**INCOME TAX  EMPLOYEES  FEDERATION**

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Dear Comrades,

**Central Working Committee Meeting at PURI on 1st & 2nd Feb. 2013 and decisions**.

The Central Working Committee Meeting and Diamond Jubilee Function were held at Puri (Orissa) as scheduled on 1st and 2nd February, 2013 at Hotel Holiday Resorts.  The Orissa Circle of ITEF has made elaborate and excellent arrangements for the Working Committee Meeting and stay of the WC Members and guests.  The unbelievable hospitality and the team work of the committed comrades of Orissa Circle will surely be remembered for all time to come.

The two day-CWC meeting had a subject session on 1st Feebruary and first half of 2ndFebruary, 2013. The Diamond Jubilee function was held in the afternoon of 2ndFebruary, 2013. The CWC meeting started by hoisting the flag of ITEF in the morning by  Com. President, Ashok B Salunkhe in the presence of all CWC members and veteran comrades who have come on our invitation to participate in the CWC meeting and Diamond Jubilee Functions. The Subject session was set in motion with the recitation of the ITEF Anthem.

In his welcome address Com. J.B. Sahoo, Chairman Reception Committee, touched upon the history of Orissa and welcomed with salutation all the veterans and CWC members to the historic temple town, Puri. The session started at 10.30AM with observance of silence in memory of the Departed CWC member Com. Chandu Naik (the then President of AP Circle) and all other personalities whom we lost during the period between the last CWC Meeting and now.  The veteran leaders who were specially invited to the Diamond Jubilee Function were present throughout the session.  Except ITEF, Delhi Gr.D Circle, all other Circles were well represented in the CWC Meeting.  The issues discussed and decisions taken in the CWC are given under in substance.

**Agenda No.1**: Confirmation of the minutes of the CWC Meeting held at Hyderabad on 5th and 6th Oct. 2012. The minutes presented by the Secretary General was unanimously approved after incorporation of the omissions pointed out  by the Tamilnadu and Bengal Circles.

**Agenda No.2:** Discussion on Departmental and Common Issues. Initiating the discussion on this agenda the Secretary General brought to the notice of the house the following issues some of which came up during the period after last CWC meeting and the decisions of the Secretariat meeting held on 19.1.2013.

a)      Upshot of the Supreme Court judgement in the matter of inter-se Seniority between Direct Recruits and Promotees:  The Secretary General informed the house the stand of the Federation taken in the above Sect. Meeting that the Federation is neither against nor in favour of the said judgement as the Government (DOPY and DOL) has to take a final decision on the matter.  The Federation is to get the decision of the Government correctly implemented by the Department and deliver justice to all the members without prejudice to the interest of any member. Further it is also the stand of the Federation that till a final decision is taken by the Government on the Supreme Court Decision, no DPC meeting or promotion should be withheld.  The Federation will take up the issue with the authorities to Conduct all DPC Meeting and effect timely promotions.

b)      While thanking all the CWC members for making the 12th December, 2012 a grand success, the Secretary General informed the House the decision of the Confederation to Join the two day strike on 20th and 21st February, 2013 called by the 11 major Trade Unions of the country including the INTUC and BMS.  The decision of the Confederation  to project its 15 point Charter of Demands in this strike since there was no response from the Government after the one day token strike, has to be made a total success.  The decision of the Secretariat to unleash massive campaign programme by the ITEF Secretariat members and CWC members were reiterated and the SG appealed to all to take necessary steps to reach out to the rank and file of the membership to make the strike a historic one.

c)      Regarding Cadre Restructuring the SG informed the house the present status. After the first meeting of the Permanent Grievance Redressal Committee on 22.8.2012 where the ITEF has requested the Board to seek the intervention of the Finance Minister in the matter, there had been three meeting between the CBDT Officials and the Finance Minister and informed the house the Finance Minister’s assurance conveyed by the Board that the proposal will be approved during this financial year itself.  The Secretary General also informed the house that if any negative indication is noticed, the ITEF alongwith ITGOA will have to go for an intensive agitation during the financial year itself to bring about sanction on the Government to approve the Cadre Restructuring proposal.

