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In continuation of this HQrs. Office Most Immediate Circular of even no. dated 10th February 2009, I am glad to inform you that the Hon'ble Raksha Mantri has approved to re-christen the three All India Awards under 'Motivation Scheme' for the Defence Accounts Department as "**Raksha Mantri Awards for Excellence**". The "Raksha Mantri Awards for Excellence" shall be presented by Hon'ble Raksha Mantri on the occasion of DAD Day i.e. on 1st October every year.

2. Para 2 of the Scheme has been modified accordingly. The revised copy of the Scheme is available on CGDA's website. You may like to forward nominations for "Raksha Mantri Awards for Excellence" from your organisation, if any, to the HQrs. office latest by 15th July.

With

Yours

Sdl

All Principal CsDA & equivalent officers (By Name)
All CsDA & equivalent officers (By Name)

Motivation Scheme for the Defence Accounts Department

I. BACKGROUND

The need for adequately motivating officers and staff at all levels of the Central and State Governments has been engaging the attention of the Government for some time. Keeping this in view, the Government of India have introduced Prime Minister's Awards for excellence in Public Administration in order to recognize extraordinary and innovative work done by officers of the Central and State Governments individually, or as a group or as organizations. A similar motivation scheme had been introduced in the DAD to motivate staff and officers to excel in their work. The scheme has been slightly modified during the current year. It has also been felt that instead of the HQrs. Office directly involving itself in the activity of nomination/ selection of individuals doing meritorious work, general guidelines could be provided to the Controllers to decide the Awards at their level while the HQrs. office makes use of the database available with the Controllers to decide the Awards in All India Level.

II. LEVELS AND SCALE OF AWARDS

2.1 It is necessary to first identify the level of admissibility of the Awards. The broad parameters governing this are as follows:

- a) Two Awards for the **Best Official and/ or Team of Officials (upto the Sr.AO level and including Clerks/ Auditor/ SA/ SO(A)/ AAO/ AO/ SAO)** would be decided and given by each Pr. Controller/ Controller/ CFA (Fys) which will be regulated as per Annexure-I & Annexure-II enclosed.
- b) There would be 02 Awards for main office of PCA(Fys) Kolkata & CIA (Fys). PCA (Fys), Kolkata shall be the nodal agency to decide the Awards for the office of the PCA (Fys) & CIA (Fys) which will be regulated as per Annexure-IIA enclosed.

Note: In exceptionally deserving cases, maximum number of awards to be given by a Principal Controller/Controller under 2.1(a) & (b) could be enhanced to three with the prior approval of the HQrs. office. In such cases all the three entries would have to be forwarded to the HQrs. office latest by 30th June 2009 for a decision.

(c) There would be 05 Awards for the offices under PIFA as per distribution below :-

- (i) 2 Awards for ARMY IFAs consisting of 13 IFAs (Annexure-III) which includes BR, R&D, CIDS and their field offices.
- (ii) 2 Awards for AIR FORCE IFAs consisting of 8 IFAs (Annexure-III) and their field offices.
- (iii) 1 Award for NAVY IFAs consisting of 5 IFAs (Annexure-III) and their field offices.

Principal IFA shall be the Nodal Agency to decide the Awards for the offices of IFAs, which shall be regulated as per Annexure-III enclosed.

(d) 05 Awards shall be given to the officers and staff of HQrs office upto SAO level [refer para 2.1 (a)]. The distribution of Awards is:

Audit & Accounts Section	-	01 Award
Admin Section	-	01 Award
EDP Section	-	01 Award
PCDA(HRD) Section	-	01 Award
PIFA Section	-	01 Award

Provided that the number of awards in any of these Sections could be increased to two subject to the condition that the total number of Awards remaining 05.

e) **"Raksha Mantri Awards for Excellence"**

03 Awards will be selected and given on an all India basis by the Hon'ble Raksha Mantri from amongst the winners already shortlisted by the Pr. Controllers/ Controllers/ PIFA/HQrs. office.

f) 06 Awards have been kept reserved in HQrs. office in order to adjust the same in case Principal Controllers/Controllers recommend more than allotted two nominations in accordance with note below sub paras 2.1 (a) & (b).

2.2.1 **For Awards at PCDA/ CDA/CFA(Fys)/ PCA(Fys)/PIFA/ HQrs Office level - Rs. 7500 each**

The Awards will be in the form of cash Awards to be presented by the CGDA/ Pr. Controller/ PIFA/ Controller on DAD Day each year. The Cash Award would be accompanied by a silver trophy duly embossed with the name of the Awardee(s) and a certificate mentioning the outstanding work done by the individual or group of individuals and a badge for each individual.

