

**INCOME TAX
EMPLOYEES
FEDERATION**



President: Ravindran B Nair
9969234999

CENTRAL HEADQUARTERS

A2/95, Manishinath Bhawan,
Rajouri Garden, NEW DELHI-110027
Tel.011-2510 5324; 2593 7462
Website: www.itefchq.org
Email: itefcentral@gmail.com

Secretary General: Rupak Sarkar
8902198000

Circular No.1 of 2018-21

Dated, 21st March, 2018

Dear Comrades,

XXIX All India Delegates Conference of ITEF
held at Ujjain, MP from 14th to 17th February, 2018

The XXX All India Delegates Conference of ITEF was held at Ujjain, MP from 14-17th February, 2018. The Inaugural and Open sessions were held on 14th February, 2018 at 11 AM and 3 PM respectively. The Conference started at 10.30 AM with hoisting of the ITEF Flag by Com. President Ashok Kanojia in the presence of the Delegates, Observers, Advisors, Guests and Invitees followed by salutation at martyr column. The Delegates from all the Circles were present in the Conference.

The Inaugural session started at 11 AM in the Mancha named after Com. Samar Bose & Com. Lajpat Rai and G R Kureel Sadan (Hall), the departed leaders of ITEF. Shri Shiv Pratap Shukla, Hon'ble Minister of State, Ministry of Finance, Govt. of India was good enough to accept our invitation and inaugurated the Conference with lightening of lamp.

The Chairman of the Reception Committee and leader of MP & CG Circle Com. Kailash Meena welcomed the Chief Guest, other Guests, Invitees, Delegates and Observers to the city of Ujjain, the Mahakal Nagari of Madhya Pradesh. Com. Secretary General delivered the speech touching upon various issues which are pending for solution for quite a long time and requested the kind intervention of the Hon'ble Minister for bringing about settlement of the issues especially matters that are pending before the DoPT & DoE. The Member (Admin), Shri. B.D.Vishnoi in his inaugural speech, thanked the Hon'ble Minister for his presence in the Conference. He also thanked the Federation in maintaining the democratic tradition and helping the Department in achieving the targets and for maintaining a peaceful and cordial relationship with the Administration. He highlighted various steps taken by Board in resolving the demands of the employees. He touched upon the issues on which the Board had taken positive steps and assured immediate settlement of the pending issues. He requested the members of ITEF to put in all out efforts to achieve the target of revenue collection. As the Chairman, CBDT, could not make it to the Conference due to his preoccupation, he had conveyed his greetings and wishes for the success of the Conference.

Shri P K Dash, Pr.CCIT, Bhopal and Shri A.K. Chauhan the CCIT, Indore addressed the Conference and wished the Conference all success. Shri. Shiv Pratap Shukla the Hon'ble Minister has expressed his pleasure to be among the Officers and Officials of the Department and delivered a befitting inspirational speech. He stated that some problems as have been expressed by the Secretary General, I had directed Shri. B.D. Vishnoi to study of the issues raised and submit a report through the Chairman CBDT. He appealed the members of ITEF to work for increasing the Tax payer base and revenue collection without harassing the taxpayers. He assured that

the Board would take up the pending issues with DoPT and DOE and if necessary he would also ask the Secretary (Revenue) to intervene in the matter. Com. Amitava Dey, Secretary General of ITGOA extended warm greetings and wished the ITEF Conference all successes. Com. Ashok Kanojia while proposing vote of thanks expressed his gratitude to the Chief Guest and other dignitaries for attending the inaugural session of the Conference.

The Open session was held at the same venue & Hall at 3 PM on 14th Feb 2018 Com. Yaswant Purohit, General Secretary, ITEF MPCG Circle and Secretary Reception Committee welcomed Chief Guest and other dignitaries. The session was inaugurated by the Chief Guest Com. K Hemlata, President of Centre of Indian Trade Unions. In her inaugural address she touched upon the socio-political scenario of the country and the attitude of the present Government to the issues of the common people. She also spoke about the aggressive pursuance of the policy of Privatisation and disinvestment of Public Sector units, Railways, Defence, postal services etc. and the crucial role, the Central Government Employees movement needs to play in resisting such policies. Com. Umesh Mehta while extended warm wishes to the conference of ITEF thanked the host unit for making excellent arrangement for holding the Conference. He stated that almost thirty thousand posts are vacant in the Department and till date the recruitment rules are not finalized. In this situation the only way forward is sustained agitation and struggle.

