

**INCOMETAX  
EMPLOYEES  
FEDERATION**



Since 1953

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**Circular No.11/2018-21**

**Dated, 20<sup>th</sup>February, 2019**

**Central Working Committee Meeting at Delhi on 16<sup>th</sup> February, 2019  
and Decisions**

The Central Working Committee meeting was held at Civic Centre, Delhi as scheduled on 16<sup>th</sup> February, 2019. The Delhi Circle of ITEF made arrangements for accommodating the CWC members. The hospitality extended and committed team works of the members of the Delhi Circle are salutable.

Com. Ravindran B Nair, President, hoisted the ITEF flag in presence of Com. K K N Kutty, Com. Ashok Kr. Kanojia, all CWC members, observers and the leaders of Delhi Circle at 10.30 AM followed by the delegate session.

Com. Anand Singh Rawat, General Secretary, ITEF Delhi Circle welcomed senior leaders of ITEF and the all members/observers of Central of Working Committee present in the meeting. One-minute silence was observed in memory of those slain Soldiers who passed away recently on militant attack in Jammu & Kashmir as a mark of respect.

Com. K K N Kutty, President, Confederation of CG Employees and Workers addressed the meeting and congratulated the house for the effective manner in which the ITEF had participated in the two days strike on 8<sup>th</sup> and 9<sup>th</sup> January 2019. He reported regarding the developments in respect of participation of employees of other Central Govt. Departments in the strike, specially in the Postal Department all over India. He also reported about the decision taken in the last meeting of the NJCA and endorsed by the Confederation regarding future course of Action. The NJCA has decided to organize a Dharna on 13<sup>th</sup> March 2019 at Jantar Mantar only for the demands of scrapping NPS and to organize another dharna programme of NJCA leaders on 28<sup>th</sup> March 2019 for continuance of JCM functioning. He stressed upon the strengthening of the organization. He said that the most important thing to be debated and discussed in the Central Working Committee is the Cadre Restructuring which is on the offing and also said that Cadre Restructuring is not only meant for increasing the numbers of employees but we have to be very careful about the stagnation in various circles and proliferating the career prospects of everyone in the department.

After the inaugural speech of Com.K K N Kutty, the President called the House open and extended warm welcome to all members present in this House. All the Circles

were represented in the CWC meeting except Pune

**Agenda No.1: Minutes of the last CWC meeting** held on 1-2<sup>nd</sup> October, 2018 at Goa, was placed before the CWC which was approved unanimously.

**Agenda Nos. 2 & 3** were taken together: **Discussion on pending issues on the Departmental & Organisational matters:** A Status Report on Agitation of the JCA on 5 points charter of demands was submitted before the House. During the agitation programme, the Chairman and Member(Admn) CBDT assured us to look into the demands raised by the JCA. Amongst the five issues two issues have been resolved i.e. the Cadre Restructuring Committee was formed and the finalization of Recruitment Rules of Inspectors and Executive Assistant was kept in hold. But the issues namely relaxation in residency period for promotion to the posts of Sr. Tax Assistant, Tax Assistant and Steno Gr.II (erstwhile) and regularization of payment of Casual Workers from wages fund directly were still pending in HRD. After discussion in the meeting of Central JCA on 7<sup>th</sup> February, 2019, it had been decided to embark on agitational programmes from 1<sup>st</sup> March 2019 again, in case of no positive outcome before 28<sup>th</sup> February, 2019. The House fully endorsed the decision of the Central JCA.

The Secretary General briefly stated about the present position of other pending demands. The Departmental Anomaly Committee accepted the demand for pay parity of Inspector of Revenue Deptt. with the Inspector of IB/CBI drawing grade pay of Rs.4800 and the proposal was sent to the Department of Expenditure for approval. The Deptt. Of Expenditure has referred it to the DoPT recently. Regarding the issues of advance increments, the Department of Expenditure has sent the file back to the CBDT with their views for referring the matter to the DoPT again. The proposal given by ITEF on Inter Charge Transfer is still pending with the CBDT.

The review of the strike of 8<sup>th</sup> and 9<sup>th</sup> January 2019 was earlier done in detail by Com. K K N Kutty during his speech. The strike was cent percent successful throughout our Department. The enthusiasm shown by the new employees, who joined the Department after 2004 was remarkable. Though, some problems had been faced by the leaders of Gujarat, Bihar and West Bengal circles. However, after overcoming the situation, the strike was fully successful there for total participation of their members in the two days strike. The ITGOA leaderships and members of Mumbai, Tamil Nadu, Kerala, Karnataka and West Bengal fully supported and the leaderships of ITGOA of other regions were also supported the strike.

