

**INCOME TAX  
EMPLOYEES  
FEDERATION**



*Since 1953*

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Dated, 10<sup>th</sup> October, 2023

**Central Working Committee Meeting at Silvassa, Gujrat  
on 3-4<sup>th</sup> October, 2023 and its decisions**

The Central Working Committee meeting of ITEF was held at **Silvassa, Dadra & Nagar Haveli and Daman and Diu UT**, as scheduled, on **3<sup>rd</sup>-4<sup>th</sup> October, 2023**. Com. M S Vengatesan, President, hoisted the ITEF flag in the presence of senior leaders Com. Umesh Mehta, Com. Ashok Salunke, Com. K.P. Rajagopal, Com. Ashok Kanojia, Com. Ravi Nair and CWC members including observers from all the 18 Circles. Com. President unfurled the flag of ITEF in the midst of slogans of unity. After the Presidential Speech, respectful floral tributes were paid to the Martyrs and to our beloved leader late Com. KKN Kutty by the leaders and members.

The inaugural session was held at 10.30 AM under the chairmanship of Com. M.S. Vengatesan President ITEF. Shri Yeswant B Chawan, Principal Chief Commissioner of Income Tax, Gujarat inaugurated the CWC meeting as the chief guest. He advocated for united functioning and expressed his view that as a family, all will feel disturbed if any member of the family is not happy. He also stated that there were some issues at the national level and some at a regional level which were required to be addressed. He expressed his happiness for being invited to address the assembly of CWC members from all 18 regions of the country in Silvassa, DNH. Com. Umesh Mehta, senior most leaders of ITEF and President of the Income Tax Pensioners Association recalled the historical background of the Income Tax Employees Federation and mentioned that the present constitution had been adopted in 1993 and the ITEF is the only organisation of Non-gazetted employees in the department. The ITEF had been in the forefront of struggles and had organised three days' strike for constitution of fifth pay commission and also participated in 7 days strike on the issue of bonus. Com. Bhaskar Bhattacharya, Secretary General, ITGOA in his speech stated that ITGOA is equally concerned about the issues of the ITEF. The JCA at central level is functioning well with some minor differences in some units. He requested the respective circle leaderships to resolve the issues and make JCA strong. He expressed that the House that if ITEF & ITGOA fight together, they can resolve many of their issues. He thanked the ITEF for staying together with ITGOA at CHQ level even in day-to-day functioning. Com. M.S. Vengatesan, President ITEF narrated the issues of Recruitment Rules, Restructuring of Department and ICT as the main problems which the organization was struggling to get resolved. Com. Ganesh Joshi delivered vote of thanks. He stated that the Gujarat Circle had the proud privilege to hold the second CWC in 1982 at Surat, third CWC in 2009 in Daman and now the fourth CWC being organised at Silvasa. He opined that bonding of senior comrades and the enthusiastic participation of CWC members showed the strength and unity of ITEF. He

thanked the Chief Guest Sri Yashwant Chauhan, Pr.CCIT Gujarat and other dignitaries, senior leaders and CWC members for accepting the invitation and attending the CWC meeting.

The Delegates Session started at 11.30 AM. The President welcomed the Central Working Committee members and extended his thanks for cent percent attendance of all circles. One-minute silence was observed in memory of comrades who passed away between last CWC and this CWC meeting. He initiated agenda-wise discussion as follows: -

**Agenda No.1:-** The minutes of last CWC meeting held at New Delhi on 18<sup>th</sup> March, 2023 was approved with minor modification raised by the member of NER Circle.

**Agenda No. 2 and 3:-** The Secretary General congratulated all CWC members, observers & senior leaders for getting approval of recognition of the ITEF which had been granted by the CBDT up to June 2028 and opined that it is one of the biggest achievements for the association considering the present scenario. He initiated the discussion in detail on important Departmental issues, which was submitted as a report for the period from the last CWC meeting held at Delhi to the present CWC meeting. He appraised the house about present status of RRs of Inspector & Office Superintendent in detail. He also reported about the present status of Cadre Review & Restructuring, which was pending before the Revenue Secretary and the proposed structure of non-IRS cadres to be submitted by ITEF to the committee. The suggestions of the house, if any, with regard to the above proposal were also invited from the CWC members. The Secretary General informed that on the issue of anomaly arising out of grant of two advance increments, appealed for implementation of the Court orders in favour of members and requested for not filing SLP before the Apex Court. To set right the anomaly regarding pay of Inspector of Income Tax Department with Inspector of CBI etc., he added that ITEF might have to think in terms of filing case in Pr.CAT with other organisations.

