

No. A-22018/1/2016/Gr.A/1482
Government of India
Ministry of Finance
Department of Expenditure
Controller General of Accounts
7th Floor, Lok Nayak Bhavan
Khan Market, New Delhi – 110 003

Dated: 6th July, 2016

OFFICE MEMORANDUM

Subject: Amendments/modifications in the existing Recruitment Rules of Indian Civil Accounts Service(ICAS).

A draft Recruitment Rules for amendments/modification in the existing Recruitment Rules of Indian Civil Accounts Service(ICAS) has been prepared. As per DoP&T's O.M. No. AB-14017/61/2008-Estt.(RR) dated 13.10.2015, this draft Recruitment Rules is placed on the website of Office of Controller General Accounts for 30 days and comments, if any, are invited from the stakeholders.

2. All the ICAS officers are requested to give their valuable comments, if any, in this regard latest by 06.08.2016 through Group 'A' Section's email ID groupacga@yahoo.com.



(A.K. Bangalia)

Dy. Controller General of Accounts
Ph.:011-24622029

Copy to:

1. All officers of the Indian Civil Accounts Service's Cadre.
2. Sr.AO(ITD) – for uploading on the website.

DRAFT RECRUITMENT RULE

GOVERNMENT OF INDIA
MINISTRY OF FINANCE
(DEPARTMENT OF EXPENDITURE)
CONTROLLER GENERAL OF ACCOUNTS

G.S.R. 694 (E).- In exercise of the powers conferred by the proviso to article 309 of the Constitution, and in supersession of the Indian Civil Accounts Service (Group 'A') Recruitment Rules, 1977, except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules regulating the **method of** recruitment to the Indian Civil Accounts Service Group 'A', namely:

1. Short title and commencement. -

- (1) These rules may be called the Indian Civil Accounts Service (Group 'A') Recruitment Rules, 2006.
- (2) They shall come into force from the date of their publication in the Official Gazette.

2. Definitions. -

In these rules, unless the context otherwise requires, -

- (a) "appointed day" means the date on which these rules come into force;
- (b) "the Commission" means the Union Public Service Commission;
- (c) "the Controlling Authority" means the Government of India in the Ministry of Finance (Department of Expenditure);
- (d) "the Departmental Promotion Committee" means a Committee constituted to consider promotions and confirmations in any grade of the Service specified in rule 3 and the composition of such Committee shall be as specified in Schedule III;
- (e) "the examination" means the Civil Services Examination held by the Commission for recruitment to Central Services Group 'A';
- (f) "the Government" means the Central Government;
- (g) "Grade" means a grade specified in Rule 3;
- (h) "OBC" means Other Backward Classes having the same meaning and applicability as laid down in Department of Personnel & Training O.M. No. 36012/22/93-Estt. (SCT) dated 8th September, 1993 as amended from time to time;

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- (i) "Scheduled Castes" and "Scheduled Tribes" shall respectively have the same meanings as in clauses (24) and (25) of article 366 of the Constitution;
- (j) "Service" means the Indian Civil Accounts Service (Group 'A').
- (k) "Duty Posts" – Duty posts are mentioned in Schedule-I to the rules.
- (l) "Schedule" – Schedule means at Schedule-I, II & III attached to the Rules.

3. Constitution of the Service. -

(1) The Service shall consist of the following grades, namely:

- (i) **Junior Time Scale - PB-3 (₹15600-39100) with Grade Pay of ₹5400/-**
- (ii) **Senior Time Scale - PB-3 (₹15600-39100) with Grade Pay of ₹6600/-**
- (iii) **Junior Administrative Grade - PB-3 (₹15600-39100) with Grade Pay of ₹7600/-**
- (iv) **Selection Grade (Non-Functional) in Junior Administrative Grade - PB-4 (₹37400-67000) with Grade Pay of ₹8700/-**
- (v) **Senior Administrative Grade - PB-4 (₹37400-67000) with Grade Pay of ₹10000/-**
- (vi) **Higher Administrative Grade scale of ₹67000-(annual increment @ 3%)-79000)**
(Principal Chief Controller of Accounts)
- (vii) **Higher Administrative Grade Plus Scale of ₹75500-(annual increment @ 3%)-80000)**
(Additional Controller General of Accounts)
- (viii) **Apex Scale of ₹80000/- (fixed)**
(Controller General of Accounts)

(2) The Service shall consist of the following persons, namely:-

- (i) all existing officers holding duty posts on regular basis in the Indian Civil Accounts Service (Group 'A') in their respective grades on the appointed day;
- (ii) persons appointed to the Service in accordance with the provisions of these rules.