**Regarding NPS movement in our Department it has been decided to organize a mass convention demanding to scrap NPS at Civic Centre, New Delhi on 14<sup>th</sup> March 2019 at 10 AM.** The Circle wise numbers of quota of delegates for convention against NPS is given below. All Circle Secretaries are requested to start campaign programme for this convention immediately and ensure participation of NPS members as per quota fixed for the Circles. It is also requested that all Circles, who are yet to hold the convention, should organize NPS convention prior to the All India Convention at New Delhi.

**In the organizational matters, the House also resolved following two issues placed by the Secretary General on behalf of the Secretariat, which was unanimously accepted.**

1. Regarding holding of Circle Conference, it is resolved that Circle Conference should be organised within the territory of the concerned Circles and holding conferences in a luxurious manner should be avoided. The Conference and Cultural programmes should be organized well within the normally accepted realm of a trade union organization and without hurting the aesthetic sense and keeping things.

2. Presently there is no representative from UP (East) Circle in the Secretariat after promotion of Com. J P Singh as ITO and filling up of that vacant post is not possible immediately. As per Constitution, we may nominate only six Asst. Secretaries, which was already filled up. In this extraordinary circumstances, it was resolved in the meeting that for better functioning of the organization, one representative is to be nominated from UP(East) Circle for functioning as a Assistant Secretary.

**Agenda Item No. 4 : Finalization of proposal regarding Cadre Restructuring & Review 2018 of the Department :** Com. Secretary General informed the house about the discussions held in first & second meeting of the committee in detail. He proposed the nomination of ITEF for sub-committees formed by the Cadre Restructuring & Review Committee for approval of the House.

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|--|---|-----------------------|
| 1. Sub-committee for data collection   | - | Com. C P Tokas        |
| 2. Sub-committee for identification of new virtual and changing role of the department | - | Com. M S Vengatesan   |
| 3. Sub-committee to analyse statistical data Collected from "Google Forum"             | - | Com.Subrata Mukherjee |
| 4. Sub-committee to frame the questionnaire for carrying out the survey                | - | Com.Rajesh Gupta      |
| 5. Sub-committee for covering issues relating to IRS cadre                             | - | Com. Yashwant Purohit |
| 6. Sub-committee for issues relating to EDP cadre                                      | - | Com. Rajinder Meena   |
| 7. Sub-committee for issues relating to non-Executive IRS cadre                        | - | Com. Ajay Tiwari      |
| 8. Sub-committee for attached Directorates   | - | Com. Madhusudhan      |
| 9. Sub-committee on International Taxation & Transfer Pricing                          | - | Com. Usha Bonepalli   |
| 10.Sub-committee on investigation and intelligence Workforce                           | - | Com. Vinod            |

The House unanimously accepted the proposal of Com. Secretary General. He requested that the preliminary proposal like change of cadre structure had to be discussed in detail. The proposal made by the CRR committee of ITEF was circulated among the Circles well in advance for discussion and deliberation. The preliminary

proposal on cadre review and restructuring of the Department was briefed and the house was requested to deliberate on the structure as proposed by the committee. It was further requested to keep the issue of stagnation in mind while deliberation. He requested the House to place the concrete views on particular points. All the circles (one comrade from each Circle) participated in the discussion and placed their views and discussed on other issues.

After threadbare discussion the proposal was unanimously accepted after modification of few proposals, which is given as under:

1. The main function of the department i.e. the assessment function has to be further strengthened as the scrutiny is presently pegged down to less than 1%. This alone will enable the department to do its primary function of arresting the generation and proliferation of black income.
2. To carry out the newly assigned functions like benami transactions, black money act, sufficient number of manpower is to be demanded.
3. The verification and analysis of the information, being very huge in volume, which the department is receiving through various sources especially after computerization, is presently an unattended area. The quantification of the personnel required to do this job has to be ascertained and accordingly manpower has to be increased.
4. Certain functions presently carried out by certain cadres in the department have become redundant viz. Staff Car Drivers, Notice Servers, Lower Division Clerks etc. These posts will no longer be required. Since it will face extinction over the years, it is necessary that the present incumbents of these posts are migrated to other cadres by way of upgradation to the Cadres with GP of Rs.2400.
5. A serious suggestion that came up for consideration is the creation of the intermediary post between MTS and TA in the level equivalent to grade pay of Rs. 2400/- with the nomenclature of **Office Assistant** and accordingly the TA will have to be placed in the level equivalent to grade pay of Rs.2800/- (akin to Jr. Accountants in I&AD).
6. The present cadre strength of Sr.Tax Assistants and Office Superintendents are in the GP of Rs.4200. Since both the posts are in the same pay level and taking into account the need for larger number of supervisory staff, upgradation of these posts (present OS) as AO Grade III in the GP of Rs.4600 has to be suggested.
7. It is noticed that the need for the cadre of Tax Assistants has dwindled and simultaneously the requirement of Sr.Tax Assistants has increased. Therefore, a swapping of the cadre strength has become necessary.
8. In the emerging scenario it is apprehended that the Multi Tasking Staff may not have sufficient avenue for career progression and therefore the direct recruitment element in Tax Assistant cadre has to be removed. Consequently, the direct recruitment induction in the Sr. Tax Assistant post will have to be introduced (as suggested in the CRC 2009).