Regarding Inter-charge Transfer, the Secretary General informed again that the CBDT was not in favour of ICT due to Supreme Court's Judgement in the case of Pratibha Rani. The ITEF already demanded for enhancement of tenure of transfer on Loan basis to seven years and also demand for suitable direction to all CCAs for implementation of the policy uniformly.

Secretary General appealed to the house that the CBDT asked the ITEF to motivate all ITEF members for taking RSA token as early as possible so that work could be assigned to them through the system.

Regarding the three months' relaxation for 2019 & 2020 due to change of crucial date for determining eligibility, the Secretary General informed that the issue was raised in the Standing Committee meeting of National Council of JCM and it was assured to look into/ review it.

He also reported regarding the present unfortunate situation of non-consideration of one-time relaxation in residency period for promotion to Sr.TA, TA and Steno Gr-I (erstwhile) Cadres. Initially, the HRD was not in favour of this relaxation. But after continuous persuasion and intervention of the Chairman, the files were prepared and approved by the CBDT. But very unfortunately, the RS was not agreeable to consider it favourably. The ITEF again appealed before the Chairman for discussion with the RS and accordingly discussions were held twice but the RS

was not convinced. Ultimately, RS sent the files to the DoPT raising some queries, which was pending in the DoPT. The DoPT opined for modification of RRs of Tax Assistant as per the guidelines and views expressed by the RS.

Regarding various issues on departmental examination, as per discussion with the concerned authority, some problems were sorted out before examination. But examination centres in various regions are required to be black listed due to shortage of minimum infrastructure, which was agreed by the Pr.DGIT HRD also.

The Secretary General stated that on the issue of re-fixation of pay of Inspector etc. to Rs.7450, after hearing submission of both parties, the Pr.CAT directed the Pr.Chief Controller of Accounts to submit affidavit in this regard within two weeks. Hence, the issues raised by the ZAOs in many regions may be sorted out soon.

All the members of the CWC (one comrade from each Circle) participated in the discussion on the important issues placed by the Secretary General and expressed their views. Various other issues were also subjected to discussion. The Secretary General replied to the issues raised by the Working Committee members. He assured to look into the issues other than reported one, which would be pursued with concerned authorities in due course.

**Agenda No.4:** On organisational issues, the Secretary General reiterated again the concern about the increasing number of non-members in some Circles. He suggested for direct interaction with the members which is very much required in the present situation. He exhorted the delegates to ensure that the Circle Working Committee meeting to be convened in every six months and the General Body meeting as per the constitution of ITEF be held in order to strengthen the organization. He proposed that all the Circle Working Committees should hold their meeting by 1<sup>st</sup> Week of November-2022 which was unanimously accepted. He appealed to the house to take steps to strengthen the JCA wherever required.

The Secretary General thanked to all Circle leaderships/Regions & Branches for grand success of the Rally at Ramleela ground on 10<sup>th</sup> August-2023 and thanked the Delhi Circle leadership for the arrangement made for providing lunch etc. to the Comrades who came from all over Tax-India. As per the decision taken in joint convention of the Confederation of CG Employees and All India State Govt. Employees Federation held on 8<sup>th</sup> December, 2022, joint conventions were organised in various states and a mass rally is scheduled to be organised on 3<sup>rd</sup> November, 2023 at Ramleela Ground, Delhi. As already informed, the Circles outside Delhi, NWR, UP(E), UP(W) & Rajasthan may ensure that a minimum of 10 comrades will be participating in the rally. It was also decided in the CWC that from NWR -350, Rajasthan-200, UP(E)-300, UP(E)-200 and from Delhi minimum 700 members will be required to join the Rally on 3<sup>rd</sup> November, 2023.

To attend the meeting of the World Trade Union Organization, the name of Secretary General was recommended by the Confederation, as an affiliate of the WFTUI and ex-post facto approval for expenses was given by the house unanimously. As per proposal of the Secretary General, the name of Com. President was also approved to attend the World Trade Union Organization meeting and Tamil Nadu Circle consented to bear the expenditure.

**Agenda No.5:** The report of Disciplinary Committee regarding proceedings and suspension of Delhi comrade was placed before the house. All the CWC members except members of Delhi Circle approved the report for maintaining status-quo i.e. continuation of suspension of primary membership up to the next All India conference.

**Agenda No.6:** As per proposal of the Secretary General, Com. Ajai Tiwari, Working President was co-opted as Auditor of the ITEF as per resolution approved by the house.

