



सत्यमेव जयते

Indian Cost Accounts Service (ICAS)



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## An Overview of Indian Cost Accounts Service

A comprehensive guide to understanding one of India's premier professional accounting services, dedicated to cost efficiency and financial excellence in government operations.

# The Professional Foundation

The Indian Cost Accounts Service represents a unique intersection of professional accounting expertise and public service, bringing specialized financial knowledge to government operations.

This service is distinguished by its exclusive composition of professionally qualified accountants who bring rigorous analytical skills to fiscal management.



## A Distinctive Professional Service



### Exclusively Professional

ICoAS is India's only accounting service staffed entirely by professionally qualified accountants



### Dual Qualification Path

Officers are either Cost Accountants or Chartered Accountants, ensuring expert financial oversight



### Strategic Positioning

Combines professional accounting standards with public sector accountability and governance

# Administrative Structure

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## <sup>1</sup>Administrative Ministry

Ministry of Finance

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## <sup>2</sup>Departmental Placement

Department of Expenditure

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## <sup>3</sup>Service Category

Group A Central Service

ICoAS operates under the Ministry of Finance, specifically within the Department of Expenditure, positioning it at the heart of India's fiscal management infrastructure.

Diademy IAS

**LIVE OPEN SESSION**

*Online*

## **STRATEGY TO CRACK UPSC ICAS (ASSISTANT DIRECTOR - COST) IN ONE SHOT!**

Just ONE MCQ Exam to Become Group A Officer in Govt of India!



### **WHAT'S COVERED?**

- ✓ Syllabus Decoding
- ✓ Cut-off Analysis
- ✓ Latest PYQ Pattern Breakdown



Master your Finance domain & ace 120 questions to secure top Central Govt Job! 🎯

**By CA Rahul Kumar (ICAS qualified 2016)**

Live link drops soon! Join & transform your career!

**Team DIADEMY IAS**

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# Ministry of Finance: Organizational Structure

## Department of Financial Services

Banking and insurance oversight

## Department of Public Enterprises

Public sector undertaking management

## Department of Disinvestment & Public Assets Management

Strategic asset management

## Department of Economic Affairs

**Indian Economic Service** - Economic policy and analysis

## Department of Revenue

**Indian Revenue Service (Income Tax)** - Direct tax administration

**Indian Revenue Service (Customs & Indirect Taxes)** - Customs and GST

## Department of Expenditure

**Indian Civil Accounts Service** - Government accounting

**Indian Cost Accounts Service** - Cost and pricing expertise

# Official Mandate

**"Advice to Ministries and Government Undertakings on Cost Accounts matters and attend to Cost Investigation work on their behalf."**

This allocation of business defines ICoAS as the central authority for cost accounting expertise across all government departments and public sector undertakings, ensuring standardized and professional cost management practices throughout the government.



# Core Competence: What ICoAS Delivers



## Repository of Expertise

Specialized knowledge in costing, pricing, cost reduction strategies, and efficiency improvement methodologies



## Professional Assistance

Render expert guidance to ministries and government agencies on complex financial and cost-related matters



## Cost-Benefit Analysis

Evaluate non-profit schemes and social programs to ensure optimal resource utilization and impact



## Independent Agency

Serve as an objective, professional body providing unbiased cost and financial assessments for government decision-making



# Historic Perspective: Evolution of ICoAS

1

## **1978: Service Constitution**

Indian Cost Accounts Service was formally constituted, recognizing the need for specialized cost accounting expertise in government

