



JOINT COUNCIL OF ACTION
INCOME TAX EMPLOYEES FEDERATION &
INCOME TAX GAZETTED OFFICERS' ASSOCIATION

A-2/95, Manishinath Bhawan, Rajouri Garden, New Delhi-110 027



Joint Convenors :

Rupak Sarkar
8902198000
itefcentral@gmail.com

Amitava Dey
9401991106
secgenitgoachq@gmail.com

=====

No.JCA/2018-19

Dated, 18th February, 2019

To
The Chairman,
Central Board of Direct Taxes,
North Block, New Delhi.

Respected Sir,

Sub: - Holding of Quarterly Review Meeting with JCA - Request regarding

On behalf of the entire members of the JCA, we congratulate you on your assumption of the charge of Chairman, Central Board of Direct Taxes. The officers and employees, whom we represent, earnestly look forward to scale new highs under your stewardship of the Department.

As you are aware, we represent the entire promotee officers and staff members, thus constituting about 97% of total personnel in the Department. Though we appreciate that keeping the entire workforce responsive and contented is not an easy task, we expect that you, being at the helm of affairs, will be able to maintain a very cordial atmosphere. For last several years, we have been trying our best to get our grievances settled through negotiations and provided an amiable atmosphere in the Department. The authorities have also responded positively. As we promised to your predecessor, we have extended our fullest co-operation in making the all new schemes of Govt. like, IDS, Demonetisation, operation Black Money etc. a very successful venture. We would like to emphasise the fact that only the active and willing co-operation of the employees, which will be forthcoming, if they are assured of their grievance being addressed by the Administration, will help the Department to discharge the additional responsibility that might emanate from the recent endeavour of the Government to unearth black money.

However, we are bringing to your kind notice that presently our members are greatly concerned of the fact that despite the best co-operation they have put in, many of their grievances have remained unresolved since long time. All our efforts to find amicable solutions to those problems have gone in vain. We hope that we will soon have an opportunity to apprise you of the problems and seek your intervention in resolving those within a specific time frame.

Kindly refer to our letter dated 19th September, 2018 and 15th November, 2018, wherein kind attention has been invited to the fact that the formal Departmental platforms like Quarterly Review Meeting (QRM) or Personal Grievance Redressal Committee (PGRC) to discuss the Departmental issues with the recognized service associations have literally been made non-functional in the recent past. The last QRM was held on 27th May, 2017 and the date for the last PGRC is 10th November, 2017. Earlier the QRMs and PGRC meetings were held as per the prescribed periodicity, which

played a crucial role in resolving the Departmental issues, specially those related to the interest of the employees.

We are definitely grateful that you have always tried to accommodate us to have discussions on any issues, if required. But at the same time, you will appreciate that such discussions can't be a substitute for the formal platforms like QRM or PGRC, as those are attended by all the stakeholders with full preparedness, resulting in fruitful discussion followed by decisions. Your directions in such formal meetings will be very much fruitful for resolving the issues quickly. In absence of such opportunity, which, in turn, has been delaying the process to resolve pending issues, we have been compelled to tread the path of agitation. In fact, we are presently in the midst of another round of agitation, though suspended.

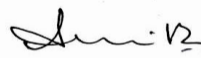
We regret to note that despite assurances, the various levels of CBDT and some Pr.CCsIT are putting unwarranted hurdles causing inordinate delay in resolving the issues. We are constrained to believe that the authorities at various levels would like to drive us to the path of confrontation and create an unavoidable situation.

Therefore, we request to your goodself to kindly convene the Quarterly Review Meeting, which is long overdue, immediately. We are submitting herewith agenda items for discussion in the meeting. We firmly believe that your kind intervention will definitely short out all pressing issues. We also assure you to fully cooperate with you in effective functioning of the Department.

Wishing you once again all the best,

Thanking You,

Yours sincerely,



(Amitava Dey)



(Rupak Sarkar)

Joint Convenors

Agenda items for discussion in the Quarterly Review Meeting

Item No. 1: Issues which were decided/assured in meetings but not yet implemented

- a. Obtaining one year relaxation in the existing RRs of Sr. Tax Assistant, Tax Assistant and Steno Gr.II (erstwhile) to fill up huge number of vacant posts and due to change of crucial date of eligibility for promotion from 1st April to 1st January by the DoPT. Assurance was given by the then Chairman and Member (Admn) CBDT at the time of discussion on end of December, 2018 during agitation programme of JCA. **(HRD)**
- b. Issuance of direction to the Pr.CCIT to regularise the payments of Casual workers from wages fund directly and to enhance the pay of casual workers (without temporary status) as per 7th CPC recommendations. **(HRD)**
- c. Withdrawal of the Instruction linking of examination at the end of training of newly promoted ITOs with the executive posting. **(Exam)**
- d. To stop all kind of Outsourcing. Necessary reminder may be given to all Pr.CCsIT for implementation of order dated 14th June, 2017 regarding outsourcing. **(HRD/Co-ord)**
- e. To Provide RSA Token to all Inspectors/Sr.TAs/TAs and define the job profile of all cadres in ITBA module.
- f. Accessibility of all Non-Gazetted staffs in the www.irsofficersonline.gov.in. **(Systems)**
- g. Necessary steps may be taken to resolve all litigations pending in the Courts. **(V & L)**
- h. To Provide Laptops to the Inspectors under the 1% Infrastructural Incentive scheme.
- i. Re-allocation of posts of Inspectors to the charges where stagnation is acute. To address and resolve the issue a committee was constituted on 26th July, 2018 but not even a single meeting of the committee was taken place. **(HRD)**