Com. Arvind Trivedi President ITGOA assured that whatever decision the ITEF is going to take in the Conference the ITGOA will stand by it. It was the strength of JCA which implemented 8th October 2015 one day strike all over the country very successfully, that had paved way for a meeting with Revenue Secretary. He said that the Unity of ITEF and ITGOA under the banner of JCA will be carried forward in the days to come.

Com. KKN Kutty, President of Confederation while wishing all success to the Conference appreciated the ITEF for carrying out three strikes on 2.9.15, 02.09.16 and 16.03.17 with cent percent participation of members. He also informed the house the importance of Com. G.R. Kuril, who was dismissed under article 311(2)(b). He also touched upon the strike ballot which was conducted in 1973 as per the Bhubaneswar CWC decision in support of strike call given by Railways demanding bonus to central Govt. employees. He also recalled the services rendered by Com Lajpat Rai, Com. Vinod Bihari Srivastava and Com. Samar Bose. He also touched up on the national and international scenario with reference to the Secretary General's report. On neo-liberal and anti-labour policies being followed by the Govt. he stressed upon united struggle of the working class to counter such attacks.

The House felicitated the comrades who have served ITEF CHQ and now have been promoted or retired: Com. R.P. Tripathi, Com. Baskar Battacharya Com. Parikshit Vasudeva Com. Prakash Sarvarker Com. Ujjal Hore Com. Barun Ghoshal Com. B.N. Chikate and Com. Prashant Dharkar.

The session concluded with Com. Ravindran Nair, Addl. Secretary, proposing the vote of thanks.

The delegate session was inaugurated by Com. Badal Saroj, Vice President CITU Madhya Pradesh with his vibrant speech.

The following committees were formed for smooth organising the Conference, Steering Committee, Minutes Committee and Credential Committee. Decisions taken after discussions in the conference, agenda-wise are given hereunder:

Agenda No. 1. **Condolence Resolution.** On behalf of the Working Committee Com. Secretary General read out the Condolence Resolutions, as part of the Secretary General's Report. The Secretary General paid homage to the leaders namely Com. S K Vyas, Com. Praveen Rashtrapal, Com. Sukomal Sen, Com. Samar Bose, Com. Lajpat Roy, Com. A B Bardhan, Com. Shambu Prasad, Com. Vinod Bihari Srivastava, Com. K B Verma, Com. G.R. Kuril and other social activists, politicians, renowned personalities who passed away since last Conference. The house observed one minute silence in their memory. The condolence resolutions were adopted.

Agenda .No. 2: **Conformation of the minutes of the XXIX delegate conference held at Guwahati from 19th to 22nd February 2015.** The minutes were passed unanimously.

Agenda No. 3: **Presentation, Consideration and discussion on the report and accounts submitted by the Secretary General and discussion on Departmental and Common issues on behalf of the Central Working Committee of the ITEF.** Both agendas were taken together. The Secretary General presented the report and accounts, highlighted the various issues incorporated in it. He also said that a detailed report on the resolutions passed in the last conference on common and departmental issues as also some of the major issues referred by the Circles are incorporated in the Report. After discussion, the report and the accounts for the three financial years were unanimously approved by the House.

Agenda item No. 4 & 6: **Matters for consideration and decision under article XVIII of the Constitution, if any discussion and adoption of the Report of the Chairman, Election Commission and the Disciplinary Committees, if any were taken together:** There were no report to place before the House from both the committees.

Agenda item No. 5: **Amendment to the Constitution, if any:** The Secretary General explained the situation/ compulsion regarding merger of Group D Circles as the 7th CPC has not revived the Group D cadres. He informed the house that the Gr.D Circles of Delhi, Bengal, AP, Vidharbha and UP West Circle are yet to be merged with the Gr.C Circles. On behalf of the Central Working Committee the proposal for amendment in the Constitution regarding merger of Group D Circles had been placed before the house. After detailed discussion it was approved unanimously. However, delegates of Group D Circles opposed this proposal for amendments and appealed for maintaining MTS Circle, which was not accepted by the house. The necessary amendments in the Constitution, which was proposed by the CWC meeting held at Nagpur were also approved in this regard. Another proposal for inclusion in Code of Conduct, that if any member criticises the Organization publicly including the social media, may be deemed to be indulging in anti-organisational activities and will be liable for disciplinary action, was also accepted.

