

OFFICE OF THE PR. ACCOUNTANT GENETRAL (A&E), WEST BENGAL
TREASURY BUILDINGS :: KOLKATA-700 001

Office Order No. PAGAEWB/02/02/123(Miscellaneous)/257

Date: 08.02.2021

This is to bring to the notice of all the officers and members of the Staff of this office that the Staff Wing of Headquarters' office has adopted a policy of more active engagement at the national level for interactions with the Staff Side frequently at local field office levels-either bilateral or through the mechanism of the Office Councils. Some major decisions regarding staff related issues have been recently taken and such important developments recently made in the area of HR policy with reference to career progression of staff of IA&AD are enunciated below for general information to all concerned.

2. The facet of any perspective plan for the staff that attracts most attention is the cadre review which addresses the twin objectives of meeting aspirations of the Group 'B' and 'C' cadres and also the ever evolving functional requirements of the Department. The Comptroller and Auditor General had, in 2018, ordered a cadre review of the Group 'B' and 'C' cadres. The recommendations of the Cadre Review Committee (CRC) have been approved by the Comptroller and Auditor General. Some of the major decisions in this regard are as under:-

i) Creation of posts of Assistant Supervisor (Audit) and Assistant Supervisor (Accounts) in Level 7 of Pay Matrix :

The posts of Auditor/Accountant (feeder cadre) and Sr. Auditor/Sr. Accountant are presently in the ratio of 20:80. However, as per para 3.11.2 of DoPT OM dated 31 December 2010, normally the feeder grade should range from 3 to 5 times the number of sanctioned posts in the higher grade.

Keeping in view such a structure of the feeder cadre i.e Auditor/Accountant (20%), the UPSC had approved (February 2017) a changed method of recruitment to the posts of Sr. Auditor/Sr. Accountant with 90% by direct recruitment and 10% by promotion.

This, method of recruitment, approved by the UPSC, would have adverse impact on the promotional prospect of Auditor/Accountant since only 10% of vacancy to the posts of Senior Auditor/Senior Accountant would be filled up by promotion of eligible Auditors/Accountants.

Further, at present only two regular promotions are available for direct recruit Auditor/Accountant i.e (i) from Auditor/Accountant to Sr. Auditor/Sr. Accountant and (ii) from Sr. Auditor/Sr. Accountant to Supervisor.

Contd...

To ensure a pyramidal structure for the non-gazetted cadre and to motivate non-gazetted officials for discharging essential and higher level responsibilities by providing at least three regular promotions to directly recruited Auditor/Accountant, the Competent Authority decided to create posts of Assistant Supervisor (Audit)/Assistant Supervisor (Accounts) in Level 7 of Pay Matrix by re-distributing the existing posts among the different levels in the ratio of (i) Auditors/Accountants (50%), (ii) Sr. Auditors/Sr. Accountants (30%), (iii) Assistant Supervisor (15%) and (iv) Supervisor (5%).

Administrative order to fill up 30% posts in non-gazetted cadre by promoting eligible Sr. Auditors/Sr. Accountants (Level 6) to the posts of Assistant Supervisor (Audit)/Assistant Supervisor (Accounts) in Level 7 from 01.01.2021 has already been issued to all the Cadre Controlling offices by this office vide letter No. 1201-Staff (App I)/13-2019 dated 15.10.2020 and necessary action has been taken in compliance of the directions. Creation of posts of Assistant Supervisor (Audit)/Assistant Supervisor (Accounts) has following benefits:

- (a) It will ensure at least following three regular promotions to those directly recruited Auditor/Accountant, who have not passed the SAS Exam:
 - (i) Auditor/Accountant (Level 5) to Sr. Auditor/Sr. Accountant (Level 6)
 - (ii) Sr. Auditor/Sr. Accountant (Level 6) to Assistant Supervisor (Audit)/Assistant Supervisor (Accounts) (Level 7)
 - (iii) Assistant Supervisor (Audit)/Assistant Supervisor (Accounts) (Level 7) to Supervisor (Audit)/ Supervisor (Accounts) (Level 8)
- (b) From 1st January 2021 i.e. in panel year 2021 in IA&AD, 1324 Sr. Accountants and 1924 Sr. Auditors would be promoted to the post of Assistant Supervisor (Audit)/Assistant Supervisor (Accounts).
- (c) This will also improve pyramidal structure for the non-gazetted cadre as per DoPT norms. Further, all the vacancies in the cadre of Sr. Auditor/Sr. Accountant would be filled up by promotion of Auditor/Accountant. Otherwise with existing structure of Auditor/Accountant (20%) and Sr. Auditor /Sr. Accountant (80%), only 10% of vacancies in the cadre of Sr. Auditor/Sr. Accountant would be filled up by promotion as per method of recruitment approved by the UPSC.

ii) Increasing sanctioned strength to the post of Supervisor (Level 8)

At present, the number of posts of Supervisor is only 4 percent of the regular cadre of AAOs which is 487. The pyramidal structure is not maintained in the entire non-gazetted cadre.

Accordingly, it has been decided that sanctioned strength to the post of Supervisor should be linked with non-gazetted cadre, which has resulted in an increase

in the sanctioned strength of the post of Supervisor from 487 (4% of AAO) to 1083 (5% of Auditor/Accountant & Sr. Auditor/Sr. Accountant cadre).

iii) **Creation of posts of non-IA&AS Group Officer**

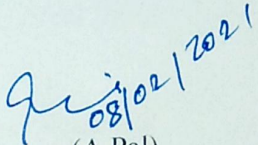
Direct recruit (DR) AAOs have only two regular promotions/up-gradation, i.e. AAO to AAO (NFU) and then from AAO (NFU) to Sr. AO. Further, the average age of a direct recruit AAO is 28 years. As per stagnation profile, average actual time taken for promotion to the post of Sr. AO is 16 years. Therefore, a AAO becomes a Sr. AO, on an average, at the age of 44 years.

For the remaining period of 16 years, there is no promotional avenue for most of these officials.

Taking into account, induction into IA&AS, against a total sanctioned strength of about 5900 Sr. AO, there are 272 posts for induction into the IAAS. As a result, only around 22 officials get inducted into the IAAS every year.

To ensure career progression and to attract better talent of DR AAOs, at least 3 regular promotions is required. To achieve this, it has been decided to create non-IAAS Group Officer posts which will be promotional post of Sr. AOs and that too without any age limit. Consequently, DR AAOs will have the opportunity of three regular promotions in their career.

[Authority: DAG (Admn)'s order dated:05.02.2021]


08/02/2021
(A Pal)
Sr. Accounts Officer/Admn-I