**Agenda 7: Payment of Renewal fee, Aayakar dues, Legal fees and Building;** Chart showing dues of renewal fees and Aayakar magazine was circulated. It was requested to clear the dues as early as possible. The SG also informed the house regarding payment of legal fees to advocates which was approved. He also requested for clearing the dues by all Circles on account of legal fund so that the expenses can be met with regard to the appeal in the case of K P Rajagopal on the issue of grant of pay scale of Rs. 7450.

**Agenda No.8:** Com Susanta Chakraborty, General Secretary, Bengal Circle apprised the house regarding preparation of ensuing All India Delegates Conference and informed that open session of the Conference will be held on 28<sup>th</sup> February-2024 at 3 PM and inaugural session will be held on 29<sup>th</sup> Feb. At 10 AM. Almost all preliminary preparation have already been made. Regarding collection of fund, he appealed the House & all Circles to raise maximum funds through advertisement. He sought the approval of the House to extend the Circle conference of Bengal Circle for extra 3 months' time due to the holding of all India conference in Bengal, which was approved by the house unanimously.

Com. Ashok B.Salunkhe addressed the house and appealed to prepare for struggle for 8<sup>th</sup> CPC. He guided the house to strengthen the organization and remembered the contribution made by Com. K.K.N. Kutty for building this Organisation.

Com. K P Rajgopal expressed his anxiety and surprise that many employees are out the ITEF membership in some circles. He appealed for organisational meeting frequently and interaction with all members including non-members are required.

### **Special Session**

The Pr.DGIT(HRD) who attended the CWC meeting as a representative of CBDT was accorded warm welcome by the Secretary General. While speaking on the occasion the Secretary General mentioned that it was after a long time that representative from the CBDT is attending an organisational meeting of ITEF. The presence of Pr.DG HRD was well received by the delegates. In the meeting the Secretary General highlighted the issues of concern like the Recruitment Rules, change of ICT& loan policy, downgrading of Sr.TA posts, Stagnation & restructuring, regularization of Casual Labour, Structural changes of non-IRS cadres, changing of exam pattern, proposal sent to UPSC for promotion to ACIT, one time relaxation, Centre selection for Departmental exam, level of Examination passing percentage etc. He also thanked the Pr.DGIT for coming to the CWC meeting and addressing the delegates.

Com. Bhasker Bhattacharya expressed his opinion that the attitude of CBDT as well as Directorate HRD has changed in the last two months. The date of holding

ACIT DPC for VYs 2019, 2020 and 2021 is fixed on November 3<sup>rd</sup>. The Pr. DGIT told that he would pursue for preponing the same.

The Pr.DGIT agreed to black list the exam centres wherever problems had been faced by the officials. He assured to discuss the issue of standard of questions set for the examinations. He informed the House that proposal for regularization of nearly 250 casual labours had been sent for approval. In the case of other 2400 to 2500 casual labourers, the relaxation from FM /DoPT will be requested. The DPC of ACIT is proposed to be held on 3<sup>rd</sup> November-2023 and is being pursued for preponing the date. The online APAR through HRMS system for officials is also under consideration. He apprised that the RRs of ITI, OS & SG-I had been sent to the UPSC and assured that it will be discussed further if there is possibility of stagnation for promotion in future. On the issue of ICT he said that he would consider the extension of loan period from 5 years to 7 years, followed by two years of cooling period after which the officials can be re-considered for transfer on loan for another 7 years. The issue of downgrading was also raised on which it was assured to look into the matter. He also informed the House that two meetings regarding cadre review had been convened with Revenue Secretary and assured that it will be approved at the earliest. The issue of merger of JAO/ FAO will be resolved after cadre review. He agreed to issue directions to all Pr.CCIT to give marks step-wise in the Departmental Exam of Ministerial Cadre. He also assured that the issues of residential colony at Bangalore, Budget allocation directly to CsIT charge and regional recruitment would be looked into.

Com. Ajai Tiwari, Working President thanked Pr.DGIT(HRD) for taking time from his busy schedule to attend the CWC on behalf of Hon'ble Chairman & Members(Admn.),CBDT, New Delhi.

**Agenda-9 Any other matter with permission of the Chair:** As all issues were already discussed, no other issue was raised.

Com. M.S. Vengatesan, President of the meeting thanked Circle leadership of Gujarat, Surat & Vapi Branch and the entire team of Gujarat for organizing a glorious CWC meeting at Silvassa. He also thanked the CWC members for attending and making the meeting successful. He also expressed sincere gratitude and thanked the house for its active participation in the proceedings and declared the meeting as closed.

Yours comradely,



**(RUPAK SARKAR)**  
Secretary General