

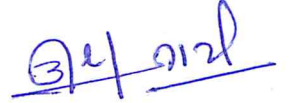
No.08-02/2012-SEA-I
Government of India
Ministry of Communication
Department of Telecommunications
Sanchar Bhavan, 20 Ashoka Road,
New Delhi-110001.

Dated: 02.04.2018

**Sub: Amendments in IP&TAFS Gr."A" Recruitment Rules, 2001-
regarding of.**

The undersigned is directed to upload draft Recruitment Rules, 2018 of Indian Posts & Telecommunications Accounts and Finance Service (Group "A") and request for comments, if any, from all the stakeholders on draft service rules. The comments may kindly be sent to the undersigned on email id: adgsea1.hq-dot@nic.in latest by 30.04.2018.

DA: As above.



(O.P. Jairath)
ADG(SEA-I)

Telephone No: 23036126

Copy to:

1. All concerned stakeholders.

DRAFT NOTIFICATION

MINISTRY COMMUNICATIONS
(Department of Telecommunications)
New Delhi, March 2018

G.S.R– In exercise of the powers conferred by the proviso to article 309 of the Constitution and in supersession of the Indian Posts and Telecommunications Accounts and Finance Service (Group "A" Posts) Recruitment Rules, 2001, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the Recruitment to the Indian Posts and Telecommunications Accounts and Finance Service (Group "A") namely:-

1. Short Title and Commencement.–

(1) These rules may be called the Indian Posts and Telecommunications Accounts and Finance Service Group "A" Service Rules, 2018.

(2) They shall come into force from the date of their publication in the Official Gazette.

2. Definition.- In these rules, unless the context otherwise requires,-

(a) "*Commission*" means the Union Public Service Commission,

(b) "Departmental Promotion Committee" In relation any grade, means a Committee constituted to consider promotion in any grade as indicated in Schedule III to these rules.

(c) "Departmental Confirmation Committee" in relation to any grade, means a Committee constituted to consider confirmation in any grade as indicated in Schedule III to these rules;

(d) "Departmental Screening Committee" means a Committee constituted to consider placement in Junior Administrative Grade (Non- functional Selection Grade) as indicated in Schedule III and grant of Non-Functional Up-gradation as indicated in Schedule IV to these rule;

(e) "Examination" means the Civil Services Examination held by the Commission for recruitment to Central Services Group 'A';

(f) "Government" means the Government of India;

(g) "Grade" means a grade specified in column (2) of Schedule I;

(h) "Regular Service", in relation to any grade, means the period or periods of service in that grade rendered after selection according to the prescribed procedure for regular appointment to that grade and includes any period or periods:- (i) "taken into account for purpose of seniority in the case of those appointed at the initial constitution of the service; (ii) "during which an officer would have held a post in that grade on regular basis but for being on leave or otherwise not being available for holding such posts.

(i) "Schedule Castes and Scheduled Tribes" shall have the same meaning as are assigned to them under clauses (24) and (25) respectively of article 366 of the Constitution of India;

(j) "Other Backward Classes" shall comprise the castes and communities notified by the Government from time to time.

(k) "Service" means the Indian Posts and Telecommunications Accounts and Finance Service, constituted under rule 3.

(l) "Schedule" means the schedule annexed to these rules.

3. Constitution of the Service. –

(1) There shall be a constituted Service known as Indian Posts & Telecommunications Accounts & Finance Service (IP&TAFS) Group 'A' consisting of persons appointed to the service under rule 6 and 7.

(2) All the posts included in the service shall be classified as Group 'A' posts.

(3) The regular continuous service by the officers, as referred to in sub-rule 3 (1) in the respective corresponding Grades, rendered prior to commencement of these rule shall be counted as qualifying service for the purpose of seniority, conformation, promotion, non functional up-gradation and pension .

4. Controlling Authority:- The Government of India, Ministry of Communications, Department of Telecommunications shall be the Controlling Authority of the Service.

5. Grades, authorized strength and its review:-

(1) The authorized permanent strength of various grades of the Service on the date of commencement of these rules, the number of posts in each Grade and the level in the pay matrix attached thereto shall be as specified in Schedule- I.

