

15 -ാം കേരള നിയമസഭ

13 -ാം സമ്മേളനം

നക്ഷത്ര ചിഹ്നം ഇല്ലാത്ത ചോദ്യം നം. 5427

24-03-2025 - ൽ മറുപടിയ്ക്ക്

പൊതുഭരണ വകുപ്പിലെ അധിക തസ്തികകൾ

ചോദ്യം		ഉത്തരം	
ശ്രീ. യു. എ. ലത്തീഫ്		ശ്രീ. പിണറായി വിജയൻ (മുഖ്യമന്ത്രി)	
(എ)	പൊതുഭരണ വകുപ്പിൽ അസിസ്റ്റന്റ് മുതൽ സ്പെഷ്യൽ സെക്രട്ടറി വരെ ഓരോ വിഭാഗത്തിലും അധിക തസ്തികകൾ ഉള്ളതായി ഈ സർക്കാരിന്റെ കാലത്ത് എ.ജി.യുടെ ഓഡിറ്റ് റിപ്പോർട്ടിൽ പരാമർശിച്ചിട്ടുണ്ടോയെന്ന് അറിയിക്കുമോ;	(എ)	പ്രസ്തുത റിപ്പോർട്ടിലെ പ്രസക്ത ഭാഗത്തിന്റെ പകർപ്പ് അനുബന്ധമായി ചേർത്തിട്ടുണ്ട്.
(ബി)	എങ്കിൽ പ്രസ്തുത റിപ്പോർട്ടിന്റെ പകർപ്പ് ലഭ്യമാക്കുമോ;	(ബി)	പ്രസ്തുത റിപ്പോർട്ടിലെ പ്രസക്ത ഭാഗത്തിന്റെ പകർപ്പ് അനുബന്ധമായി ചേർത്തിട്ടുണ്ട്.
(സി)	ഏതെല്ലാം തസ്തികകൾ എത്ര വീതം അധികമുള്ളതായാണ് റിപ്പോർട്ടിൽ പരാമർശിച്ചിട്ടുള്ളതെന്ന് വ്യക്തമാക്കാമോ?	(സി)	പ്രസ്തുത റിപ്പോർട്ടിലെ പ്രസക്ത ഭാഗത്തിന്റെ പകർപ്പ് അനുബന്ധമായി ചേർത്തിട്ടുണ്ട്.

സെക്ഷൻ ഓഫീസർ

III. Irregular posting of officials in excess of sanctioned strength (OBS-1405531).

Definition (4) under Rule 12 of Chapter III in Part I, KSR states that the Cadre means the **strength of a service** or part of a service sanctioned as a separate unit. Rule 69 (a) of Kerala Financial Code specifies that only Government can sanction the creation of any additional establishment, permanent or temporary and sub clause (b) says that an order sanctioning a temporary establishment should invariably specify the period for which the sanction for a temporary establishment will take effect. Sub clause (c) states that when a person is appointed substantively to a post in a class or grade of appointments in an establishment over and above its sanctioned strength without at the same time increasing the sanctioned number of posts in the class or grade, the officer so appointed is termed as 'Supernumerary' in that class of grade. Further, when such an appointment is sanctioned, it shall be the duty of the Head of the Department or office to absorb in the first vacancy, permanent or acting, that occurs in the class or grade after the appointment of the supernumerary and no vacancy occurring in that class or grade shall be filled up until all the existing supernumerary officers are absorbed. Sub clause (a)(2)(c)(iii) of Rule 69 says that a supernumerary post should not be created in circumstances which, at the time of the creation of the post or thereafter, would lead to an excess of the working strength. Again, sub-clause (iv) says that a supernumerary post should not be created for an indefinite period as other permanent posts are, but should normally be created, for a definite and fixed period sufficient for the purpose in view. Sub clause (v) says that it is personal to the officer for whom it is created and no other officer can be appointed against such a post. It stands abolished as soon as the officer for whom it was

→

created vacates it on account of retirement or confirmation in another regular permanent post or for any other reason. In other words, no officiating arrangements can be made against such a post. Since a supernumerary post is not a working post, the number of working posts in a cadre will continue to be regulated in a manner that, if a permanent incumbent of one of the regular posts returns to the cadre and all the posts are manned one of the officers of the cadre will have to make room for him. He should not be shown against a supernumerary post.