Item No. 2 : Recruitment & Relaxation: **(HRD)**

- a. Restoration of Zonal/Regional Recruitment in the cadre of Group C to tide over the huge vacancies.
- b. Early processing of the proposals for the Pay Parity in PS Cadres and Nomenclature change in AO cadres.
- c. To withdraw the phasing out order of WB & Sikkim region or relaxation for promotion may be given to the eligible candidates to the posts earmarked for phasing out and subsequent diversions from West Bengal & Sikkim charge.

Item No. 3 : Promotion & Regularisation: **(JS Admin)**

- a. Regularisation of Casual workers is required to be expediated and temporary status may be given to the eligible candidates.
- b. Promotion to ACIT Cadre for remaining vacancies of 2017-18 as per ITGOA letter dated 08.11.2018
- c. Ad-hoc promotions from ITO to ACIT for the vacancies of the R.Y. 2018 and regularisation of the ad-hoc promotions to the ACsIT of the R.Y.s 2014-15, 2015-16, 2016-17 and 2017-18. Also, ad-hoc promotion against consequential vacancies arises in lower cadres due to the promotion in the cadre of ACIT.
- d. Sending of proposal of 2009 batch JCIT promotion after completing all formalities.
- e. Extension of the ad-hoc promotion taken place against consequential vacancies arises in lower cadres due to the ad-hoc promotion in the cadre of ACIT till regularization
- f. Promotion to the cadre of Pr.AO from AO, Gr.-II after obtaining 2(two) years relaxation.
- g. Promotion from ACIT to DCIT for the left over officers of 2013 and earlier batches.
- h. Timely promotion to DCIT w.e.f 01.01.2018 for all promotee ACsIT of 2014 batch ACIT.

Item No.4: Pay Fixation matters: **(JS Admin)**

- a. Grant pay parity of Inspector & ITO with the IB/CBI and upgradation of pay of Tax Assistant to Rs.2800 as per CSS/Organized Accounts Service through Departmental Anomaly Committee.
- b. Implementation of the decision of Mumbai CAT revised pay scale to ITO & ITI w.e.f. 01.01.1996.
- c. Implementation of the CAT, Principal Bench verdict relating to re-fixation of pay of Inspectors from to 7450/- from 01.01.2006. **Almost two years were over** but no initiative was taken by the CBDT in respect of the CAT, Pr.Bench, Delhi judgement.

Item No. 4: Transfer & Posting Matters:**(HRD)**

- a. All the Inter-Charge Transfers should be accommodated against the Direct Recruitment Quota.
- b. To honour the prevailing IRS T&P Guidelines, 2010 in JCT/ Addl. CIT cadre in respect of the officers completed their cooling off period.
- c. To consider the remaining compassionate cases not considered during AGT, 2018
- d. To finalize the new IRS T&P Guidelines and T&P Guidelines for all other cadres.
- e. Instruction may be given to all Pr.CCsIT for framing guidelines on transfer policy for AC/DC, Addl/JCIT and non-gazetted employees after discussion with recognized service association in the RJCM.

Item No. 5 : Issues related with Examination:

- a. Revaluation of answer sheet may be permitted.
- b. Remove 10 chances restriction to appear in the Deptt. Examination.
- c. Relaxation / Exemption may be given to visually impaired officials in skill test.
- d. Permission may be granted to MTS cadre for appearing Inspector Exam.

Item No. 6 : Infrastructure issues:

- a. To provide new Laptops to the AO/PS.
- b. To enhance the no. of Operational vehicles/range as suggested by JCA, to extend the facility to all offices of the Department .
- c. Demands for Improvement of the Infrastructural facilities in the Department, provision for ample space to the employees with air-conditioning facility for all, provision for adequate residential accommodation according to the norms fixed by CPWD.
- d. Provide Mobile Hand Set to all as assurance given by the CBDT.

Item No.7: Technical issues:**(System)**

- a. To resolve all the problems faced, specially relating to e- assessment while working in ITBA platform and provide proper training, facilities and infrastructure (Computers, peripherals etc.) to all officials working in the ITBA module.
- b. To prevent pushing of information to the assessment wing in the last part of the Financial Year.

Item No. 8 : Any other Issues:

- c. To implement the OM dated 8th August 2007 of CBDT reg. Welfare Fund. **(O & MS)**
- d. Early publication of the new edition of the Departmental manuals on various issues like Manual of Office Procedure etc. **(PR&PPL)**
- e. Sufficient fund in different heads may be allotted to all charges. **(Exp. Budget)**