(3) The regular service of the officers referred to in clause (i) of sub-rule (2) before the commencement of these rules shall be counted for the purpose of probation, qualifying service for promotion, confirmation and pension in the Service.

(4) The cadre of Service shall be controlled by the Controlling Authority.

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4. **Grades and strength of the Service. -**

- (1) The grades and authorised strength of various grades of the duty posts of the Service on the appointed day shall be as specified in the Schedule I.
- (2) After the appointed day, the authorised strength of the duty posts of various grades of the Service shall be such as may, from time to time, be determined by the Government.
- (3) The authority competent to make an appointment to a grade may make temporary or permanent additions to that grade, as it may deem necessary from time to time subject to any general or special order that may be issued by the President.

5. **Method of Recruitment. –**

(1) Initial recruitment to the Service after commencement of these rules shall be made in the following manner:-

(i) By Direct Recruitment – By direct recruitment in the Junior Time Scale on the basis of results of the Civil Services Examination conducted by the Commission in accordance with the rules notified for the purpose or any other scheme of examination that may be notified by Government in consultation with the Commission from time to time in this regard. At least 50% of the vacancies at JTS shall be filled by Direct Recruitment.

(ii) By promotion of officers from Group 'B' services – By promotion to the posts in the Junior Time Scale of the Service shall be made by selection (with due regard to seniority) from amongst Senior Accounts Officers (Group 'B' Gazetted) in the pay scale of Rs.9300-34800 and grade pay of Rs. 5400 with five years' (combined) service in the grade of Senior Accounts Officers/ Accounts Officer on the recommendations of the Departmental Promotion Committee, the composition as shown in Schedule-III.

Provided that the overall strength of promotee officers shall not at any time exceed 35% of the total posts authorized to the Service from time to time.

(2) Appointments to the posts/grades above Junior Time Scale in the Service shall be made by promotion in accordance with Schedule-II.

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6. **Appointment to the Service. –**

- (1) All appointments to the Service shall be made by the Government.
- (2) Initial appointment of the persons recruited to the Service under clause (i) and (ii) of subrule (1) of rule 5 shall be in the Junior Time Scale of the Service.
- (3) The appointment to the Service shall be subject to the orders regarding special representation in the Service for the specific classes or categories of persons issued by the Government from time to time.
- (4) In the event of non availability of eligible officers by direct recruitment or by promotion, the Government may appoint on deputation to a post, borne on the cadre of the Service, officers in the approved grades from other Departments of Central Government or in consultation with the Commission from a State Government, Union Territory Administration, Statutory bodies or Public Sector Undertakings and the period of deputation shall not ordinarily exceed three years.

7. **Probation. -**


(1) Every officer on appointment to the Junior Time Scale of the Service, either by direct recruitment or by promotion from Group 'B' Service, as the case may be, shall be on probation for a period of two years:

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

(2) An officer appointed by Director Recruitment shall undergo such training as may be laid down from time to time by the Government during the period of probation and pass such examinations as the Government may consider necessary as a condition to satisfactory completion of the probation.

(3) If, during the period of probation or any extension thereof, as the case may be, the Government is of the opinion that the officer has not successfully completed the period of probation, the Government may discharge the directly recruited officer from the Service, or revert the promoted officer to the post held by him prior to his appointment in the Service.

(4) As regards other matters relating to probation, the candidates will be governed by the instructions issued by the Government in this regard from time to time.

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8. Confirmation. -

On satisfactory completion of the period of probation or extension thereof, the Government may confirm an officer to his appointment from the date of completion of the period of his probation or extension thereof on the recommendations of the Departmental Promotion Committee constituted under Schedule-III.

9. Substantive appointment in the Service. -

All substantive appointments of officers recruited to the Service through competitive examination shall be made in the entry grade only, viz., Junior Time Scale of the Service.