Agenda items 7 & 8. **Discussion on Departmental, Common and organisational issues and adoption of resolutions on policy & programmes:** The Secretary General initiated the discussion by making a brief presentation on the Departmental issues settled and the issues that are still pending with CBDT and other agencies like

IFU, DoE and DoPT. He touched upon the situation in which we are placed today in pursuance of these issues. He emphasised the need to embark upon agitational programmes involving massive campaign programme to elicit the participation of the entirety of membership. The delegates of all circles were participated in the discussion and raised certain issues. In summing up after discussion in the House the Secretary General clarified various questions and doubts raised by the Delegates. He also said that all the issues which require settlement and consideration will be part of the resolutions and will be taken up with the appropriate authorities.

The Secretary General proposed following long pending important issues for immediate settlement failing which agitation programme will be chalked out by the newly elected secretariat in its first meeting. The House unanimously accepted the policy and programme of the organisation and adopted the same.

Important Resolution on pending Issues

1. Finalization of pending Recruitment Rules of EA and ITI.
2. Filling up of all vacant posts :
 - (i) Requisition for filling up of all Direct Recruitment vacancies to be sent to the Staff Selection Commission immediately and to request for special recruitment drive.
 - (ii) Necessary relaxation for promotion may be given for filling up the vacant posts.
3. Removal of Anomaly arising out of advance increment and to set right the issues related to MACP.
4. Finalisation of Duty List of all Group C officials as per Cadre Restructuring 2013.
5. Sufficient fund allotment under different heads, mainly under Medical and Wages heads, to all the charges.
6. To Stop outsourcing of the regular official works of the Department and review the fund allocation on contracterisation.
7. To meet out all discrepancies, already pointed out and submitted to the ADG (EXAM), in the answers provided in the answer key, as happened in the last Departmental Examinations and revaluation of answer sheets may be permitted.

As per report submitted by the Steering Committee the following resolutions were adopted to be taken up with the authorities:

Resolutions on Departmental issues

- Necessary directions may be given to all Pr.CCITs to implement the Board/DoPT/DoE instructions uniformly.
- The mistakes apparent in the Key released by Directorate of Examination, CBDT for last year's examination should set right and marks may be awarded accordingly.
- Revaluation of answer sheet may be permitted.
- Further relaxation in the residency period of RRs for promotion to the cadres of TA, Sr.TA, Steno Gr.I and OS may be given for the R.Y. 2018-19 .
- Special pay for the officials in Audit, Investigation Wing and Central Circle may be provided.
- Extra window for traces in TDS may be provided.
- Increase the Bandwidth.
- Facility to view the case laws in ITBA (as provided in ITR Online)
- Calling for repeated reports may be stopped. For example QPR is a repetition of CAP-II.

- Medical grant may be treated under separated head like Salary head.
- Disparities in MACP may be rectified when it comes to identical grade pay in Promotional cadre and feeder cadre.
- To modify the Recruitment Rules for MTS. Requisite qualification should be only 10th Pass and 12th failed (not the higher qualification). Recruitment in this cadre may be made through Local Employment Exchange.
- To modify the RR of Tax Assistant by including Staff Card Driver as a feeder cadre for promotion.
- In Departmental Examinations compulsory passing of Hindi paper may be removed.
- To provide reward on IDS work.
- Night Duty Allowance/OT/TA/DA for persons deployed for search and seizure.
- Modify the reward structure so as to give more benefit to non-gazetted employees.
- Since, departmental examinations are qualifying examinations, negative marking should be removed
- Remove 10 chances restriction to appear in the Deptt. examination.
- In the Ministerial Staff Exam Swamy's Handbook should be allowed as the same is allowed in CBEC.
- Create Pr. CIT Charge at Tirunelveli consisting Tirunelveli, Tuticorin and Nagarcoil Ranges and Pr. DIT charge at Coimbatore as per Cadre Restructuring.
- Training in ITBA should be imparted with complete seriousness and requisite scientific manner and regional Language support in all ITBA and CPC help desk.
- Clarification may be sought regarding the post which are eligible for dress allowance.
- To make proposal for Cadre Review.
- Relaxation / Exemption for visually impaired officials in skill test.
- Periodical changes may be made in Office Procedure Manual 2003 or New one may be published.
- Office Superintendents on becoming Executive Assistants should be given special pay as OS post is supervisory in nature.
- Permission may be granted to MTS cadre for appearing in Inspector Exam.
- Dual control over the Pr.CIT charge Haldawani Region must be removed and both the technical and administrative control to be given to the Pr.CCIT, Lucknow.
- Operational Vehicle Budget should not be combined with O.E. Separate head to be provided for operational vehicle.
- Sufficient quarters may be provided to all employees. In case of non availability of quarters, steps may be taken to purchase suitable accommodations as per norms/rules.
- Sufficient advance may be provided to the staff members nominated for DTRTI Training programme.
- Instruction may be given to all Pr.CCsIT(CCA) for framing guidelines on transfer policy of non-gazetted employees after discussion with recognized service association/ in the RJCM.
- Take necessary steps to introduce a medical insurance to the employees of income Tax Department by using 1% incentive scheme.