2

## **1982: Recruitment Framework**

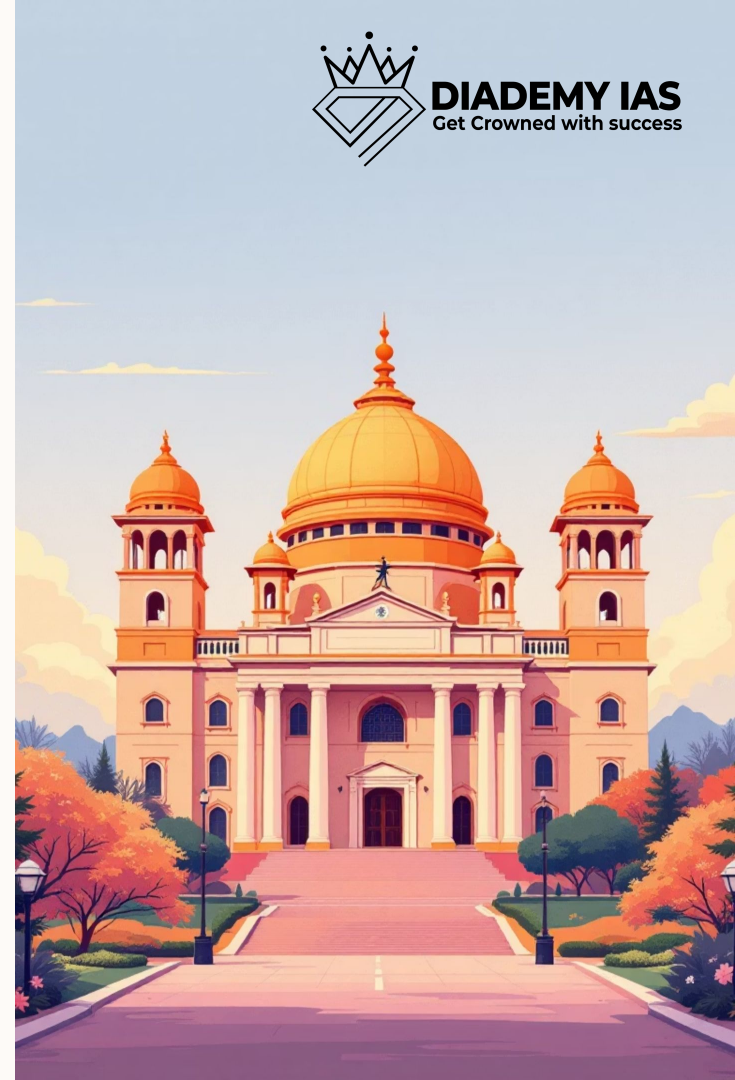
Official recruitment rules were notified, establishing clear pathways for professional accountants to join the service

3

## **Present Day: Professional Network**

Chief Adviser Cost serves as the managing authority and central repository, coordinating 31 participating offices across diverse ministries

Key participating ministries include Economic Affairs, Revenue, Commerce, Defence, Chemicals & Fertilizers, Consumer Affairs, National Pharmaceutical Pricing Authority, and many others, demonstrating the service's wide-ranging impact.





# Vision

## To Assist The Government In Achieving Cost Efficiency In Operations, Schemes And Projects

This vision statement encapsulates the fundamental purpose of ICoAS: ensuring that every rupee of public expenditure delivers maximum value to citizens through rigorous cost management, strategic pricing decisions, and continuous efficiency improvements across government operations.

# Role of Service Officers

ICoAS officers complement the efforts of Central and State governments and departments through multifaceted contributions:

## **Resource Optimization**

Ensuring effective use of resources through proper allocation, fund monitoring, cost control, reduction strategies, and efficiency measures

## **Revenue Assessment**

### **Support**

Supporting revenue authorities in fair and transparent assessment of income while preventing tax evasion and fraudulent practices

## **Fair Pricing Mechanisms**

Establishing fair and reasonable pricing for goods and services, balancing industry viability with consumer protection

## **Trade Practice Safeguards**

Safeguarding industries, consumers, and investors from unfair or restrictive trade practices through mechanisms like anti-dumping measures

## **Market Dominance**

### **Prevention**

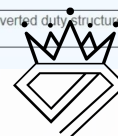
Preventing misuse or abuse of market dominance to ensure competitive and fair marketplace conditions

# Indian Cost Accounts Service (ICoAS)

A prestigious Group 'A' Gazetted civil service offering nationwide opportunities in financial management, cost control, and public administration across diverse government departments.