10. Promotion. -

- (1) The field of selection and eligibility criteria for promotions to various grades of the Service shall be as specified in Schedule II.
- (2) The promotion and confirmation to the posts specified under column (1) of the Schedule III to these rules shall be made on the recommendations of the Departmental Promotion Committee specified in column (2) of that Schedule.

11. Seniority. -

(1) The relative seniority of the members of the Service appointed to any grade in accordance with rule 5 at the time of initial constitution of the Service, shall be governed by their relative seniority obtaining on the date of commencement of these rules, provided that, if the seniority of any such member had not been specifically determined on the said date, the same shall be determined in accordance with the rules applicable prior to the commencement of these rules.

(2) The Seniority of officers, who are appointed to the Service after the commencement of these rules, shall be regulated in accordance with the principles mentioned below:-

(a) Seniority of persons recruited on the basis of results of Civil Services Examination conducted by the Commission in any year to the posts in the Junior Time Scale shall be fixed in accordance with the rules and orders on the subject and with reference to their merit position as recommended by the Union Public Service Commission based on the competitive examination.

Provided that any probationer appointed on the basis of earlier selection(s) shall rank above the person(s) appointed on the basis of subsequent selection(s).

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(b) Officers appointed to the Service in terms of provisions of rule 5((1)(ii) shall be given two years' weightage in seniority vis-a-vis the officers appointed in the same year through competitive examination, which shall count for regular service.

(c) Among the officers appointed through the competitive examination in a particular year and the promoted officers assigned to that year after allowing weightage in terms of sub-rule(b) above, the latter shall be placed en-bloc below the junior most direct recruit of that year.

Provided that those promoted on the basis of earlier selection will rank senior to those promoted on the basis of later selection.

(3) The seniority of the members of the service in each grade shall be determined in accordance with the general orders regulating seniority of Government servants issued by the Government from time to time.

12. Liability for transfer. -

Officers of the service shall be liable for transfer anywhere in India and abroad.

13. Disqualifications. -

No person-

- (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,

shall be eligible for appointment to the Service provided that the Government may, if it is 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. Power to issue certain orders. -

The Government may issue orders, not inconsistent with these rules, to provide for all matters, for which provision is necessary or expedient for the purpose of giving effect to these rules.

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15. Power to Relax. -

Where the Government is of the opinion that it is necessary or expedient to do so, it may by an order, for reasons to be recorded in writing and in consultation with the Commission, relax any of the provisions of these rules with respect to any class or category of persons or posts.

16. Saving. -

Nothing in these rules shall affect reservations and other concessions required to be provided for the Scheduled Castes and the Scheduled Tribes and other special categories of persons in accordance with the orders issued by the Government from time to time in this regard.

17. Interpretation. -

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

18. Residuary matters. -

In regard to matters not specially covered by these rules or orders made or issued there under or by special orders, the members of the Service shall be governed by the rules, regulations and orders applicable to the Central Civil Services in general.

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SCHEDULE -I
[See Rule 4(1)]

Designation, Number and Scale of Pay of posts included in the various Grades of the Indian Civil Accounts Service.

1. Duty Posts:-

Sl. No.	Post, Grade & Scale of Pay	No. of Posts *
i)	Controller General of Accounts Apex Scale [(Rs. 80000) (fixed)]	01
ii)	Additional Controller General of Accounts HAG+ Scale [Rs. 75500-(annual increment @3%)-80000]	02
iii)	Principal Chief Controller of Accounts HAG Scale [Rs. 67000-(annual increment @3%)-79000]	06
iv)	Joint Controller General of Accounts/Chief Controller of Accounts PB-4(Rs.37400-67000 with Grade Pay of Rs.10000)	37
v)	Senior Deputy Controller General of Accounts/ Senior Controller of Accounts PB-4(Rs. 37400-67000 with Grade Pay Rs. 8700)	54
vi)	Deputy Controller General of Accounts/Controller of Accounts PB-3(Rs. 15600-39100 with Grade Pay of Rs. 7600)	
vii)	Assistant Controller General of Accounts/Deputy Controller of Accounts PB-3 (Rs. 15600-39100 with Grade Pay of Rs. 6600)	46
viii)	Assistant Controller of Accounts PB-3 (Rs. 15600-39100 with Grade Pay of Rs. 5400)	41
	Total duty posts	187

2. Reserves:-

i) Probationer's Reserve	20
ii) Deputation Reserve	22
iii) Leave Reserve	05
iv) Training Reserve	05

Total Reserve Posts **52**

Total authorized strength/posts: 239
(Total of Duty posts and Reserves)

* Number of posts is variable depending on the workload, encadrement and Cadre Review.