2.2.2 "Raksha Mantri Awards for Excellence" - Rs. 15000 each

The Awards will be in the form of cash Awards to be presented by Hon'ble Raksha Mantri on DAD Day each year. The Cash Award would be accompanied by a trophy duly embossed with the name of the Awardee(s) and a certificate mentioning the outstanding work done by the individual or group of individuals and a badge for each individual.

III. METHODOLOGY OF SELECTION FOR THE AWARDS

- 3.1 Selection for the best official Award would be largely based on nominations made by the immediately superior authority. Sr. Auditors/ Auditors/ Clerks would be nominated by the AAO/ SO(A), the latter would be nominated by the SAO/ AO concerned while the SAO/ AO will be nominated by the Group Officer. For the Team of officials, recommendations will be made by the concerned Group Officer/ JCDA/ Addl CDA in the Main Office directly overseeing the functional area concerned.
- 3.2 Parameters for appraising outstanding work have been drawn up in Section IV below and are generic in nature. These are illustrative criteria pertaining specifically to departmental work and exemplary work done in these areas should also be taken into consideration at the time of deciding the Awards. Principal Controllers/ PIFA/ Controllers/ HQrs. office are free to take into account any other relevant areas as well while considering meritorious work for the Awards. However, it would need to be ensured that the performance parameters are quantifiable so that decisions are by and large objective.
- 3.3 A Committee headed by the Addl.CDA./Addl.CFA/Jt.CDA/ Jt.CFA and comprising four other officers for the Pr. Controller/ Controller level Awards, two of whom would be IDAS officers, may be nominated by the Pr.CDA/ CDA/CFA in respect of the

offices listed at Annexure-I & Annexure II to assess the suitability of various individuals for the Awards. The Committee would make appropriate recommendations in the prescribed form for nomination (placed at Appendix) to the Pr. CDA/ CDA/ CFA, whose decision would be final. Notwithstanding the stipulation at Para 3.1, it shall be open for the Committee headed by the Addl. CDA/ Addl. CFA/ JCDA/ JCFA to take cognisance of any outstanding item(s) of work done by individual(s) or teams in main office and sub-offices and make suo motto recommendations to the Pr. Controllers/ Controllers.

3.4 For the Main Office of PCA (Fys) and CIA (Fys), the Awards may be decided by the PCA(Fys) Kolkata for the offices listed at Annexure IIA. The Committee to give its recommendations for these two offices shall be chaired by CIA(Fys)/CoA(Fys) and would comprise three officers (at least 2 IDAS officers) from the Main office of PCA(Fys) and one officer from office of the CIA(Fys). For offices under PIFA as listed at Annexure-III, the awards to be decided by PIFA shall be based on the recommendations of national level Committee, comprising three IFAs nominated by the PIFA, in the prescribed form of nomination (Appendix). The senior most of the nominated IFAs shall be the Chairperson of the Committee, who shall nominate one of the other IFAs on the Committee as Member Secretary. The Secretariat for the Committee will be provided by the Member Secretary under the overall guidance of the Chairperson. The same process as in para 3.1 would be adopted for nominations and it shall be open for the Committee headed by the CIA(Fys)/ CoA(Fys)/ IFA to take cognisance of any outstanding item(s) of work done by the individuals or teams in main office and sub-offices and make suo motto recommendations to the PCA(Fys) and PIFA.

3.5 For the awards for Sections in HQrs. Office, following arrangement shall be made:

	AT	IT	AN	PIFA	PCDA(HRD)
Assessment to be made and nominations to be issued by	Committee consisting of five officers (at least three IDAS officers) to be decided by			Committee consisting of three officers (at least two IDAS officers) to be decided	Committee consisting of three officers (at least two IDAS officers) to be

	Jt.CGDA (AT-Coord)	by PIFA	decided by PCDA(HRD)
Decision to be taken by	Committee of : Jt.CGDA (AT-Coord), Jt.CGDA (IT), Jt.CGDA (A/c), Jt.CGDA (AN)	PIFA	PCDA (HRD)

- 3.6 For the Awards to be decided on an all India basis, nomination will be sent by the PCsDA/ PCA(Fys)/ PIFA/ CsDA/ CFAs/ HQrs. office to the Jt.CGDA (AN) in the prescribed self contained proforma as per Appendix enclosed by the 15th July 2009.
- 3.7 Since the Awards are to be necessarily given away on 1st October, i.e. on DAD Day each year, each PCDA/PIFA/ PCA(Fys)/CDA/CFA(Fys)/HQrs. office will draw up their time schedule in such a manner that the Awards for each of the categories is finalised by the end of June positively.