## Role of ICoAS Officers in Main Participating Organizations

Ministry of Commerce - DGTR	Anti dumping measures, determination of dumping, injury margin and recommendation of duties
Ministry of Defence	Member in the Contract Negotiation Committees in defence acquisition. Ascertainment of price in single vendor purchases. Advise and assist on price variation and escalation/ de-escalation clauses in the defence equipment purchase contracts.
Ministry of Corporate Affairs	Administration of Companies Act provisions relating to Cost Accounting Record Rules and Cost Audit. Administration, monitoring and review of audit reports. Examine capital markets frauds, commodity market frauds, siphoning of public funds in matters referred to SFIO
Department of Revenue - Central Board of Indirect Taxes and Custom.	Anti-evasion drives, valuation cases, as expert in audit of assesses and advice on cost price issues in assessment.
National Pharmaceutical Pricing Authority	Pharmaceutical Pricing and monitoring of Drug prices as per Drug Price Control Order, 2013.
Tariff Commission	Tariff fixation and cost/price studies of various product and services. Examine inverted duty structure on products. Carry out impact analysis in respect of indirect incentives.



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# UPSC Indian Cost Accounting Service

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(Qualified **ICOAS in 2016**)

Senior UPSC IAS Faculty, Old Rajinder Nagar, Delhi

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## CAREER OVERVIEW

# Your Gateway to Public Service Excellence

The Indian Cost Accounts Service represents one of India's most respected civil service cadres, offering professionals with accounting and finance backgrounds the opportunity to serve the nation while building a distinguished career in government.

Department of Public Enterprises	Negotiation of MoU targets between the administrative Ministries and respective CPSEs and updation of MoU guidelines. Implementation of PRC and formulation of policies pertaining to wage related issues of CPSEs. Preparation of Annual Public Enterprise Survey Reports.
Ministry of Consumer Affairs, Food & Public Distribution	Finalize claims of various States for paddy, wheat and coarse grains. Examine claims of multiple agencies involved in the procurement and distribution of food grains.



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## Permanent Positions

Secure government employment with career stability and growth prospects throughout your professional life.

## Group 'A' Gazetted

Elite status among civil services with decision-making authority and policy implementation responsibilities.



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# Service Conditions and Eligibility

## Headquarters & Postings

Based in New Delhi with **All India Service Liability**, meaning officers can be posted anywhere across the country based on organizational requirements.

## Employment Type

Permanent positions with probation period as per government rules

. Officers receive tenure-based security and benefits.

## Compensation Structure

**Level-10 in Pay Matrix** as per 7th Central Pay Commission, placing officers in the senior management category.

## Age Requirements

Maximum age: **35 years**, with relaxations available for SC/ST/OBC/PwD and other categories as per Government of India norms.





# Pan-India Presence: Officer Posting Locations

ICoAS officers serve across India's major metropolitan cities, state capitals, and strategic industrial centers, ensuring comprehensive coverage of government operations nationwide.