d)      The Secretary General informed the house that our proposal for merger of the cadres in the same grade pay has been approved by the Board and submitted to the Finance Ministry for its  approval.  Necessary amendments in the Recruitment Rules of Inspectors will be taken up on approval of the Cadre Composition proposal by the Finance Ministry.  Our proposal for the merger of the Excess Staff Car Drivers into the mainstream is also under active consideration of the Authorities as also the required changes in the MTS duty list taking into consideration the seniority and promotions of the erstwhile Group D personnel.

During the discussion under this agenda various issues were raised by the speakers such as Shortage of Manpower, Outsourcing, Clarification on MACP to NS, Advance Increment to Sr. TA/Stgr. Suggestions and shortcomings on the Permanent Grievance Redressal Committee, conducting of TU Class, recruitment rules of ITI, removal of ratio in promotion to ITIs,  Compassionate ground appointment and relaxation in the conditions, Regularisation of casual workers,  increment to OS & Stgr. on promotion, Insufficient fund for Medial advance/reimbursement, Benefit of Replacement scale of Rs 7450 for ITIs, Increase in petrol allowance for ITIs and NSs, Recruitment Rules of Canteen Employees, training for newly recruited persons, Deputation allowance for persons posted in Directorates, E-statement of GPF account, Outsourcing in CPC, Bangalore, Misuse of Operational Vehicles, Further chance in the Departmental Examination on old syllabus, simplification of Departmental Examination, removal of candidates names from the Answer Papers, higher grade pay for ITIs after four years, Regional Recruitment of Staff by SSC, Ministerial Staff Examination in objective type, Technical hitches   of Hindi Stenographers in the day to day functioning, Ever increasing Statistical reports etc.

The Secretary General summed up the discussion and informed the proposal of the Secretariat on certain issues as under:

1. **A.   Outsourcing:** The House was informed that it has come to the notice during the discussion that various types of outsourcing is going on in the Department at various levels for many years and now it may not be appropriate to take a decision and implement it at once, a committee be constituted with the following members to go into the menace of various types of outsourcing in the department, the reasons, the  necessity for the same and suggest to the Secretariat the ways and means of stopping the same in a phased manner. The Committee is required to submit its report by 31.3.2013.  The House approved the proposal.

Com. K.R. Jadeja, Vice President, ITEF CHQ,

Com. Raveendran B Nair, Jt. Secretary, ITEF,CHQ,

Com. J.P. Singh, General Secretary, ITEF,EUP Circle, Lucknow,

Com. Vinod, General Secretary, Karnataka Circle, Bangalore,

Com. Rupak Sarkar, Finance Secretary, ITEF, CHQ. (Convenor of the Committee).

1. **B.     Permanent Grievance Redressal Committee:** Following proposal seeking amendment to the notification moved by the Secretariat was approved.

**a)**To seek increase in the number of representatives of ITEF in the Committees at all levels and staff side Coordinator from ITEF.

**b)**To remove the mandatory provision to have such Committee at Circle level viz. options to have the committee or not at circle level where better mechanism is available for grievance redressal.

**c)**To request to keep in abeyance ,the formation of such committees at CCIT(CCA) levels, wherever it is not formed.

1. **C.**The Secretary General also informed the house the present status of the following issues.

**i)**Alternative proposal for Motor Cycles to ITIs- The alternative proposal approved by the last CWC viz. provision of Laptops  was taken up and a meeting with the Infrastructure Committee was held on 18.1.2013- in which a broad understanding has been reached.  The same will be finalised shortly and put up for approval of the Board.

