



# JOINT COUNCIL OF ACTION

OF

## INCOME TAX EMPLOYEES FEDERATION & INCOME TAX GAZETTED OFFICERS ASSOCIATION

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Joint Convenors

**Rupak Sarkar & Bhaskar Bhattacharya**

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No. N-1/2015-16

Dated: 29<sup>th</sup> September, 2015

To,

**The Chairperson,  
Central Board of Direct Taxes,  
North Block,  
New Delhi- 110 001.**

Madam,

*Sub: The Minutes of the meeting dated 16-09-2015 regarding.*

Kindly refer to the letter No. HRD/CM/182/1/2015-16 of ADG-II(HRD), CBDT, dated 24<sup>th</sup> September, 2015 regarding the meeting of Member(P & V), CBDT with the JCA and the Minutes of the meeting. At the outset we may state that the JCA has not complained of lack of efforts on the part of the board in hearing to our representatives either formally or informally. We feel it unnecessary and do not intend to touch up on various issues raised in the meeting chaired by the Member(P & V), CBDT held at the Conference Room, O/o the DGIT(HRD). Prior to the issuance of the minutes of the said meeting consultation was not made with us, nor were our views called for. The minutes, so issued, gives an impression that the JCA representatives were either not present at the meeting or if present, had kept mum. It also gives an impression that the said meeting was virtually a monologue. In fact, our representatives had contradicted every point made out by the official side with facts and figures. We make the following submissions which if accepted will go a long way to resolve the issues and to bring about normalcy in the functioning of the Department:

### **1) Promotion to the cadre of ACIT:**

From what is given in the minutes it is clear that the Board does not want to consider any of the points mentioned by us. Since the promotional quota is 50% of the vacancy and not of the post, the number of promotions to be effected as computed by the Board is erroneous and could not be accepted by us.

As we have mentioned in our earlier communication, the linking of promotion to DR was prevalent prior to 1998 and the present practice of computing vacancy on actual basis was evolved after prolonged discussions and agreement reached between JCA and CBDT. Reverting to pre-1998 position was with a clear intention to favour of the DR IRS officers and to ensure that at no point of time a promotee officer rise above the level of Joint Commissioner. The first step for effecting promotion is computation of vacancies. Since 180 persons were directly recruited in R.Y.s 2013-14 and 2014-15, does it mean that in both the years we had exactly the same / identical number of vacancies only?

Moreover, dragging the name of the Hon'ble Finance Minister to the computation of vacancies was in bad taste. This is basically the job of the secretariat of the Board and in fact we are constrained to believe that the sentiments expressed in the said meeting of Hon'ble Finance Minister were wrongly interpreted.

If the DoPT has determined 150 as the desirable number of DR to the cadre of ACIT, it is due to the clear understanding that the DR in a particular year must not exceed 3% of the cadre strength. How can that be the basis for determining promotion quota as no promotee officer is likely to rise beyond the level of Addl. CIT?

Unless the Board exhibits that it would do justice to all cadres in the Department, it will view and take decisions objectively, it will not entertain prejudice against any section of personnel and will be fair in Administrative matters, the discontent is bound to grow and will percolate to all levels of the bureaucratic hierarchy. We request you to kindly compute the actual number of vacancies in RR 2012-13 and 2013-14 and ensure 50% thereof is earmarked for promotion.

### **2) Regarding the other issues**

Regarding the issues pertaining to the employees viz. infrastructural facilities, RR relaxations, compassionate appointments, regularization of the casual labours etc, we are to state that these problems has reached the present dimension due to the laxity on part of the Board.

We must reiterate that when the employees are given to understand that there had been no genuine attempt to address the issues, as evidenced from the minutes of various meetings, they are bound to become angry and revolt. The present volatile situation is on account of a long neglect. We feel that the regularisation of casual workers, relaxation of RR and getting necessary approval to effect the companionate appointment beyond the artificially fixed ceiling of 5% cannot brook any further delay.

The proposed amendment in the Minutes circulated is attached herewith.

We request you to kindly ensure that the above issues are resolved to enable us to withdraw from the path of agitation, we are constrained to tread presently.

This is for your kind information.

Thanking you,

Yours sincerely,



**(Bhaskar Bhattacharya)      (Rupak Sarkar)**  
**Joint Convenors**

Copy for information forwarded to:

- 1) The Member(P & V), CBDT
- 2) The DGIT(HRD), CBDT
- 3) The ADG-II, HRD, CBDT