In short, if a person had to be appointed over and above its sanctioned strength without increasing the sanctioned number of posts, it is termed as 'Supernumerary' and such posts stands abolished as soon as the officer for whom it was created vacates it. A comparison of the sanctioned strength of various cadres vis-à-vis the attendance marking of GAD staff as on a randomly selected date (1 August 2023) revealed the following. The tables considered for obtaining staff in roll from attendance details were Table of employees present, Table of employees absent and Table of employees on leave (excluding long leave).

Govt. of Kerala vide GO(Rt) No. 2339/2018/GAD dt. 11.04.2018 had issued orders declaring the cadre strength as on 01.01.2018 in the following manner.

Under Secretary	-	136
Deputy Secretary	-	49
Joint Secretary	-	38
Additional Secretary	-	53
Special Secretary	-	6

In the Accountant General's report on the audit of accounts and registers of GAD that was conducted from 12.02.2018 to 21.04.2018, maintenance of excess staff in the cadres of Special Secretary, Additional Secretary and Joint Secretary was brought to notice of the Government. It was replied by the Government that the maintenance of excess posts was due to exigencies of work. In order to check whether any revision has been made to the sanctioned strength considering the exigencies and on the basis of any work study, Audit enquired about this and from the reply furnished by GAD, it was seen that a work study was conducted by Personnel and Administrative Reforms Department in 2020 and no change to the sanctioned strength has been made as on 31/03/2024 in respect of the above categories.

For analysing the number of personnel posted against the above sanctioned strength, Audit compared it with the attendance details maintained through SPARK by the Attendance Monitoring

Cell. The date selected by audit was 01/08/2023 (Tuesday). The details are given in the table below:

Category	Sanctioned strength	Number of personnel in roll as per attendance as on 01.08.2023	Excess personnel as per attendance roll
Special Secretary	6	6	Nil
Additional Secretary	53	92	39
Joint Secretary	38	71	33
Deputy Secretary	49	63	14
Under Secretary	136	172	36

As per Rules quoted from the Kerala Financial Code above, the additional posts that are being operated should have been 'Supernumerary' from the date of their creation and should have been abolished when the first person who held the post vacates it.

Further, Audit noticed that Government has issued an order, GO(Ms) 08/2022/GAD on 17/01/2022 regarding the implementation of the recommendations of a five member committee appointed by the Government. The recommendation was regarding the rearrangement of the posts of Additional Secretary, Joint Secretary, Deputy Secretary, Under Secretary, Section Officer, Assistant and Supernumerary Assistant. The Senthil Committee, which was appointed for studying about the reforms to be made in the Government Secretariat recommended implementation of the recommendations in GO(Ms) 08/2022/GAD on 17/01/2022 with immediate effect (i.e. within three to six months).

a. Audit enquired about the authority/rules under which the excess posts were being operated on a regular basis. Audit also enquired as to whether the recommendations made through GO(Ms) 08/2022/GAD dated 17/01/2022 were implemented. It was replied that a detailed reply would be furnished later.

b. In order to check the staff strength fixed and that operated in other posts, Audit enquired about this in the GAD and the details seen are as follows.

Category	Sanctioned strength (as replied by GAD)	Number of personnel as per attendance as on 01.08.2023	Excess personnel as per attendance roll
Sr. Grade Assistant	374	442	68
Asst. Section Officer	374	413	39
Section officer/ Section officer (HG)	387	428 (41 excess in SO cadre)	41
Clerical assistant	51	77	26
OA	544	744	200

The authority (rules) for operating the above excess posts on a regular basis and the dates from which these were being operated were called for. It was replied that a detailed reply would be furnished.

The Senthil Committee report has mentioned that on the basis of work study report submitted by the five member committee, the 220 posts of OA was abolished by Government and was refixed as 554. But the attendance details were showing that 744 OAs were in the roll as on 01.08.2023, an excess of 200 posts.

c. Due to the implementation of e-office, the official work on all files have moved to the electronic mode and all officers have to conduct the related work through their computers. This has made the post of Computer Assistant redundant. The work study conducted by the P&ARD has identified that only 204 posts of Computer Assistants is required against the cadre strength of 448 (only 415 computer assistants were working at that time of preparation of report). It recommended retrenchment of remaining posts and recommended that vacancies should not be reported to the Public Service Commission till all the recommendations have been implemented. However, it is seen that 109 posts of Computer Assistants were reported to PSC and 105 postings were made.

Though the reasons for making appointments when it was known that 204 posts were in excess were called for. It was replied that a detailed reply would be furnished.

Cuckoo
01/08/2023