**ii)**Regarding insufficient allocation of funds on various heads, the Secretary General requested all circles to provide the details of funds sought by various budgeting authorities and funds sanctioned by the CBDT to take up the matter further.

**iii)**The house was informed the stand taken by the Department of Expenditure not to extend or includ more categories for Special Pay as per the decision of the Government of India, on the basis of the V-CPC recommendations.

**iv)**The Amendment to Recruitment rules of ITI and changing the pattern and simplification of Examination can be pursued only after the approval of the Cadre Composition proposal pending with the Ministry of Finance.

**v)**The CHQ will insist upon the implementation of the report of the Committee appointed by the Board with regard to the statistical report.

**vi)**After getting the grade pay of Rs 4600/- ITIs/AO/PS, the demand for applicability of  fitment formula as per pre-revised scale of Rs 7450 was rejected by the DOE but has again been taken up at the highest level and the same is pending with the Dept of Expenditure.

**vii)**The Secretary General Reported that the matter of extension of advance increment to STA/Stgr,was twice rejected by the Govt. vidie OM No. F No. A-26017/44/94-Ad.IX dated 20th Oct. 1994 and even No. dated 17th Nov. 2000.  On the advice of Com. KKN Kutty, Advisory Committee Member, the matter was again taken up informally in the year 2011 and 2012 through the DIT (HRD),and personally by Com. Kutty with the Officials of the DOE, as there is a genuine apprehension that the Govt. may revisit the Scheme of Advance Increment on Passing Departmental Examinations in the Income Tax Department, which has been stopped and replaced by alternative schemes in all other Departments on the recommendations of the V-CPC.  On the basis of advice rendered by the Advisory Committee members based on the feedback of informal persuasion, it has been decided not to pursue the matter at the moment.

**viii)**Mobile hand set- The Chairperson, in the last QRM held on 17.12. 2013 upon the insistence of ITEF, directed the 1% Incentive Committee to re-examine the proposal and submit fresh report.

**ix)**Increase of Petrol Allowance- The House was informed that the Board has directed the DIT (Infra) and DGIT (Logistics) to move a proposal with sufficient reasoning.

**Agenda No. 3:** Discussion on organisational matters, including JCA Functioning.

While participating in the meeting most of the comrades reported proper functioning of the JCA and reiterated the necessity of its strengthening.  General Secretaries from Tamilnadu, Madhya Pradesh, Kerala and Western UP reported certain difficulties in the joint functioning due to different stand taken by the ITGOA leadership on certain issues in these Circle.  Functioning of the JCA in Orisa circles was reported as weak.

While summing up the discussion the President Com. Ashok B Salunkhe reiterated the need of united movement and requested the circles to report to the CHQ the problems faced by them with regard to smooth functioning of the JCA.  The President also stated that since there is understanding at the apex level, the problems of any circle reported to the CHQ will be sorted out by the Presidents and Secretary Generals of ITEF and ITGOA at apex level and necessary instructions will be given to such circles in order to bring smooth functioning of the JCA at Circle levels. The President once again thanked all the CWC members for making the 12th December, 2012 strike a grand success and appealed all to take all steps to register the same success in the ensuing two-day strike slated for 20th and 21st February, 2013.

        The following Comrades participated and presented their views and problems on the above two agenda items: Comrades: **Usha Bonepalli** (AP); **Sumit Bose & Rupak Sarkar**(Bengal); **Manmohan Naik** (Bengal-D); **Jageswar Sah & Arun Kumar Pandey**(Bihar); **Ashok Kumar** (Bihar-D); **Ombir Singh** (Delhi) **K. Madhusudanan** (Gujarat);**Vinod & Sethu Ram** (Karnataka); **Narayana Hari**(Kerala); **Yeshwant Purohit** (MP & CG); **Raveendran B Nair** (Mumbai); **Subadeep Kar & Subir Majumdar** (NE Region);**D.S. Narwal** (NW Region); **DP Acharya** (Orissa); **Rajendra Meena & S.P. Sharma**(Rajasthan-C); **Nathuram Meena** (Raj-D): **Sharad Morhe** (Pune);**M.S.Vengatesan & A.V. Sedhadri**(Tamilnadu); **J.P. Singh** (Eastern UP); **Anupam Misra** (Eastern UP- D), **Ajay Tiwari** (Western UP); **Ram Surat Singh** (Western UP-D);and **B.N. Chikate**(Vidharbha).