(2) On and from the date of commencement of these rules, the authorized permanent strength of various Grades of the service shall be as may be determined by the Central Government from time to time subject to variation depending on workload, through the established procedure, as per the instructions/ orders issued by Government from time to time.

6. Members of Service:-

(1) The service, shall on the date of commencement of these rules, consist of officers who have already been appointed to the IP&TAFS Group "A" in the various grades specified in Schedule-I on a regular basis.

(2) A person appointed to any duty post in any grade after the commencement of these rules shall be a member of the Service in the corresponding grade, from the date of such appointment.

7. Appointment to the Service:-

(1) After initial constitution of the Service, the vacancies in any of the grades shall be filled in the manner as hereinafter provided.

(2) Fifty per cent of the vacancies of Junior Time Scale shall be filled by direct recruitment on the basis of Civil Services Examination conducted by the Commission in accordance with rules framed and notified by the Government from time to time.

(3) Remaining fifty per cent of the vacancies in the Junior Time Scale shall be filled by promotion in accordance with the provisions specified in Schedule-II of these rules on the basis of the recommendations of the Departmental Promotion Committee constituted in accordance with Schedule-III.

(4) Appointments in the Service to the posts of Senior Time Scale and above except to the Junior Administrative Grade (Non-functional Selection Grade) shall be made in accordance with the provision of Schedule II by 'selection' on the basis of the recommendations of the Departmental Promotion Committee constituted in accordance with Schedule –III. Placement to the Junior Administrative grade (Non-functional Selection Grade) shall be made on the basis of seniority subject to suitability on the basis of the recommendations of the Departmental Promotion/Screening Committee constituted in accordance with Schedule – III.

8. Probation.-

(1) Candidates appointed to the service either by direct recruitment or by promotion under sub-rule (2) or (3) of rule 7 shall be on probation for a period of two years.

Provided that the controlling officer may extend the period of probation in accordance with the instructions issued by the Government from time to time.

Provided further that any decision for extension of the probation period shall be taken ordinarily within eight weeks after the expiry of the previous probationary period and communicated in writing to the officer concerned together with the reasons for so doing within the said period.

(2) On completion of the probation or any extension thereof, officer shall, if considered fit, for permanent appointment, be retained in his appointment on regular basis and be confirmed in due course against the available substantive vacancy, as the case may be.

(3) If, during the period of probation or any extension thereof, as the case may be, Government is of the opinion that an officer is not fit for permanent appointment, Government may discharge or revert the officer to the post held by him prior to his appointment in the service, as the case may be.

(4) During the period of probation or any extension thereof, candidate may be required by the Government to undergo such courses of training and instructions and to pass examination and tests (including examination in Hindi) as the Government may deem fit, as a condition to satisfactory completion of the probation.

(5) As regards other matters relating to probation, the candidates shall be governed by the orders or instructions issued by the Government from time to time in this regard

9. Seniority.-

(1) The relative seniority of the Members of the Service on commencement of these rules shall be the relative seniority in their respective grades as determined before the date of commencement of these rules.

Provided that if the seniority of any Member of the Service has not been determined before the commencement of these rules, it shall be determined by the Government in accordance with the general instructions issued by the Government from time to time.

(2) The seniority of the persons recruited to the Service after the initial constitution shall be determined in accordance with the general instructions issued by the Government from time to time in this regards.

(3) Seniority of officers not covered by the above provisions shall be determined by the Government in consultation with the commission.

10. Non-functional Up-gradation.-

(1) Whenever an Indian Administrative Service officer of the State of Joint Cadre is posted at the Centre to a particular grade carrying level 10 to level 15 except 13A in the pay matrix, the officers belonging to batches of the Service that are senior by two years or more and have not so far been promoted to that particular grade, shall be granted the same level in the pay matrix on non-functional basis from the date of posting of the Indian Administrative Service officers in that particular grade at the Centre.

(2) All the prescribed eligibility criteria and promotional norms including 'benchmark' for up-gradation to a particular level in the pay matrix shall have to be fulfilled at the time of screening for grant of higher level in the pay matrix.