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SCHEDULE-II

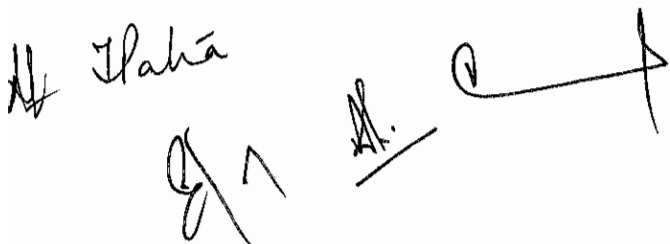
[See Rule 5(1) & (2) and Rule 10(1)]

Statement showing the method of recruitment, field of promotion and the minimum qualifying service in the next lower grade for appointment of officers on promotion to duty posts included in the various grades of Indian Civil Accounts Service (Group 'A'):

S. No	Name of the Post/Grade/Time Scale	Method of Recruitment	Field of Selection and the minimum qualifying service for promotion.
1.	Junior Time Scale Pay Band-3 of ₹15600-39100 with Grade Pay of ₹5400	<i>(i) By direct recruitment on the basis of Civil Services Examination – as per Rule 5(1)(i).</i> <i>(ii) By promotion in consultation with USPC by selection – as per Rule 5(1)(ii).</i>	Senior Accounts Officers, Group 'B' of the Central Civil Accounts Service with 5 years' combined regular service as Senior Accounts Officer in Pay Band-3 of ₹15600-39100 with Grade Pay of ₹5400 (Group 'B') and Pay & Accounts Officer in Pay Band ₹9300-34800 with Grade Pay of ₹5400 (Group 'B') as on 1 st April of the year.
2.	Senior Time Scale Pay Band-3 of ₹15600-39100 with Grade Pay of ₹6600.	By promotion of eligible officers by selection.	Officers in the Junior Time Scale in the Pay Band-3 of ₹15600-39100 with Grade Pay of ₹5400 with 4 years' regular service in the grade.

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3.	Junior Administrative Grade (Functional) Pay Band-3 of ₹15600-39100 with Grade Pay of ₹7600.	By promotion of eligible officers by selection.	Officers in the Senior Time Scale in the Pay Band-3 of ₹15600-39100 with Grade Pay of ₹6600 with 5 years' regular service in the grade or nine years' service in Group 'A'.
4.	Junior Administrative Grade (Non-Functional Selection Grade) Pay Band-4 of ₹37400-67000 with Grade Pay of ₹8700.	Appointment by placement in the scale on the basis of seniority based on suitability taking into account overall performance.	<i>Officers of Junior Administrative Grade in the Pay Band-3 of ₹15600-39100 with Grade Pay of ₹7600 who have entered the 14th year of service on the 1st January of the year calculated from the year following the year of examination on the basis of which such member was recruited.</i>
5.	Senior Administrative Grade ₹37400-67000 with Grade Pay of ₹10000.	By promotion of eligible officers by selection.	<i>Officers in the Junior Administrative Grade in the Pay Band-3 of ₹15600-39100 with Grade Pay of ₹7600 with 8 years' regular service in the grade including Non-Functional Selection Grade (NFSG) [PB-4 ₹37400-67000 with Grade Pay of ₹8700] OR officers with 17 years' regular service in Group 'A' posts in the service out of which at least 4 years' regular service should be in the Junior Administrative Grade (including service rendered in the NFSG of the JAG).</i>