IV. PARAMETERS PROPOSED FOR APPRAISING MERITORIOUS WORK

- 4.1 Parameters for nominating / deciding the Awards as suggested below are illustrative and not exhaustive. The HQrs Office suggests a list of such parameters based on which the Controllers may be free to re-orient the guidelines to suit their organisations. However, the performance parameters would need to be quantifiable so that decisions are by and large objective. Some suggested parameters are as follows:
- Substantial audit objections and/ or useful financial advice leading to necessary reflection in crucial Audit Reports such as the MFAI/ IAR. If the same have led to overall system improvement, necessary note should be taken.
 - Special drive leading to clearance of old outstanding demands and advances.
 - Special initiatives leading to special focus on generally neglected areas of work such as record management - exceptional maintenance of files and documents viz. proper indexing, pagination, binding and stacking of records, retention of only current records, following of stipulated time schedules for retention of records etc.

- Extensive use and dissemination of information through electronic tools such as PC and WAN. Promoting greater use of such tools should be taken due note of.
- Introduction of novel interactive methods including development of appropriate software for settlement of grievances.
- Outstanding efforts in the implementation of Automated systems in the Department. Notable contribution by programmers in the EDP side, especially in generating workable software.
- Special efforts undertaken in training and O&M matters such as developing innovative training modules, audio visual and distance learning packages, compilation of rules, regulations and executive instructions etc.
- Remarkably original innovations/ ideas for improvement in functions.
- Best course designs/ course materials.
- Extraordinary work done in the sphere of clearance of suspense accounts, settlement of DID schedules etc.
- Successful implementation of EDP packages on the Factories accounts side leading to more accurate estimates being worked out in respect of factory accounts and superior audit practices being adopted.
- Outstanding performance studies leading to substantial issues being raised.
- Some parameters for IFA offices are proposed as under:
 - Expenditure clearance of proposals for procurement
 - Critical examination of the expenditure proposals
 - Application of Rules, Regulations and procedures while examining the expenditure proposals
 - Transparency in the working
 - Responsiveness to the needs of the clients
 - Savings achieved as a result of Financial Advice during examination of proposals.

- 4.2 Due recognition needs to be given to outstanding performance in any of the above areas, particularly in hard stations. Officers and staff involved in detecting and preventing frauds and/ or achieving substantial savings would also be given due recognition. The high achiever(s)/ awardee(s) may be given appropriate attention by their profile being reflected in departmental publications, websites etc. While making recommendations to the Pr Controller/ Controller/ Principal IFA, the Committee will ensure that the individual(s) recommended are clear from the vigilance angle, maintain satisfactory public conduct and have a clean image. The ACRs of the individuals should be above general benchmarks and they must be regular as well as punctual in attendance.

List of Principal Controllers/Controllers

Sl.No.	Organization	Station
1.	PCDA (Air Force)	Dehradun
2.	PCDA (CC)	Lucknow
3.	PCDA (Navy)	Mumbai
4.	PCDA (NC)	Jammu
5.	PCDA (Pensions)	Allahabad
6.	PCDA (WC)	Chandigarh
7.	PCDA (R&D)	New Delhi
8.	PCDA (SC)	Pune
9.	PCDA (SWC)	Jaipur
10.	PCDA, New Delhi	New Delhi
11.	CDA (Air Force)	New Delhi
12.	CDA (Border Roads)	New Delhi
13.	CDA (CSD)	Mumbai
14.	CDA (Officers)	Pune
15.	CDA (PD)	Meerut
16.	CDA (R&D)	Bangalore
17.	CDA (R&D)	Hyderabad
18.	CDA (Army)	Meerut
19.	CDA (Funds)	Meerut
20.	CDA (IDS)	New Delhi
21.	CDA, Bangalore	Bangalore
22.	CDA, Chennai	Chennai
23.	CDA, Guwahati	Guwahati
24.	CDA, Jabalpur	Jabalpur
25.	CDA, Patna	Patna
26.	CDA, Secunderabad	Secunderabad
27.	Director, NADFM/ CDA (Training)	Pune

2 x 27 = 54 Awards

Annexure-II**List of offices to be counted as separate units under the Factories****Organisation**

Sl.No.	Organization	Station
1.	CFA (Fys), Bengal Group of Factories	Ishapore
2.	CFA (Fys), Dehradun Group of Factories	Dehradun
3.	CFA (Fys), Jabalpur Group of Factories	Jabalpur
4.	CFA (Fys), Kanpur Group of Factories	Kanpur
5.	CFA (Fys), Avadi Group/ T 72/ T 90/ MBT	Avadi
6.	CFA (Fys), Kirkee Group of Factories	Kirkee
7.	CFA (Fys)	Ambajhari
8.	CFA (Fys) BMP	Medak
9.	CFA (Fys)	Bolangir

09 x 2 = 18 Awards

Note: The office(s), where neither any CFA is posted on full time basis nor additional charge has been entrusted to any SAG level officer, the PCA(Fys) shall finalise the awards based on the recommendations of the committee to be chaired by Addl.CFA (Fys)/JCFA(Fys).