## Northern Region

- New Delhi (Headquarters)
- Chandigarh
- Dehradun
- Meerut
- Lucknow

## Western Region

- Mumbai
- Faridabad
- Vadodara
- Jaipur
- Pune

## Eastern Region

- Kolkata
- Ranchi
- Ghazipur

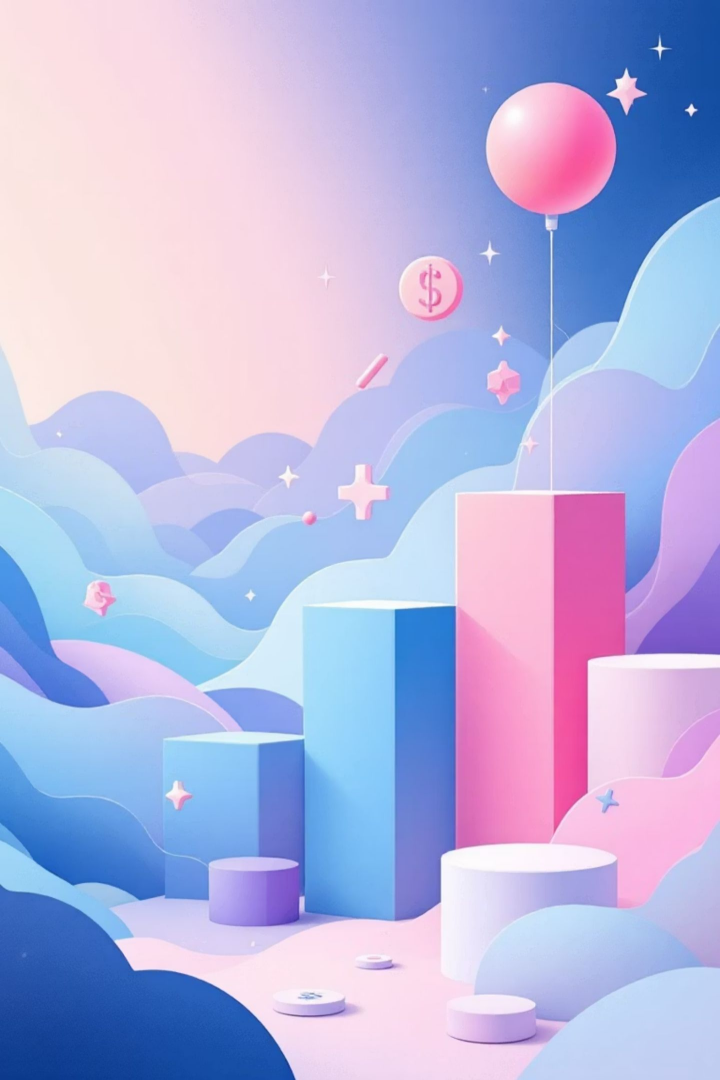
## Southern Region

- Bengaluru
- Hyderabad
- Vishakhapatnam

## Central Region

- Bhopal
- Nagpur
- Neemuch





## Comprehensive Salary Structure

1

### Basic Pay

₹56,100 per month at entry level (Level-10), with pay protection provisions ensuring fair compensation based on prior experience.

2

### Dearness Allowance

Currently at **31% of Basic Pay**, revised twice yearly to offset inflation and maintain purchasing power.

3

### House Rent Allowance

Location-based HRA: **27%** (Metro Cities), **18%** (Other Cities), or **9%** (Rural Areas) of Basic Pay.

4

### Additional Components

- Transportation Allowance (level-based)
- NPS Employer Contribution (10%)
- Deputation Allowance (5-10% of Basic)
- Fixed Annual Increment (January/July)



# Extensive Benefits Package

ICoAS officers enjoy comprehensive benefits that ensure work-life balance, family welfare, and long-term financial security beyond base salary.



## Leave Benefits

**Casual Leave:** 8 days | **Restricted Holidays:** 2 days | **Earned Leave:** 30 days annually, plus 20 days Medical Leave with specialized provisions for Maternity, Paternity, and Child Care.



## Housing Support

Government residential accommodation or HRA, plus advances for house purchase/construction with favorable terms and low interest rates.



## Education Support

Tuition fee reimbursement for dependent children up to prescribed limits, supporting quality education for officers' families.



## Healthcare Coverage

Central Government Health Scheme (CGHS) for self and dependents, annual health checkups, and comprehensive medical benefits ensuring family wellness.



## Travel Provisions

Leave Travel Concession (LTC) for self and dependents, full transfer cost reimbursement including transportation, and travel allowances for official duties.



## Professional Allowances

Entertainment Allowance, briefcase/bag allowance, magazine/periodical reimbursement, laptop/desktop provisions, and mobile/broadband bill reimbursements subject to limits.

 **Additional Benefits:** Central Government Employees Group Insurance Scheme (CGEGIS), vehicle purchase advances, and comprehensive insurance coverage for financial security.



