



कार्यालय रक्षा लेखा नियंत्रक :
OFFICE OF THE CONTROLLER OF DEFENCE ACCOUNTS
नं. 1 स्टाफ रोड, सिकंदराबाद -500 009
NO.1, STAFF ROAD, SECUNDERABAD - 500 009.
फोन/PHONE: 040-27843385 फैक्स/FAX NO:040-27817275



No: AN/II/AEBAS/2024

Date: 20.06.2024

(MOST IMPORTANT CIRCULAR)

To

1. The Jt.CDA I/c, PAO(ORs) EME Secunderabad
2. The DCDA I/c, PAO(ORs) AOC Secunderabad
3. The ACDA I/c, AAO(Army) Visakhapatnam
4. Group Officers (Local)
5. All Sections of Main Office
6. All Sub-offices located at
Secunderbad/Hyderabad/Suryalanka/Tirupati.

Subject: - Instructions regarding implementation of Aadhar Enabled Biometric Attendance System (AEBAS) for attendance of all Government employees, by various Ministries/Departments/Organizations (MDOs).

Reference: - HQrs Office Circular No: AN/III/3012/Circular/Vol-III,
dt: 07.06.2024



@@@@@

HQrs Office letter regarding instructions on implementation of Aadhar Enabled Biometric Attendance System (AEBAS) for attendance of all Government employees is circulated herewith for information and strict compliance.

All Sub-Offices are requested to forward the compliance report to this office on or before 27.06.2024 without fail.

CDA has seen.


(M VENKATA RAO)
ACDA (AN)

	<p align="center"> 'हर काम देश के नाम' रक्षा लेखा महानियंत्रक Controller General of Defence Accounts उलान बटार रोड, पालम, दिल्ली छावनी-110010 Ulan Batar Road, Palam, Delhi Cantt.-110010 Ph: 011-25665703, Fax : 25674806 e-mail : aniii.cgda@nic.in </p>	
---	---	---

No. AN/III/3012/Circular/Vol-XII

Dated 18/06/2024

To,

All PCsDA/ PIFAs/CsDA/ IFAs.
(through WAN)

Subject: -Instructions regarding implementation of Aadhar Enable Biometric Attendance System (AEBAS) for attendance of all Government employees, by various Ministries/ Departments /Organizations (MDOs)

A copy of GoI, Ministry of Personnel, Public Grievances and Pensions, DOPT letter No. F. No. 11013/13/2023-Pers. Policy-A.III dated 15/06/2024 is forwarded herewith for necessary action please.

2. In this context, the undersigned is directed to request all heads of the organizations should ensure strict compliance of instructions contained in ibid letter, without fail.

3. An action taken report in this regard may please be forwarded to this HQrs by 30th June without fail.


 (Sushil Riyar)
 Sr. ACGDA (AN)

Copy to :-

1.	AN IV (Local)	For similar action
2.	IT & S Wing (Local)	It is requested to upload the circular on CGDA WAN

(Sushil Riyar)
 Sr. ACGDA (AN)

F. No.11013/13/2023-Pers. Policy-A.III
Government of India
Ministry of Personnel, Public Grievances and Pensions
Department of Personnel and Training

North Block, New Delhi
Dated 15th June, 2024

OFFICE MEMORANDUM

Subject: Instructions regarding implementation of Aadhar Enable Biometric Attendance System (AEBAS) for attendance of all Government employees, by various Ministries/Departments/Organizations (MDOs)

Instructions have been issued by this Department from time to time for observing punctuality by the Government employees. Responsibility for ensuring punctuality in respect of their employees rests with the concerned Ministry/ Department/ Organization (MDO). In this regard, instructions on implementation of Aadhar Enabled Biometric Attendance System (AEBAS) by Ministries/Departments/Organizations (MDOs) have also been issued from time to time. In its instructions issued by this Department vide OM of even number dated 23rd June, 2023, all the MDOs were, *inter alia*, advised to ensure strict implementation of AEBAS and periodically monitor the marking of attendance to ensure punctuality. However, it has been observed that despite clear instructions, several employees are not registering their attendance in Biometric Attendance System (BAS) and some of the employees have been coming late on a regular basis.

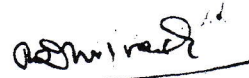
2. The matter of strict implementation of AEBAS has recently been reviewed and taking a serious note of the laxity in implementation of AEBAS, it is hereby reiterated that all MDOs will regularly monitor the attendance reports of their employees after downloading the same from the portal (attendance.gov.in). The MDOs will also ensure the following:

- a. All employees mark their attendance using AEBAS without fail. This will ensure that there will be no discrepancy between 'registered' and 'active' employee on AEBAS.
- b. In case any employee is not registered over AEBAS, immediate steps should be taken to register his/her biometric data on BAS portal; MDOs may also reconcile the data of registered employees on AEBAS with the employee data on other portals such as eHRMS portal/PFMS portal and the list of employees maintained by the Department.
- c. In respect of Divyaang employees, MDOs will make appropriate arrangements for providing convenient and easily accessible machines for capturing biometrics through suitable alternative modes.
- d. HODs of the MDOs shall sensitize their employees to adhere to the instructions relating to office hours, late attendance etc. They would download the consolidated report from the portal on a regular basis and identify the defaulters. Habitual late attendance and early leaving of office should be viewed seriously and be essentially discouraged. Strict action against the defaulters may be initiated under the extant GOI rules.
- e. MDOs shall ensure that the biometric machines remain functional at all times.

3. Besides above, it may be noted that UIDAI has now rolled out face-based authentication applications using **Android/iOS based phones**. The face Authentication offers robust features like faster authentication, live location detection, geo-tagging, etc. The Nodal Officer of respective MDO shall configure personal mobile policy in attendance portal for the employees of their Organizations and get the geo-coordinates fed into the entry locations of the office. The minimum OS requirements for smart phones would be OS 9.0 or above for Android smartphones and OS 14.0 or above for iOS smartphones. NIC officers and staff of the respective MDOs will facilitate registration of their Departmental employees on such iOS/android applications.

4. It may kindly be noted that BAS is only an enabling platform and there is no change in the punctuality instructions relating to Office Hours, late attendance etc. which will continue to apply. As per extant instructions contained in DOPT OM No. 28034/8/75-Estt(A) dated 04.07.1975; DOPT OM No. 28034/10/75-Estt(A) dated 27.08.1975 and DOPT OM No. 28034/3/82-Ests(A) dated 05.03.1982, half-a-day's Casual Leave (CL) should be debited for each day of late attendance, but late attendance upto an hour, on not more than two occasions in a month, and for justifiable reasons may be condoned by the competent authority. In addition to debiting Casual Leave (or Earned Leave, when no CL is available), disciplinary action may also be initiated against Government servants coming to office habitually late as it amounts to 'misconduct' under the CCS(Conduct) Rules, 1964. Early leaving is also to be treated in the same manner as late coming. The data relating to punctuality and attendance of an employee should also be taken into account, while considering him/her for important assignments, trainings, deputations and transfers/postings.

5. Secretaries of the Ministries/Departments etc. are, therefore, requested to kindly bring the contents of these instructions to the notice of their employees and put in place a robust monitoring mechanism to ensure complete compliance by the employees and initiate suitable action against the defaulting employees.



(Manoj Kumar Dwivedi)

Additional Secretary to the Government of India

Tel. +91-11-23092158

Email: as-pers.policy-dopt@gov.in

To,

All Secretaries of Ministries/Departments (As per standard list)