9. Taking into account the changes effected in the process of completion of scrutiny assessment, the house felt that the Stenographer Gr.I (GP of Rs.4200) and Gr.II (GP of Rs.2400) be merged and the nomenclature of combined cadre should be only Stenographer and they shall be the feeder cadre for the post of PS.
10. It is also decided that for smooth carrier progression of Stenographer, a new post will be created as Pr. PS (GP of Rs.6600).
11. In order to ensure that the menace of outsourcing be totally abolished, the suggestion will be proposed to resort to regional recruitment for MTS& TA.
12. It is noticed that the creation of Directorates, which was resorted to by the last cadre review committee to improve the career prospects of IRS officers created imbalance in cadre system below the level of Assistant Commissioners of Income Tax across the regions. It is also noticed that none of the newly created Directorates has been able to address the assigned tasks to them effectively. While the reversal of the decision may cause certain problems, the Committee has observed that the creation of new posts for new functions must be integrated with the Commissionerates in charge of assessment functions in each region, instead of setting up of new directorates or strengthening the existing ones.
13. It is also recognised that there is no uniformity in the career progression in different regions, which vary widely. It is therefore decided that stagnation must be a criterion with appropriate weightage, while creating/distributing posts.
14. It is also decided in the meeting that the Income Tax Employees Federation must have a significant say in evolving the policy of the distribution of the posts across the Circles.
15. The meeting noted that the creation of CIT(Admn) under the Pr.CCIT has only created hurdles and has become a cause for delay affecting the non-gazetted employees in particular. The institution of CIT(Admn) has to be withdrawn.

**Agenda item No.5: Any other matter** with permission of the chair : From the Chair, it was requested to pay all dues, Renewal Fees, Aayakar, Building Fund, Organisation Fund (Rs.25000 after circle conference) and Legal Fund within this month positively. The CWC members were raised following issues alongwith other certain issues, which are to be looked by the CHQ.

- i. Laptop to Inspectors.
- ii. Merger of Staff Car Drivers.
- iii. Re-fixation of pay of Inspector/AO/PS to Rs.7450/- from 1.1.2006
- iv. Relaxation for skill test for PH candidates.
- v. Issues related with Departmental Examinations.
- vi. Old Pension Scheme for MTS, who were regulaised from Casual Labour.
- vii. Excessive bills of mobile connection under Tarang Scheme.

As there were no other issues to be discussed, Com. Ashok Mann, President ITEF Delhi Circle proposed the vote of thanks to all the CWC members for attending and making the CWC Meeting a grand success. He expressed his sincere gratitude to ITEF

CHQ. for giving a chance to hold the CWC meeting at Delhi and he thanked all members of Delhi Circle for for making the Meeting a memorable one.

The President of the meeting thanked the House for their presence and active participation in the proceedings and declared the meeting as closed.

With greetings,

Yours fraternally,



(RUPAK SARKAR)  
Secretary General

**Circle wise quota of Delegates to attend Convention against NPS at Delhi**

CIRCLES	Participation for 13 <sup>TH</sup> March to attend NJCA Dharna	Participation for 14 <sup>th</sup> March to attend Convention of ITEF
AP		40
BENGAL		40
BIHAR		25
DELHI	50	500
GUJRAT		40
KERALA		10
KARNATAKA		40
MP		50
MUMBAI		40
NAGPUR		20
NER		10
NWR	50	150
ODISHA		25
PUNE		20
RAJASTHAN	25	100
TN		40
UP(EAST)	25	75
UP(WEST)	50	150
<b><u>TOTAL</u></b>	<b><u>200</u></b>	<b><u>1375</u></b>

NOTE: Delegates from outside Delhi may attend NJCA Dharna on 13<sup>th</sup> March alongwith Convention of ITEF on 14<sup>th</sup> March, 2019. The accommodation for 13<sup>th</sup> March will be arranged by the ITEF. Prior intimation is required to be given for arrangement of accommodation.

