



सत्यमेव जयते

**GUIDELINES FOR
TRANSFER / POSTING OF
IAS / IPS OFFICERS OF
JOINT AGMU CADRE
2010**

**MINISTRY OF HOME AFFAIRS
GOVERNMENT OF INDIA**

**GUIDELINES FOR TRANSFER/POSTING
OF IAS/IPS OFFICERS OF JOINT
AGMU CADRE - 2010**

1. The AGMU Cadre of IAS/IPS, earlier known as the UT Cadre, caters to the needs of four units, viz., the three States of Arunachal Pradesh, Mizoram & Goa, and Union Territories viz., A&N Islands; Chandigarh; Daman & Diu and Dadra & Nagar Haveli; Delhi; Lakshadweep and Puducherry. The constituent units are far flung, geographically dispersed and sharply differ from each other, climatically, culturally, linguistically and administratively. There is a great amount of diversity amongst the constituents in terms of location, connectivity and educational/medical facilities etc. This has implications for the cadre management of IAS/IPS officers, especially, their transfer/postings and, therefore, requires careful and objective handling.
2. Guidelines to govern the transfer/postings of IAS/IPS officers were drawn up in June, 1990 and subsequently amended in 1992 in order to ensure that:
 - (i) Cadre officers serve hard areas at their turn and get the required experience in serving in different constituent units of the cadre;
 - (ii) The tendency of some officers to stick to Delhi for years together by bringing extraneous pressures is checked and curbed; and
 - (iii) Each constituent unit is able to avail of the services of officers with varying seniority, experience and expertise in various fields of administration, suited to the needs of the unit.

JCA decisions

3. (i) Originally, States and UTs serviced by the Cadre were classified into 3 categories, viz. 'A', 'B' and 'C' as indicated below :
- (a) **Delhi**
 - (b) **Soft Areas** : Goa and UTs of Chandigarh and Puducherry.
 - (c) **Hard Areas** : Arunachal Pradesh, Mizoram and UTs of Andaman and Nicobar Islands, Daman & Diu & Dadra and Nagar Haveli and Lakshadweep

Delhi and its equivalent

- (ii) At the meeting held on 6th June, 1994 JCA approved that the following periods will be excluded from the calculation spent outside Delhi segment:
- (a) Period spent on long leave, including study leave during a posting outside Delhi.
 - (b) Period spent on a training course of duration longer than six weeks.
 - (c) Period spent at a station outside the cadre.
- (iii) JCA also approved that the tenure of the Supertime Scale officers posted in the outlying territories should be three years instead of two years. The JCA stressed the need to implement the disincentives laid down in the existing guidelines in letter and spirit.
- (iv) No further changes to the transfer and posting policy were made by JCA However, in 2008, the UT of Daman & Diu and Dadra & Nagar Haveli was declared as 'soft area' and shifted from 'C' to 'B' category.

Need to revise policy guidelines

4. Despite the policy, the following trends have been observed:
- Movement of some officers from Delhi/ soft areas to hard areas tended to remain unimplemented and in the case of most officers implemented after a considerable lapse of time.
 - This, inter alia, affected legitimate movement of officers from hard areas to Delhi on completion of their tenure
 - Paradoxically, transfer orders of officers to Delhi, especially those promoted to IAS/IPS belonging to home segment viz. Arunachal Pradesh and Mizoram, tended to remain unimplemented or implemented after a considerable lapse of time.

Based on the experience of operation of these guidelines and the lacunae/distortions observed, it is proposed to revise the guidelines. The revision is to ensure that no unit serviced by the Cadre remains starved of Cadre officers and that onus to serve in the constituents outside Delhi and also in both 'hard' area and 'soft' area is shared among the officers equitably.

Recent developments- Cadre review of IAS

5. (i) Further, consequent upon the notification of Cadre Review of IAS in 2010, the increase in the Cadre strength of the constituents has also necessitated the review of existing guidelines for transfer/posting. As against 23 Cadre posts of IAS in senior scale in Delhi/ Chandigarh, there are 26 posts in category 'B' areas and 61 in category 'C' areas. If we add Central deputation reserve posts against Delhi/Chandigarh, the strength of posts in Delhi/Chandigarh may go up to 67. Thus, more than 50% posts in senior time scale