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6.	Principal Chief of Accounts Higher Administrative Grade (HAG) Scale of ₹67000-(annual increment @ 3%)-79000.	By promotion of eligible officers by selection.	<i>Officers in the Senior Administrative Grade in the Pay Band-4 of ₹37400-67000 with Grade Pay of ₹10000 with 3 years' regular service in the grade OR officers with 25 years' regular service in Group 'A' posts in the service out of which at least 1 year's regular service should be in the Senior Administrative Grade.</i>
7.	Additional Controller General of Accounts HAG+ Scale of ₹75500-(annual increment @ 3%)-80000.	By promotion of eligible officers by selection.	<i>Officers with one year of regular service in the Higher Administrative Grade Scale of ₹67000 - (annual increment @ 3%)-79000.</i>
8.	Controller General of Accounts Apex Scale of ₹80000/- (fixed)	By promotion of eligible officers by selection.	Officers of the grade of Addl. Controller General of Accounts having a minimum of 2 years' combined service in the HAG Scale of ₹67000-(annual increment @ 3%)-79000 and HAG+ Scale of ₹75500-(annual increment @ 3%)-80000.

Note I: For the purpose of promotions to Senior Time Scale (STS), Junior Administrative Grade (JAG) and Senior Administrative Grade (SAG) 1st April of the year to which the vacancies fall shall be the crucial date for determining the eligibility of officers for promotion to various grades.

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

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SCHEDULE-III

[see Rule 10 (2)]

Group 'A' Departmental Promotion Committee for considering the cases of promotion / confirmation for various Group 'A' posts in the Indian Civil Accounts Service (ICAS).

(1) Post/Confirmation		(2) DPC for promotion or confirmation	
1.	Confirmation of Direct Recruits/Promotees	1. Additional Controller General of Accounts / Principal Chief Controller of Accounts 2. Deputy Controller General of Accounts 3. Controller of Accounts	Chairman Member Member
2.	Promotion of Senior Accounts Officers (Group 'B') to Junior Time Scale of ICAS (Gr. 'A')	1. Chairman/Member, UPSC 2. Additional Controller General of Accounts / Principal Chief Controller of Accounts 3. Addl. Secy. (Pers)/Jt. Secy. (Pers), D/o Expenditure	Chairman Member Member
3.	Promotion from Junior Time Scale to Senior Time Scale of ICAS	1. Additional Controller General of Accounts/ Principal Chief Controller of Accounts 2. Addl. Secy. (Pers)/Jt. Secy. (Pers), D/o Expenditure 3. Deputy Controller General of Accounts/ Controller of Accounts	Chairman Member Member
4.	Promotion from Senior Time Scale to Junior Administrative Grade (JAG) of ICAS	1. Chairman/Member, UPSC 2. Additional Controller General of Accounts/ Principal Chief Controller of Accounts 3. Addl. Secy. (Pers)/Jt. Secy. (Pers), D/o Expenditure	Chairman Member Member

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5.	Appointment to the Non-Functional Selection Grade (NFSG) of JAG of ICAS (Screening Committee)	1. Controller General of Accounts 2. Additional Controller General of Accounts/ Principal Chief Controller of Accounts 3. Addl. Secy. (Pers)/Jt. Secy. (Pers), D/o Expenditure 4. Jt. Secy. (AT & Admn.), M/o Personnel, PG & P	Chairman Member Member
6.	Promotion to the Senior Administrative Grade of ICAS	1. Chairman/Member, UPSC 2. Secretary (Expenditure) 3. Controller General of Accounts	Chairman Member Member
7.	Promotion to Principal Chief Controller of Accounts of ICAS	1. Chairman/Member, UPSC 2. Secretary (Expenditure) 3. Controller General of Accounts	Chairman Member Member
8.	Promotion to Additional Controller General of Accounts	1. Chairman/Member, UPSC 2. Secretary (Expenditure) 3. Controller General of Accounts	Chairman Member Member
9.	Promotion to Controller General of Accounts	1. Chairman/Member, UPSC 2. Finance Secretary 3. Secretary (Expenditure)	Chairman Member Member

Note: The absence of a member, other than the Chairman or a Member of the Union Public Service Commission, shall not invalidate the proceedings of the DPC, if more than half members of the committee had attended the meeting.

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 2. A signature that appears to be "G. V."
 3. A signature that appears to be "A."
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