(3) Grant of Non-functional Up-gradation referred to in clause (1) above shall be-

- (i) In accordance with the guidelines issued by the Central Government from time to time,
- (ii) made on the recommendations of the screening committee as specified in Schedule-IV

11. A Mid Career Training (MCT) Program.- IP&TAFS Gr. 'A" officers are required to complete the MCT training satisfactorily".

12. Conditions of Service:- (1) An officer appointed to the Service shall be liable to serve anywhere, including field service, in or outside India.

(2) The conditions of service of the officer of the Service in respect of matters, for which no provision has been made under these rules, shall be the same as are applicable to the officers of Central Civil Services from time to time.

13. Disqualification. – No person shall be eligible for appointment to the service:-

- (a) who has entered into or contracted a marriage with a person having a spouse living, or
- (b) who having a spouse living, has entered into or contracted a marriage with any person,

Provided that the Government may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and there are other grounds for so doing, exempt any person from the operation of this rule.

14. Interpretation.- If any question arises relating to the interpretation of these rules, it shall be referred to the Government who shall decide the same.

15. Power to Relax.- – Where the Government is of the opinion that it is necessary or expedient to do so, it may, by order, for reasons to be recorded in writing and in consultation with the Union Public Service Commission relax any of the provisions of these rules with respect to any class or category of persons.

16. Saving.- Nothing in these rules shall affect reservations, relaxation of age-limit and other concessions required to be provided for Scheduled Castes, the Scheduled Tribes, ex-Servicemen and other special categories of persons in accordance with the orders issued by the Government from time to time in this regard.

SCHEDULE-I,

[See Sub Rule -5 (1)]

Grades, Designations, Level in the pay matrix and Authorised Strength

Sl. No.	Grade	Designation	Level in the pay matrix	Authorised Strength
1	Apex Scale	Controller General of Communications Accounts	Level -17 (Rs. 2,25,000)	1
2	Higher Administrative Grade +	Advisor (Finance) or Additional Controller General of Communications Accounts	Level -16 (Rs.2,05,400-2,24,400)	2
3	Higher Administrative Grade	Senior Deputy Director General or Principal Controller of Communications Accounts or Director General (NICF) or equivalent.	Level -15 (Rs.1,82,200-2,24,100]	8
4	Senior Administrative Grade	Deputy Director General or Joint Administrator (USOF) or Controller of Communications Accounts or General Manager, Postal Account Office or General Manager (Finance), Postal Life Insurance or General Manger (Finance), Postal Staff College of India or equivalent.	Level -14 (Rs.1,44,200-2,18,200)]	55
5	Junior Administrative Grade(Non-Functional Selection Grade)	Director or Deputy Administrator (USOF) or Joint Controller of Communications Accounts or Director of Accounts (Postal) or equivalent.	Level -13 (Rs.1,18,500-2,14,100)	30% of senior duty posts (i.e posts in Senior Time Scale and above) provided the total strength including that in Junior Administrative Grade shall not exceed the authorized strength of Junior Administrative Grade.

6	Junior Administrative Grade	Director or Deputy Administrator (USOF) or Joint Controller of Communications Accounts or Director of Accounts (Postal) or equivalent.	Level -12 (Rs.78,800-2,09,200)	90
7	Senior Time Scale	Assistant Director General or Administrator or Deputy Controller of Communication of Accounts or equivalent	Level -11 (Rs. 67,700-2,08,700)]	86
8	Junior Time Scale	Assistant Chief Account Officer or Assistant Controller of Communications Accounts or equivalent	Level -10 (Rs.56,100 - 1,77,500)]	88
9	Reserve			46
	Total			376

SCHEDULE –II

(See rule 7)

Method of recruitment, Field of Promotion and Minimum Qualifying Service in the next lower grade for appointment of officers on promotion to duty posts included in various Grades of the Indian Posts and Telecommunications Accounts and Finance Service