Common Issues

- NPS Related Issue - Scraping of NPS to be taken up on priority. To speed up through spirited agitation throughout the country jointly with the State Government employees.
- All the anomalies arising out of the implementation of 7th pay commission may be resolved at the earliest.
- Notional Increment to be granted to those officials who joined during the following periods and received their first increment only after a gap of 13 to 18 months. (6th CPC implemented in Sept. 2008).i.e. 02.02.2006 to 30.06.2006; 02.02.2007 to 30.06.2007 and 02.02.2008 to 30.06.2008
- To provide CGHS facility or hassle free cashless treatment in Multi Speciality Hospitals in all places or increase the package rates.
- To grant Tuition Fees reimbursement for College Education also.
- To revive/enhance Care taking Allowance/ Sports Allowance.
- Fixation of basic of Promotees to be made at par with Direct Recruits.
- Remove the ceiling of 5% of Direct Recruit Quota fixed for recruitment on Compassionate appointments.
- The Hon'ble Supreme Court Judgment allowing the post based for granting MACP should be implemented in Income tax Department also.
- More Super specialty hospital like AIIMS should be empanelled under CGHS in all cities.
- Number of Casual leave may be increased from 8 to 12.
- Child Care Leave should be extended to male employees also.
- LTC entitlement to be made at par with TA entitlements.
- The claim settlement of CGEGIS may be made at par with market rates.
- Quota for Grades in the cadre of Staff Car Drivers may be changed so that the SCDs get better promotion avenues.
- To retain entire Child Care Leave with full pay as available before 01.07.2017.
- To order HRA arrears from 01.01.2014 from the newly upgraded cities.
- To allow fixation of pay for Ex-Servicemen as per last pay drawn in the Defence Services.
- To grant LTC for travel to SAARC countries.
- To increase encashment of earned leave from 300 days to 600 days.
- To enhance rate of interest on GPF subscription to 12% p.a.
- To open CGHS dispensary for the benefit of the C.G. Employees and Pensioners at all mofussil stations.
- Pay Protection to be extended to the ex-servicemen. Steps may be taken to stop recovery of amounts from those persons who had availed facility of air travel for LTC before the DoPT OM 31011/8/2017 dated 19/09/2017 restricting air travel facility only for tours.
- Necessary steps may be taken to demand grant of all advances from NPS.
- Necessary steps may be taken to demand extension of GPF facility to NPS subscribers as well.

Agenda No. 9 and 10: Proposal for enhancement of Renewal Fees and the matters connected with the Aayakar Journal were taken together: The House after considering the Accounts submitted in the Conference and the observations of the Auditor in his report came to the conclusion that the financial health of ITEF CHQ has to be improved considering the expenses especially in the matter of wages of employees and maintenance of the Manishinath Bhawan. Since the earlier decision to

collect Rs 100/- from members of PB-2 and Rs.50/- from the members of PB-1 for creating Building Fund were not adhered to by maximum Circles, Comrade President requested all the remaining Circles to remit the same at the earliest. It was proposed to increase subscription from Rs. 40 to Rs.70 for the Pay up to Level 5 and from Rs. 70 to Rs.120 for the pay level 6 & 7 which was unanimously accepted by the House. It was also decided that all the Circles should subscribe for Aayakar Journal to the minimum of 50% of the working strength. It was also decided to monitor the remittance of Rs 25,000/- by all Circles, immediately after their Circle Conference.

