



### From the CGDA's Desk

Since my last message, much has happened on all fronts for our department in general and for our staff/officers in particular that is hugely satisfying. One such concerns transfers/postings of our officers/staff to various offices in a transparent manner as per laid-down principles, while at the same time keeping the Department's needs in view. It warms the cockles of my heart that many staff and officers have expressed their happiness to me. In keeping with our spirit of transparency and fairness, I hope the IDAS transfer policy which is on the anvil now should bring about greater cheer to everyone with its sense of fairness, objectivity, equity et al. We have already seen the fruits of transparency and the benefits it brings in its wake. Now that we have tasted *transparency* there is no getting away from it – only we want and pray more and more areas are granted this illumination. Suddenly, the oft-quoted 3Es look far more than Efficiency, Economy and Effectiveness in the area of HRD. It seems to have acquired a different dimension – do I say 3D and dare call this combo 3EsD! Lest you think I am indulging in workplace semantics and jiggery-pokery, let the cat come out of the bag. Believe you me, we have within a very short time started reaping the benefits of transparency. The number of RTI applications has tanked, the complaints are on a downswing, and I can see the quality of work improving with greater application of mind(s) and the output going up. I am indeed beside myself with joy. But a glitch though still remains which doesn't show us in good light: many PCsDA/CsDA are yet to upload the details relating to office expenses along with note sheets. This is unfortunate simply because it is against the very grain of transparency. I hope this gentle nudge prompts them to act in double quick time and upload the necessary details. I don't wish tongues to wag and go on an overdrive!

The cadre review proposal that had begun about 2 years ago is still a work-in-progress today. It needed close shepherding, a greater application of mind, and a much wider consultation with people with ideas, knowledge and rooted in ground reality. While it would be rather premature for me to say anything about it now, suffice it to say that we are working out a framework which takes into account the scenarios that are likely going to emerge in the future, but without in the least overlooking our basic refrain of value-for-money and transparency. How I wish this was addressed and taken to its logical conclusion a couple of years ago which could have made all of us happier than what we are today!

Issues within our control I have tried to address and with a sense of immediacy. For the first time we have accorded the importance of imparting training to our middle-rung officers – ACsDA and SAOs on the verge of promotion to IDAS – who though promoted (or likely to be very soon) have had no such luck in undergoing a semblance of a Foundational Training Programme that we all direct recruits benefit from when still in our bureaucratic diapers. This was one need I was acutely aware of right from Day One of my joining the Headquarters' office and I am happy that we have been able to make a small beginning by nominating 8 SAOs and 4 ACsDA/Dy IFAs for a three-week International Training Programme conducted by the National Institute of Financial Management (NIFM). I hope, over time, we are able to institutionalize training needs for all levels. This is going to be a win-win for all and will galvanize the staff to take the SAS examination more seriously and with a sense of purpose which, in turn, will lead to improvement in the Department's work quality and output. I would like to aver that the future of the Department is bright, and would appeal to all the staff to give their hundred per cent for their own personal development and for the sake of our Department.

As a mark of singular achievement we have drawn up two important reports: the Internal Audit Report on HAL/BDL Contracts; and the Study on Reports and Returns. While the first Report is aimed at streamlining contractual norms so that we get the bang for the taxpayers' money spent, the second Report is aimed at rationalizing and ridding the system of needless avoiddupois accumulated over decades on end. Needful actions taken on both the Reports, I'm sure, will eventually make our task easier and less burdensome.

I cannot end this message without making a reference to my visits. Yol and Chamba I visited for the Pension Adalats and to get to see first-hand the problems and inconveniences that pensioners face in remote hilly areas. A thought seeded in my mind and quickly grew and I wondered if mobile Pension Adalats with the Pension Caravan stopping en-route for a few hours in remote, hard-to-get places could be an answer for the kind of queries we came across and free the pensioners from the trouble of travelling different terrains. I discussed this issue with PCDA (Pension). I hope soon enough we'll be able to work out the necessary tweaking when we conceive of Pension Adalats in these and other remote areas. Bangalore or Bengaluru as it is called today, where I went just a few days ago was a whirlwind trip of less than two days. But I did manage to spend an entire day in the office of the PCDA discussing various issues, the work profiles and improvements that we need to address today to take it to a higher level. Of this, I devoted a half-day to the PAOs under PCDA Bangalore when the CDA presented her ideas and the measures we could adopt in our quest to render seamless service to our jawans. Late evening I addressed the staff and officers. It felt good to come back to the familiar surrounds of the Sanskriti Hall to speak to a packed audience. The sky opened up just as I had started speaking and I pitter-pattered along with the Bangalore rain so familiar to me during the years I worked as the CDA/PCDA there. The pit-a-pat of the rain was music to my ears, filling me with immense delight. Next half-day I spent time with CDA (R&D) and IFA (R&D) trying to understand the various issues they are handling. I was so engrossed in the lively presentations and discussions that I was almost on the verge of missing my flight! The visit nonetheless was a delight all the way.

Keep doing your good work and let's take this department to a dizzier height!

Date: September 27, 2015

Sudhansu Mohanty