Annexure-IIA

List of offices to be counted as one unit for PCA(Fys)/CIA (Fys)

Sl.No.	Organization	Station
1.	PCA (Fys)	Kolkata
2.	CIA (Fys)	Kolkata

02 x 01 = 02 Awards

List of offices to be counted as separate units under the organisation of Principal IFA**I. ARMY : 02 Awards**

1. IFA (Army HQ-M)
2. IFA (Army HQ-O)
3. IFA (Army HQ-Q)
4. IFA (BR)
5. IFA (CIDS)
6. IFA (EC)
7. IFA (WC)
8. IFA (NC)
9. IFA (ARTRAC)
10. IFA (SC)
11. IFA (CC)
12. IFA (SWC)
13. IFA (R&D)

II. NAVY : 01 Award

1. IFA (NHQ)
2. IFA (ENC)
3. IFA (WNC)
4. IFA (SNC)
5. IFA (P-75)
6. IFA (Coast Guard)

III. AIR FORCE : 02 Awards

1. IFA (Air HQ)
2. IFA (HQ-MC)
3. IFA (Air Trg Command)
4. IFA (EAC)
5. IFA (WAC)
6. IFA (SWAC)
7. IFA (CAC)
8. IFA (SAC)

Total: 05 Awards

DAD Awards**Nomination Form**

For the year _____

1. Area under which the nomination is being made (Please tick)
 - Implementation of Innovative Scheme/Projects.
 - Bringing perceptible systemic changes and building up institutions.
 - Making public delivery systems efficient and corruption free.
 - Showing innovation and adaptation to meet stakeholders' requirements.
 - Setting high standards of services and continued improvement, showing high leadership qualities and improving employee motivation etc.

2. Details of the Nominee (s):
 - (a) Name of the individual (s) responsible (Dr./Mr./Ms.)

 - (b) Name of the office:

 - (c) Complete Postal Address (with pin code):

 - (d) Contact details:
 - Phone No.

 - Fax No.

 - e-mail ID

 - Mobile Phone No.

3. Title of the specific initiative/project for which this nomination is being made:

4. To which of the following positive outcomes has the Project/Initiative contributed significantly? (Please tick ✓)

- Transparency
- Accountability
- Responsiveness
- Consistency, Equity and/or equality of opportunity
- Uniformity and standardization
- Operational convenience and ease
- Transformation of administration
- Simplification of procedures and processes
- Showcasing of best practices
- Promotion of team work
- Better quality of service
- Target-surpassing in terms of quality and quantum of results and timeliness
- Introduction of a unique idea or a distinctively new approach
- Good governance
- Facilitating ICT –enabling/E-Governance
- Creating productive assets of lasting nature
- Increased efficiency (Reduced time and/or cost of service delivery and/or improved quality and quantum of output)
- Reduced corruption
- Government Process Re-engineering/Re-vitalization.

Important

Attach a narrative of the Project/Initiative (NOT MORE THAN 500 WORDS), clearly bringing out the following:

- Background
- Priorities and purposes

- Strategies adopted
- Innovative methods used
- Period/duration of the Project Initiation/Implementation
- Outcomes/Changes resulting from the Project/Initiative
- Exceptional achievements (In substantiation of each of the chosen/ticked outcomes listed above, provide a descriptive note of not more than 50 words)
- Role/nature of involvement of the nominee in the Initiative/Project
- Sustainability.

In addition to the above narrative, a **self contained note** in bulleted form (**for brochure**) in not more than 100 words may also be attached.

Important Notes on the Award Scheme:

- (a) This Award is open to DAD officials up to the level of Sr. AO and includes AOs/AAOs/SOs(A)/Senior Auditors/Auditors/Clerks, serving in the DAD.
- (b) The Initiative/Project should be in successful implementation for at least one (01) year as on date of nomination.
- (c) For Awards to be decided by the CGDA, nominations may be made in the format prescribed above, in soft and hard copy form (3 copies) and mailed directly to the following address:

Joint CGDA (Admin)
Phone : 011-26184492
Fax : 011-26103157, 26187540, 26183678
- (d) Nominations should reach on or before 15th July 2009.
- (e) Nominations with incomplete data or sketchy details and not supported by authenticated documentation as specified herein, are liable to be rejected.
- (f) In all matters of this Award Scheme, the decision of the Principal Controller/ Principal IFA/ Controller/ Controller General of Defence Accounts, as the case may be, would be final and binding.
- (g) Canvassing in any form will be a distinct disadvantage.