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# World-Class Training Programs

ICoAS officers receive comprehensive training at induction level and throughout their careers through **mid-career training programmes** designed for middle and senior-level officers, both in India and abroad.

## Training Curriculum Coverage

- Advanced Finance & Project Appraisal
- Financial Resource Management
- Public Taxation Systems
- Contract Management
- Modern Management Skills
- Contemporary Policy Issues

These programmes ensure officers remain at the forefront of financial management practices and policy implementation, building expertise that serves both career advancement and national development.



# Diverse Departmental Opportunities

ICoAS officers serve across **39+ central government departments**, ministries, and organizations, contributing to critical national functions from taxation to defense, healthcare to infrastructure.



## Finance & Taxation

DOE, CBIC (GST), CBDT, DEA, DIPAM, DGTR, Tariff Commission



## Industry & Commerce

Opium & Alkaloid Factories, Heavy Industries, Fertilizer Coordination, Jute Commission, MCA (Cost Audit Branch, SFIO)



## Defense & Home

Acquisition & Production Wing, Naval Dockyards, Home Affairs, DMS



## Social Welfare

Health & Family Affairs, Consumer Affairs, Food & Public Distribution, Agriculture & Farmer's Welfare, Education



## Infrastructure

Housing & Urban Affairs, Road Transportation & Highways, DPE, Food Processing



## Specialized Agencies

NPPA, Space, Films Division, DOPT



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## Hierarchical Advancement Structure

ICoAS offers a clearly defined promotion pathway with opportunities to reach senior leadership positions in the government, based on merit, experience, and performance.

Designation	Grade/Scale in Pay Matrix
Chief Adviser (Cost)	Level 17
Addl. Chief Adviser (Cost)	Level 16
Principal Adviser (Cost)	Level 15
Adviser (Cost)	Level 14
Director/Joint Director (Cost)	Level 13/Level 12
Deputy Director (Cost)	Level 11
Assistant Director (Cost) (Entry-level/Probationer)	Level 10

### Entry Level

Assistant Cost Accounts Officer - Learning fundamentals and building foundational expertise in government cost accounting operations.

### Mid-Career

Cost Accounts Officer & Senior Positions - Taking on greater responsibilities with specialized assignments and departmental leadership roles.

### Senior Leadership

Principal/Chief Cost Accounts Officer - Strategic decision-making, policy formulation, and organizational leadership at the highest levels.



# Eligibility for Central Staffing Scheme

The Central Staffing Scheme provides a strategic pathway for experienced officers to serve in key positions across Ministries and Departments of the Government of India at Deputy Secretary/Director and above levels.



## Service Requirement

Officers become eligible upon completing 9 years of service, ensuring sufficient experience and expertise.



## Financial Benefits

Officers receive a monthly deputation allowance as compensation for their specialized service.



## Additional Perks

Eligible for staff car facilities at selected posting locations, enhancing mobility and convenience.



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# Non-CSS Deputation Opportunities

Beyond the Central Staffing Scheme, officers have access to a wide range of prestigious positions across India's governmental ecosystem.

## Scope of Non-CSS Posts

All appointments to positions under Autonomous Bodies, Commissions, Authorities, Boards, Trusts, and Societies controlled by various Ministries and Departments fall under Non-CSS deputation.

## Administrative Framework

These positions are managed by the Department of Personnel and Training (DoPT), excluding specific posts directly under the control of respective Ministries.

## Career Diversification

Non-CSS positions offer officers opportunities to gain diverse experience across different governmental and quasi-governmental organizations, broadening their professional expertise.



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# Cadre Review Process

Regular cadre reviews ensure optimal resource utilization and maintain the highest standards of governance and accountability.

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## 1 Resource Optimization

Promoting efficient use of resources through proper allocation, monitoring of funds, cost control measures, cost-cutting initiatives, and comprehensive performance improvement methods.

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## 2 Revenue Administration

Assisting tax authorities in conducting fair and transparent revenue assessments while implementing measures to reduce evasion and prevent financial fraud.