Sl. No	Grade	Method of recruitment	Whether selection or non selection post	Field of Selection and the minimum qualifying service for promotion.
(1)	(2)	(3)	(4)	(5)
1	Apex Scale (CGCA) Level -17 in the Pay Matrix (Rs. 2,25,000)	By promotion	Selection	Officers of the Service in Higher Administrative Grade+ in Level -16 in the Pay Matrix (Rs. 2,05,400- 2,24,400) with one years' service in the grade, rendered after appointment thereto on regular basis.
2	Higher Administrative Grade + Level-16 in the Pay Matrix(Rs. 2,05,400- 2,24,400)	By Promotion	Selection	Officers of the service in Higher Administrative Grade in Level -15 in the Pay Matrix (Rs. 1,82,200–2, 24,100) with one years' service in the grade, rendered after appointment thereto on regular basis.
3.	Higher Administrative Grade Level-15 in the Pay Matrix (Rs.1,82,200- 2,24,100)	By Promotion	Selection	Officers of the Service in Senior Administrative Grade in level -14 in the Pay Matrix (Rs. 1,44,200-2,18,200) with three years' service in the grade rendered after appointment thereto on regular basis; or with twenty five years' regular service in Group 'A' posts in the service out of which at least one years' regular service should be in Senior Administrative Grade who have successfully completed minimum two weeks' Departmental Induction or prescribed in-Service training.
4.	Senior Administrative Grade Level-14 in the Pay Matrix (Rs.1,44,200- 2,18,200)	By Promotion	Selection	Officers of the Service in the Junior Administrative Grade in level -12 in the Pay Matrix (Rs. 78,800 – 2,09,200) with eight years' combined service in Junior Administrative Grade and Non-Functional Selection Grade, if any, rendered after appointment thereto on regular basis, or with seventeen years' regular service in Gr. "A" posts in the service out of which at least four years 'regular service' should be in Junior Administrative grade including Junior Administrative Grade (Non-Functional Selection Grade).

5	Junior Administrative Grade (Non Functional Selection Grade) Level-13 in the Pay Matrix (Rs.1,18,500-2,14,100)	By placement in the scale on the basis of seniority subject to suitability	-	Officers of the Service in the Junior Administrative Grade in level 12 in the pay matrix (78,800–2,09,200) who have entered the 14 th year of service on the 1 st January of the year calculated from the year following the year of examination on the basis of which such member of the service was recruited or the year of inclusion in the select list of Junior Time Scale on promotion.
6.	Junior Administrative Grade Level-12 in the Pay Matrix (Rs. 78,800-2,09,200)	By Promotion	Selection	Officers of the service in the Senior Time Scale in level 11 in the pay matrix (Rs. 67,700– 2,08,700) with five years' service in the grade rendered after appointment thereto on regular basis, who have successfully completed minimum two weeks' Departmental Induction or prescribed in-Service training.
7.	Senior Time Scale Level-11 in the Pay Matrix (Rs. 67,700-2,08,700)	By Promotion	Selection	Officers of the service in the Junior Time Scale in level 10 in the pay matrix (Rs. 56,100–1, 77,500) with four years' service in the grade rendered after appointment thereto on regular basis, , who have successfully completed minimum two weeks Departmental induction or prescribed in service training.
8.	Junior Time Scale Level-10 in the Pay Matrix (Rs.56,100 - 1,77,500)	50% by direct recruitment	Not Applicable	Through Civil Services Examination conducted by the Union Public Service Commission.
		50% by promotion	Selection	Sr. Account officers of the Indian Posts and Telecommunications Accounts and Finance Service Gr. B in Level -9 of the pay matrix and Accounts officers in Level -8 of the pay matrix with two years of regular service in those grades rendered after appointment thereto on regular basis, who have successfully completed minimum two weeks Departmental induction training.

Note 1: In all the grades, the crucial date for determining the eligibility of the officers for promotion to various grades shall be as per the instructions issued by the Government from time to time.

Note 2: Where juniors who have completed their qualifying or eligibility service are being considered for promotion, their seniors would also be considered provided they are not short of the requisite qualifying or eligibility service by more than half of such qualifying or eligibility service or two years, whichever is less and have successfully completed their probation period for promotion to the next higher grade along with their juniors who have already completed such qualifying or eligibility service.