**Agenda Item No.4** Discussion on the Strike slated for 20th & 21st February, 2013. The President requested Com. KKN Kutty, Advisory Committee Member and Secretary General of Confederation of Central Govt. Employees and workers to enlighten the house on the Issue.  Com. KKN Kutty, in his speech touched upon the economic policies of the Government and resultant miseries of the people and called upon the members of the ITEF to play their pivotal role in resisting the same.  After dealing with the important demands he appealed to the ITEF to make the event a historic one by registering 100 percent participation.  Both the Secretary General and President informed the steps already taken by ITEF Secretariat and assured him that true to our tradition, all efforts will be made towards the total success of the strike.

Com. President then invited Com. Bimal Bose, the Advisory Committee Member and requested to speak on behalf of all other members of the Committee on the discussions and deliberations of the meeting. In his speech he appreciated the Secretariat and CWC members for conducting and participating in a most disciplined and serious manner.  He touched upon the need of Joint movement and its strengthing both within the Department and outside with other trade Unions and affirmed that the forthcoming two day strike will bring not only the desired unity but achievement of our goal.

**Agenda No. 6**: Any Other matter: Since for the agenda No. 5 (Diamond Jubilee function and Felicitation of Veterans) a separate function is being arranged, the President with the approval of the house took up the last agenda and invited participation of the members for discussion.  From the side of the Secretariat, the President moved the following proposal:

**i)**Outstanding dues on Account of Renewal Fee and Aaykar- Appealed to all Circle General Secretaries  to clear  the dues within a period of one month.

**ii)**Considering the problems and inconveniences being faced by the Host unit, the following decisions of the Secretariat was put forth and the same was approved by the House.

**a)**To Restrict the participation in the CWC Meeting only to the CWC Members-

**b)**In case either or both the President and General Secretary of any Circle happens to be the Secretariat Member(s), such Circles can nominate such number of persons to the extent of Secretariat Members, as observers to the CWC Meeting.

**c)**Any other person to be considered as observer and allowed to come to the place of CWC meeting, it shall only be after approval of the CHQ upon a request from the Circle Secretariat.  They shall also bear themselves or the Circle, all the cost of their boarding, lodging, travelling, transportation etc.

**d)**With regard to the requests of Bengal Circle for amendment to the Circle name; from MP & CG Circle for extension of time for holding the Conference; and Bengal Circle –D for allowing promoted persons to hold posts in their circle, the president informed that the decision of the Secretariat will be communicated to them.

**Vote of Thanks:** The Additional Secretary, Com. Ashok Kumar Kanojia, while proposing vote of thanks echoed the gratitude and appreciation placed on record by the Participants in the CWC meeting and said that the excellent arrangements made by the host unit has par excelled all the expectation of the CHQ. and CWC members.  He conveyed the gratitude of the Secretariat to all the Volunteers and leaders of Orissa circle under the leadership of Com. DP Acharya for the excellent execution of the responsibility given to them.  He also thanked the Veterans who attended the CWC meeting and the management of the Hotel Holiday Resorts and its staff members and also all the CWC members for their co-operation extended to the presidium in conducting the meeting in a most disciplined manner.