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## 3 Price Regulation

Determining just and reasonable prices for goods and services to maintain market equilibrium and consumer protection.

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## 4 Market Protection

Safeguarding industries, consumers, and investors from unfair or restrictive trade practices through measures like anti-dumping policies.

0

## 5 Competition Framework

Preventing misuse of dominant market power to ensure healthy competition and fair business practices.




**F.No. 1/215(27)/2023-R.IV/SPC-II**  
**SPECIAL CELL-II**

**Dated : 25.09.2025**

**Subject – Sharing of Information in respect of recruitment to recruitment to 36 Posts of Assistant Director (Cost) in the office of Chief Advisor Cost, Department of Expenditure, Ministry of Finance. [Advt. No. 04/2024 dated 24.02.2024, Vacancy No. 24020401424].**

1.	Total number of vacancies (category wise)							
	UR	EWS	OBC	SC	ST	TOTAL		
	15	04	10	05	02	36*		
2.	Total number of candidates appeared in RT are 2895							
3.	Total number of candidates appeared category wise :							
Category		Gen	OBC	SC	ST	EWS	TOTAL	
No. of candidates		1992	603	182	19	99	2895 (including 31 PH)	
4.	Total number of candidates finally selected in different categories.							
Category	Gen	OBC	SC	ST	EWS	PH-VI	PH-MD	TOTAL
No. of candidates	12	11 (including 01 RAUV)	05	02	04	01 (Gen)	01 (Gen.)	36

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## Test Duration and Structure

Test duration: two hours

Total 120 MCQs, each of 2.5 Marks

## Test Guidelines

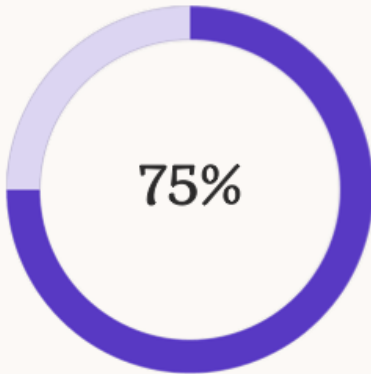
**Medium: English only**

### **Penalty**

Every wrong answer carries a deduction of one third marks allotted; if no third of marks for a question, no penalty for that question

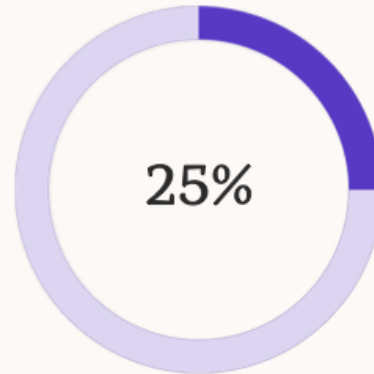
## Weightage Distribution

# RT and Interview carry 75:25 weightage



RT

300 Marks



Interview

100 Marks

# Examination Syllabus: Part I

## FOUNDATIONAL TOPICS

1

### Cost Fundamentals

Cost Objects, Cost Centers and Cost Units.  
Collection, classification, allocation and apportionment of Material Cost, Employee Cost, Direct Expenses, and Overheads.

2

### Cost Accounting standards

Generally Accepted Cost Accounting Principles (GACAP), Cost Accounting Standards, Cost Audit procedures, Companies (Cost Record & Audit) Rules, 2014 as amended, and Assurance Standards.

3

### Costing Methods

Single Output Costing, Job Costing, Batch Costing, Contract Costing, Process Costing, and Service Costing methodologies.

4

### Decision Analysis

Marginal versus Absorption Costing, Cost-Volume-Profit analysis, and decision-making processes involving alternative choices.

5

### Pricing Strategies

New Product Pricing approaches, Monopoly versus Competitive Pricing models, and specialized Pricing strategies for the Service Sector.