SCHEDULE-III

[See Sub Rule 7(3) and 7(4)]

Composition of Departmental Promotion Committee, Departmental Screening Committee and Departmental Confirmation Committee for considering cases of promotion and confirmation of Group "A" officers of Indian Posts and Telecommunications Accounts and Finance Service

S.No	Grade	Group 'A' Departmental Promotion/Screening Committee (for considering Promotion) consisting of :-	Group 'A' Departmental Confirmation Committee (for considering confirmation) consisting of :-
(1)	(2)	(3)	(4)
1	Apex Level Level -17 in the Pay Matrix (Rs. 2,25,000)	1. Chairman or Member, Union Public Service Commission –Chairperson 2. Secretary (T), Department of Telecom -Member 3. Member (Finance), Telecom Commission -Member	Not applicable
2	Higher Administrative Grade+ Level-16 in the Pay Matrix(Rs. 2,05,400-2,24,400)	1. Chairman or Member, Union Public Service Commission –Chairperson 2. Secretary (T), Department of Telecom -Member 3. Member (Finance), Telecom Commission -Member	Not applicable
3	Higher Administrative Grade Level-15 in the Pay Matrix (Rs.1,82,200-2,24,100)	1. Chairman or Member, Union Public Service Commission –Chairperson 2. Secretary (T) , Department of Telecom -Member 3. Member (Finance), Telecom Commission -Member	Not applicable
4	Senior Administrative Grade Level-14 in the Pay Matrix (Rs.1,44,200-2,18,200)	1. Chairman or Member, Union Public Service Commission –Chairperson 2. Member (Finance), Telecom Commission -Member 3. Advisor (Finance), Telecom Commission -Member	Not applicable

5	Junior Administrative Grade(Non-Functional Selection Grade) Level-13 in the Pay Matrix (Rs.1,18,500-2,14,100)	1. Member (Finance) , Telecom Commission – Chairman 2. Advisor (Finance), Telecom Commission – Member 3. Deputy Director General (Establishment & Training), Department of Telecom –Member	Not applicable
6	Junior Administrative Grade Level-12 in the Pay Matrix (Rs. 78,800-2,09,200)	1. Chairman or Member, Union Public Service Commission –Chairperson 2. Advisor (Finance), Telecom Commission – Member 3. Deputy Director General (Establishment & Training), Department of Telecom – Member	Not applicable
7	Senior Time Scale Level-11 in the Pay Matrix (Rs. 67,700-2,08,700)	1 Advisor (Finance), Telecom Commission – Chairman 2. Deputy Director General (Establishment & Training), Department of Telecom – Member 3. Director (Staff Establishment Accounts), Department of Telecom –Member	Not applicable
8	Junior Time Scale Level-10 in the Pay Matrix (Rs.56,100 - 1,77,500)	1.Chairman/Member, Union Public Service Commission – Chairman 2. Advisor (Finance), Telecom Commission – Member 3. Deputy Director General (Establishment & Training), Department of Telecom – Member 4. Director (Staff Establishment Accounts), Department of Telecom – Member	1. Advisor (Finance) , Telecom Commission – Chairman 2. Deputy Director General (Establishment & Training), Department of Telecom–Member 3. Director (Staff Establishment Accounts), Department o Telecom – Member

SCHEDULE-IV**[See Sub Rule 10(3) (ii)]****Composition of Departmental Screening Committee for considering grant of Non-Functional Up-gradation to the officers of IP&T AFS Gr. "A"**

S.No	Grade	Screening Committee for Non-Functional Up-gradation consisting of :-
1	Higher Administrative Grade	1. Secretary (T), Department of Telecom - Chairperson 2. Member (Finance), Telecom Commission - Member 3. Advisor (Finance), Telecom Commission - Member
2	Senior Administrative Grade	1. Secretary (T), Department of Telecom - Chairperson 2. Member (Finance), Telecom Commission - Member 3. Advisor (Finance), Telecom Commission - Member
3	Junior Administrative Grade(Non-Functional Selection Grade)	1. Secretary (T), Department of Telecom - Chairperson 2. Member (Finance), Telecom Commission - Member 3. Advisor (Finance), Telecom Commission - Member
4	Junior Administrative Grade	1. Secretary (T), Department of Telecom - Chairperson 2. Member (Finance), Telecom Commission - Member 3. Advisor (Finance), Telecom Commission - Member
5	Senior Time Scale	1. Secretary (T), Department of Telecom - Chairperson 2. Member (Finance), Telecom Commission - Member 3. Advisor (Finance), Telecom Commission - Member