**DIAMOND JUBILEE FUNCTION**.

               The function started at 2.30PM on 2nd February, 2013.  The function was presided over by Com. Ashok B Salunkhe, President of ITEF. He recalled the contribution of the veteran leaders during the years when Transport, Communication facilities and Financial assistance were scarce and inspite of these the founders and other veterans had made it possible to make a unitary organisation of the Income Tax Employees.    He invited Com. KKN Kutty, Secretary General of Confederation, Com. Sita Rama Rao, President, ITGOA, Shri S.K. Dash, Secretary, IRS Association, Orissa and Com. M.M.Rao, Secretary ITGOA, Orissa Circle to the Dias. While welcoming the gathering the Secretary General touched upon the importance of the occasion and the sacrifices and contributions of the leaders to build the organisation and bring it to the present status.  He also informed that many of the veteran leaders invited by us could not come over to the place due to their age, immobility and family problems and received messages of greetings from Com. Sanjeeban Battacharya, Com. Samar Bose, Com. R.B. Deshpande etc.  He also acknowledged the presence Com. Rajesh D. Menon, Secretary General, ITGOA and Shri R.R. Das, Commissioner of Income Tax, Bubaneswar and other invitees and guests.  The Secretary General Invited the following Veteran Comrades to the stage and Com. President honoured every veteran by presenting  shawl and Memento amidst applaud and slogan shouting.

**(1)  Com. G.C. Lala; (2)Com. K.B. Verma; (3) Com. Sarbananada Das; (4) Com. J.K. Samathroy; (5) Com. V.B. Srivastava; (6) Com. A.H. Zafarulla Khan; (7) Com. Sambu Prasad; (8) Com. Barun Goshal; and (9) Com. V. Bhaskaran Nair.**

The following veteran leaders of Orissa Circle were also felicitated in the function:

(1)    **Com. B.N. Mohanthy; (2) Com. Pitamber Lenka; (3) Com. J.B. Sahoo; (4) Com. K.C. Patnaik.**

Com. K.K.N. Kutty, in his greetings on the occasion recalled some of the trials and tribulations faced by the veterans during the past 60 years.  He lamented upon the historic strike of 1960 & 1974 and the repression unleashed by the Government against the leaders and employees. He assured the veterans that their contributions to build this movement will be remembered all time to come and conveyed his greetings to the veterans and all members with a call to the present and future leadership to forge ahead the movement through struggles.

Shri S.K. Dash in his speech saluted all the comrades of ITEF for holding the flag of the orgination high for such a long period and greeted the function and the veterans on behalf of the CCIT (CCA) and on behalf of the IRS Association.

Com. Sita Rama Rao, President, ITGOA lamented the sacrifice and services of the veteran comrades and saluted them.  He stated that ITEF is the mother organisation for all members of ITGOA and hoped that the movement will remain in the dominance for years to come.  He also said that the Joint movement of ITEF and ITGOA has to be strengthened further to deliver better services and benefits to the members.

Com. M.M. Rao, General Secretary, ITGOA, Orissa Circle also greeted all the veterans and CWC members.

Com. President invited Com. D.P. Acharya, General Secretary, Orissa Circle, for proposing vote of thanks.  Com. Secretary General while placing gratitude and appreciation of the Secretariat to the Comrades of Orissa Circle for their sincere efforts to make excellent arrangement for the CWC meeting, commented that the arrangements par excelled the expectation of all. The house acknowledge the efforts of the team with standing ovation.

               Com. D.P. Acharya stated that the small circle of less than  500 members could execute the responsibility due to the cooperation extended by the CHQ and all CWC members.  He placed gratitude and sincere thanks to the veterans who have taken all pains to reach Puri and grace the occasion, CWC Members, invitees, guests and members of ITGOA Orissa Circle in helping them to fulfil the task undertaken by them.

With recitation of Trade Union song “Hum Honge Kamyab”by the entire house led by Coms. Yeshwant Purohit, Usha Bonepalli and Subadeep Kar, the curtain was drawn to meet at the next CWC Meeting.

               With greetings,

Yours fraternally,

**(*KP Rajagopal*)**

Secretary General