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# Examination Syllabus: Part II

## ADVANCED TOPICS

### Cost Management

- Cost Control and Cost Reduction techniques
- Standard Costing & Variance Analysis
- Budget and Budgetary Control systems

### Transfer Pricing

- Methods: Cost Based, Market Price Based, Negotiated Pricing
- Criteria for setting Transfer Prices
- Transfer Price in different business situations

#### 1 Financial Reporting Standards

Generally Accepted Accounting Principles (GAAPs), Indian Accounting Standards and Ind AS frameworks.

#### 2 Financial Statement Analysis

Preparation of Corporate Financial Statements, comprehensive Ratio Analysis, and Cash Flow Analysis techniques.

#### 3 Project Appraisal

Capital Budgeting, Cost of Capital, Leverage Analysis. Methods include Payback Period, Net Present Value (NPV), Financial and Economic Internal Rate of Return (FIRR/EIRR), and Benefit Cost Ratio.

### Emerging Concepts

- Life Cycle costing and Activity Based costing
- Learning Curve applications and Target costing
- Total Quality Management and Six Sigma
- Environmental Management Accounting.





# Examination Syllabus: Part III

## SPECIALIZED AREAS



### Project Management

Project Planning techniques, Project Life Cycle stages, Gantt Charts, PERT and CPM methodologies for effective project execution.



### Government Accounting

General Principles and comparison with Commercial Accounting.  
Government Accounting Standards, role of CAG and Public Accounts Committee.



### GST Framework

Comprehensive coverage of GST Act & Rules including chargeability, supply scope, classification, time/value/place of supply, Input Tax Credit, and anti-profiteering measures.



# Examination Syllabus: Part IV

## REGULATORY FRAMEWORK

### Customs Law

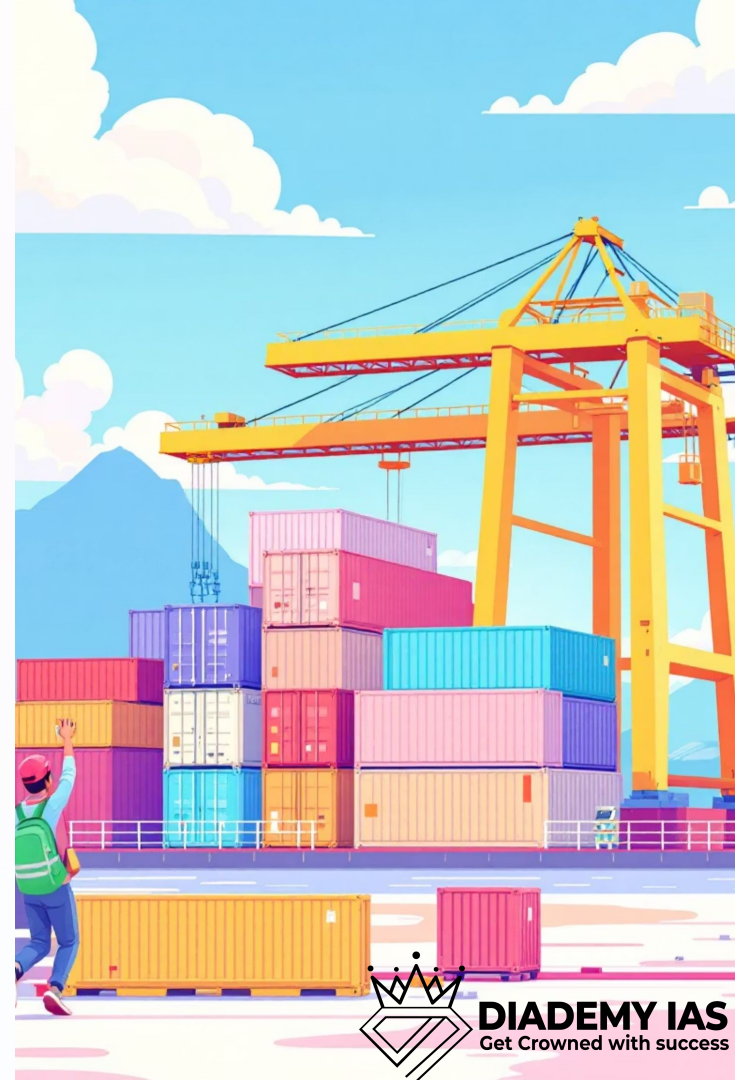
Classification under Customs, Types of Duties (Basic customs duty, IGST, Protective duties, Safeguard duty, Countervailing duty, Anti-dumping duty), Valuation of Imported and Export Goods, Deemed export, Duty drawback mechanisms.