Item No. 11. Election of Office-bearers for the ensuing term of office. On this agenda item, the President invited the Chairman, Election Committee to present his report. The Chairman in his brief report, expressed gratitude to the Federation in reposing the responsibility. He thanked the delegates for their co-operation in conducting the election process smoothly. The Chairman declared the results of the election for the ITEF(CHQ). The following office bearers were elected unanimously.:

Sl.No.	Post to which elected	Name of the person(S/Shri)	Charge of Posting
1	President	RAVINDRAN B NAIR	Mumbai
2	Working President	YASWANT PUROHIT	MP & Chattisgarh
3.	Vice Presidents (i)	RAJENDRA KUMAR MEENA	Rajasthan
	(ii)	AJAI TIWARI	UP (West)
5	Secretary General	RUPAK SARKAR	Bengal
6	Addl. Secretary.	J P SINGH	UP (EAST)
7	Joint Secretary	M.S. VENGATESAN	Tamilnadu & Puducherry
8	Joint Secretary	K. MADHUSUDHANAN	Gujarat
9	Finance Secretary	SURESH KUMAR V NAIR	Mumbai
10	Assistant Secretary	USHA BONEPALLI	AP & Telengana
11	Assistant Secretary	ARUN KUMAR PANDEY	Bihar & Jharkhand

Zonal Secretaries

12	(i) South	VINOD	Karnataka & Goa
13	(ii) North	C.P. TOKAS	Delhi
14	(iii) East	D P ACHARYA	Odisha
15	(iv) West	SHARAD MURHE	Pune

Agenda item No. 12: Discussion and adoption of appropriate resolutions on the nomination of members to Departmental Council and National Council JCM. As per proposal of Secretary General the House unanimously accepted the re-nomination of Com. K.K.N.Kutty, as the member of the JCM National Council. As per amendment of the Constitution for nomination of members to the Departmental Council the Secretary General proposed to leave the issue to the decision of the New Office Bearers and to present their proposal in the next Central Working Committee Meeting for finalisation.

Agenda No. 13: Selection/Nomination and appointment of Assistant Secretaries, Chairman, Disciplinary Committee, Chairman, Election Commission and Auditor: The following comrades were nominated by the newly elected Secretariat six Asst.Secretaries and Auditor as per Constitution. The House unanimously accepted the proposal.

Assistant Secretaries

1	D S NARWAL	NWR
2	PRABHAT SHARMA	NER

3	SUBRATA MUKHERJEE	Bengal
4	JITENDRA BHARTI	Nagpur
5	RAJESH KUMAR	Delhi
6	MICHAEL	Kerala

The Secretary General proposed to leave the issue of appointment of Chairman, Disciplinary Committee, Chairman, Election Commission to the New Secretariat to present appropriate proposal in the next Central Working Committee Meeting for finalisation. It was proposed to appoint **Com. Suman of KT & Goa Circle as Auditor** for the ensuing Term which was unanimously adopted by the House.

Agenda Item No. 14: Any other matter with the permission of the Chair: A resolution was passed for better function of the organisation. **Com. YASWANT PUROHIT, unanimously nominated as the Working President** of the Federation for the ensuing period.

As per report of the Credential Committee, the Conference had the participation of 160 Delegates and 75 Observers out of which 5 were Lady Comrades.

The senior Comrades Bimal Bose, C M Badola, Rameswer Choudhari, K.R. Jadeja, Ashok Salunkhe, K.P. Rajagopal were felicitated and Com. Ashok Kanojia was honoured by handing over the bunch of flowers, Memento on his retirement from the service.

The Newly elected President Com. Ravindran B Nair addressed the house and thanked all Delegates, Observers, Advisors and Senior Leaders' for enriching the discussions and making the Conference a grand success. He appealed before all Delegates and Observers for implementation of all programmes successfully on support of our demands. He suggested regular interaction with the general members and to conduct Circle Working Committee meeting at least twice in a year as per our Constitution. On behalf of the Federation, the newly elected Secretary General expressed sincere gratitude and thanks to all leaders & volunteers of ITEF MP & Chattisgarh Circle for making excellent arrangements for the conduct the Conference and for making it grand success.

After the curtain was drawn, the entire delegates marched to the Flag mast and the ITEF flag was furled and handed over to the leaders of the AP & Telengana Circle to be raised in the next All India Delegates Conference to be held in that Circle.

With greetings,

Yours fraternally,



(RupakSarkar)
Secretary General.