order, the facts of the case are not studied by the CGA or CSB. For example, one officer 'A' posted at one outstation and proceeded on Deputation to one Autonomous Body after spending some time at that outstation, on his repatriation posted at another outstation and even after 6 years that 'A' is not brought back to his choice station but another officer "B" who is junior to 'A' on her promotion posted at outstation, proceeded on deputation and on her repatriation, now posted at her choice station, which is the same as 'A', and till date that 'A' who is senior, who was promoted much earlier than B, who repatriated from Deputation much earlier than 'B' is not posted at the same choice station as the 'B'. Is this not the discriminating policy of the CGA? This is not hypothetical but a real story of an officer who is suffering a lot because of the indifferent policies adopted by the CGA and their CSB Committee members.
08. Normal tenure at outstation is three years whereas a few officers have completed 5 years, 4 years etc., i.e. more than the prescribed tenure but till date their transfers were not ordered? Who are the sufferers?
09. Despite clear cut vacancies and representations from the individual officers, why is the CGA not issuing their transfer orders and not bringing them back to their choice stations? Why should the individual officers suffer for quite a long time because of the inaction by the CGA, for whatever the reasons may be?
10. On one hand more than 250 Vacancies do exist as on date and on the other hand the general rotational, inter ministry transfer orders, from presently posted station to choice of station on completion of 3 years tenure and on own request transfers and the tenure etc., are kept pending intentionally and the CGA office is directly and indirectly playing games by changing the Civil Service Board very frequently, without issuing a single transfer and posting orders for SR.AOs, PAOs and AAOs.
11. Constitution of Six (6) Civil Service Boards within 6 Months: The earlier CGA, Smt. Sonali Singh, retired and failed to constitute the CSB during her time. The Present CGA, Smt. Bharati Das, has been constituting the CSBs very frequently, without any transfer orders, every time changing the Chairman of the CSB and/or other members, as per the details given below:

	CGA Office Order No	Dated	CSB Chairman	CSB Member	CSB Member
1	K-18002/1/2022/Promotion/MF. CGA(A)/HR-III/190 (E-10445)	30.06.2022	Details of the CSB are not available on the CGA's website.		
2	K-18002/1/2022/Promotion/MF. CGA(A)/HR-III/353	20.09.2022	Nalin Kumar Srivastava	Jenny Kiloung	Laboni Das Dutta
3	K-18002/1/2022/Promotion/MF. CGA(A)/HR-III/465	25.11.2022	Bhupal Nanda	Rajesh Kumar	Laboni Das Dutta
4	K-18002/1/2022/Promotion/MF. CGA(A)/HR-III/482	01.12.2022	Rajesh Kumar	Shailendra Kumar	Laboni Das Dutta
5	K-18002/1/2022/Promotion/MF. CGA(A)/HR-III/500	15.12.2022	Harish Srivastava	Shailendra Kumar	Laboni Das Dutta
6	K-18002/1/2022/Promotion/MF. CGA(A)/HR-III/502 (E-10445)	16.12.2022	Shailendra Kumar	Nalin Kumar Srivastava	Laboni Das Dutta
7	A-32014/2/2021/MF.CGA(A)/Group 'B'/Policy/HR-III/598	03.02.2023	In addition to the above said 3 members of the CSB, two more members were coopted in the CSB. One Senior Accounts Officer Smt. O. Geeta Lakshmi Nayar and one Assistant Accounts Officer Shri Vikram.		

## Letters written to the Authorities during the last 5 Months

Addressed to	Vide Letter No.	Letter Dated	Subject
CGA. New Delhi	AICAO/Transfer Posting/PAOs&Sr.AOs/2022-23/15	27.10.2022	Inordinate delay in issuing Request Transfer Orders and Orders of Promotion of PAOs and Senior Accounts Officers. -Regarding.
CGA	AICAOA/GBM/New NEC/2022/37	24.11.2022	Transfer & Postings
Secretary, Expenditure	AICAOA/GBM//New NEC/2022/38	24.11.2022	Inordinate delay in transfer & postings
CGA	AICAOA/GBM/Resolutions on Issues/2022/44	28.11.2022	Transfer & Postings
Secretary, DOE	AICAOA/GBM/New NEC/2022/45	15.12.2022	Transfer & Postings
Secretary, DOE	AICAOA/Transfers/Vacancies/2022/45	03.01.2023	Transfers & Postings.

**Prayer: In view of the above submissions, it is requested to intervene in the matter immediately (on emergency basis) to boost the morale and motivation of the Senior Accounts Officers and Pay & Accounts Officers (demoralisation and de-motivation due to protracted delay in issuing the above said orders). This issue needs to be redressed on an urgent basis, to keep the interests of the officers, in public interest, as there are so many unfilled vacancies existing at so many stations for more than one year.**

### FINAL PRAYER

- Request for personal intervention:** This Association requests the Offices of the Honourable Finance Minister to issue/give necessary directions or instructions to the Controller General of Accounts, Ministry of Finance, Department of Expenditure to redress not only the above said grievances of the Senior Accounts Officers and Pay & Accounts Officers, but also the grievances of the whole cadre of CCAS officers (Assistant Accounts Officers, Senior Accountants and Accountants).
- Request for Appointment for the Meeting with two representatives of this AICAO:** This Association requests the Honourable Finance Minister to provide this Association an opportunity to explain the issues in person for which we request you to give us an appointment on any working day in the month of February/March, 2023. A similar request has already been made by AAO Association viz., AICA Gr.'B' Gazetted (AAO) Association vide their letter No. 1110 dated: 17.01.2023 and if possible a joint meeting with both the Associations may kindly be provided.

Thanking you,

Yours Sincerely,



**(P. M. VISHWAMITRA)**  
**SECRETARY GENERAL**

**Copy to:**

- The Secretary, Expenditure, Room No. 129-A, North Block, New Delhi-110001 for necessary action.**
- The Controller General of Accounts, Mahalekha Nyantrak Bhawan, INA, New Delhi-23 with a request to expedite the long pending issue on priority basis before your retirement (28.02.2023).**