### Companies Act, 2013

Special emphasis on provisions relating to Declaration and Payment of Dividend (Chapter VIII, Schedule II), Accounts of Companies (Chapter IX, Schedule III and VII), Audit and Auditors (Chapter X), and Government Companies (Chapter XXIII).

### Corporate Governance

Comprehensive overview of issues and concepts, Corporate Governance Practices and Codes in India, Corporate Governance in state-owned businesses including the MOU system and accountability frameworks.



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UPSC 2026

# Indian Cost Accounting Service Recruitment

## Eligibility Criteria

Candidates must possess qualifications recognized by the Institute of Chartered Accountants of India (ICAI) or the Institute of Cost Accountants of India (ICAI-CMA).

## Age Limits & Relaxations

**UR/EWS:** 35 years maximum

**OBC:** Relaxations applicable

**SC/ST:** Additional age relaxations

**PwBD:** Special provisions available

This recruitment drive offers eligible candidates a prestigious opportunity to advance their careers as Assistant Directors (Cost) within the esteemed UPSC framework and contribute to India's public financial administration.

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## 1 Recruitment Test

Comprehensive written examination

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## 2 Personal Interview

Final evaluation stage



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## Cut-Off 2024-25 Exam

6.	<b>Highest marks obtained by candidates in different categories.</b>						
Category	Gen	OBC (RAUV)	SC	ST	EWS	PH-VI	PH- MI/MD
<b>Highest Marks</b>	323.00	281.18	257.50	172.18	265.33	227.00	88.50
7.	<b>Total marks of written examination were 300.</b>						
8.	<b>Total marks of Interview were 100.</b>						
9.	<b>Weightage of written marks and interview in the final result was 75:25.</b>						



## Cut-Off 2024-25 Exam

5.	Minimum level of suitability of marks in the Recruitment Test :						
Category	UR	OBC	SC	ST	EWS	PH-VI	PH-MD
Recruitment Test (out of 300 marks)	191.68	168.33	134.18	85.83	175.00	95.00	37.50
Interview (out of 100 marks)	50	45	40	40	50	40	40
Final Selection (out of 400 marks)	281.18	252.50	207.18	166.00	253.33	227.00	88.50

\*Out of 36 vacancies, 02 vacancies are reserved for PH category.



## Exam Center details



<b>Centre of the Test</b>	<b>Centre Code</b>
Ahmedabad	01
Bhopal	04
Chennai	12
Delhi	08
Dispur (Guwahati)	09
Jaipur	11
Jammu	34
Kochi	24
Kolkata	06
Lucknow	26
Mumbai	05
Nagpur	13
Ranchi	41
Vishakhapatnam	51



# Balancing Work and Exam Preparation

## Create a Structured Study Plan

Dedicate 2-3 hours daily for focused study. Utilize early mornings or evenings when you're most alert. Break syllabus into manageable weekly targets.

1

2

## Leverage Your Professional Experience

Your work in cost accounting provides practical context. Connect theoretical concepts with real-world applications from your job to deepen understanding.

3

## Weekend Deep Dives

Reserve weekends for comprehensive topic coverage, practice tests, and revision. Use Sundays for mock examinations under timed conditions.

4

## Smart Resource Management

Join online study groups, use mobile apps for quick revision during commutes, and maintain concise notes for last-minute review.

5

## Maintain Work-Life-Study Balance

Communicate your goals with family and employers. Take strategic leave before exams. Prioritize health, sleep, and stress management throughout your preparation journey.





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