**INCOME TAX  EMPLOYEES  FEDERATION**

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Cir. No. 30/12-15                                                                                                        Dated: 25th August, 2013.

Dear Comrades,

**Decisions of the extended Secretariat Meeting**.

1. **Allocation of newly created Posts**.

            The Extended Secretariat meeting was held as scheduled on 24th August, 2013 to consider, among other things, the principle of allocation of newly created posts in the cadre restructuring.  Prior to the Secretariat meeting, the sub-committee formed for this purpose met and finalised the draft allocation.  The draft allocation was prepared on the basis of the formula adopted and other suggestions approved by the Central Working Committee Meeting held on 28th July, 2013 at New Delhi.  The draft proposal was subjected to detailed discussions in the Secretariat meeting.  Some circles pointed out discrepancies in the figure of work load adopted by the Committee.  Though the Committee has adopted the figures available on official records, it was decided to verify the same further from the official figures of the Central Board of Direct Taxes.  If any major discrepancy is found in the figures adopted, the same will be considered by the Sub-Committee and required steps will be taken after consulting all concerned.

***The Secretariat has also decided to allocate certain number of posts to the newly created areas viz. ASK, SEWOTTAM, CPCs, LTUs etc The Secretariat also decided that the issue of creation of cadre controlling authority at Chatisgarh will be taken up with the Board with a brief note along with the proposal.***

            The Secretariat also decided that allocation of the new posts will be based on the Cadre Restructuring proposal and posts projected for the newly created/expanded areas will be separately considered for charge wise allocation.

2.         **Merger of Directorates**.  The CWC meeting held on 28.7.2013 decided to oppose the merger of Personnel of all Directorate ( created after 2001 and proposed new ones) under the Cadre Controlling Authority of DG (Admn).  Except in the case of 6 directorate of pre-2000 period, where distinct categories of personnel are working,  in all other directorates the personnel drawn from the sanctioned strength of CCIT(CCA),Delhi is working.  In view of the above, we have taken up the matter with the sub-committee constituted for this purpose by the Board and demanded that atleast the staff strength required for the post-2001 Directorates and the Directorate proposed to be created should be placed under the CCIT (CCA) strength.  It was reported to the Secretariat that the said sub-committee has not accepted our proposal.  The Secretariat therefore, decided to lodge our strong protest through agitations against the move of the Board and the attitude of the Sub-Committee.

**3**.                     **Casual/contingent workers**. Over the teeth of our demand and agitations carried out, the Board has directed all the CsCIT(CCA) to stop payment/engagement of the casual labours from the month of June 2013. The sudden stoppage of wages to these poor workers engaged for carrying out perennial and permanent functions of the Department, for no fault of theirs is against the principles of natural justice and the spirit of the judgment of their lordship, the Constitution Bench of Supreme Court,in the case of Umadevi Vs. UOI.  In many circles, the poor employees who were engaged by the authorities and working in the department for more than a decade, had to approach various judicial authorities for their intervention and continuation of their services.  Though there is no specific direction from the Government for the sudden stoppage of their engagement, the reason for the decision of the board is very obvious viz. outsourcing the work of permanent nature.  The stand of the Board has come out openly as he Board recently stayed the earlier order for three months on the precise ground that some of the Chief Commissioners requested for more time to engage persons through outsourcing/contracturisation. The board has also not taken any action on the demand raised by this federation through a resolution passed in the Secretariat meeting dated 13.06.2013.

The Secretariat therefore, decided to call upon all the circles/Regions/Branches to have a demonstrative action in the form of Lunch Hour Demonstration on 30th August, 2013, pass  resolution  and send the same to the Chairperson. The Text of the Resolution is enclosed.

**4. Differing Stands of the Circles**.  It was reported by our representatives in the Sub-Committee at apex level that some of the Circles have demanded certain changes in the proposed recruitment rules etc.  Taking note of such reports the Secretariat decided to request all the Circles not to take any stand or express differing views on matters of all India nature, which the CHQ is taking up at the apex level committees in accordance with the decisions of the Central Working Committee. **It was also decided to circulate the stand taken in respective sub-committees by the ITEF(CHQ) to Circles so that uniform stand can be taken by the Federation at various levels.** The Circles may take up and concentrate on issues mainly concerned with various requirements of the Circles like, infrastructure, office space, residential premises, placement of personnel, location of new offices, arrangement for holding of DPCs in time etc.  **Kindly restrain from taking a different stand on the issues connected with Recruitment Rules, allocation of posts etc. from that of the ITEF(CHQ).**

5. **Amendment to ITI Recruitment Rules**: The secretariat was appraised by our Representative in the Sub-Committee of CBDT of the opinion emerging in the committee with regard to removal of the twin slot of Date of Passing and Seniority for consideration for promotion to the cadre of Inspectors, in view of the provisions of the Model Recruitment Rules circulated by the DOPT, the reduction in the stagnation period and non-existence of such provisions in the upper and lower cadres Recruitment Rules.

**MATTER WHICH REQUIRE URGENT RESPONSE FROM THE CIRCLES.**

***Strike ballot for Indefinite Strike: The CWC meeting held on 28.7.2013 had discussed the programme chalked out by the JCA of Confederation, Railway Employees and Defence Employees to go jointly for an indefinite strike demand among other things, setting up of VII-CPC, Merger of DA, Scraping of New Pension Scheme, etc.  The call of the JCA for strike ballot was discussed in the CWC and decided to go for a massive campaign instead of Strike Ballot.  The Extended Secretariat Meeting reviewed the decision in the back ground of the consequent communication from the Confederation.  The meeting also deliberated in detail the requirement of strike ballot since it is for an indefinite strike as also the impact and advantages of such a process. It was felt by the Secretariat that an indefinite strike preparation had always resulted in the announcement of the CPC in the past.  Therefore it is imperative on our part to carry out the programme. In the extended meting of the Sectt. some of the Circle Secretaries were not present.  It was, therefore, decided that their views must be obtained within a week’s time, before the Confederation’s directive is acted upon.***

**It was therefore, decided that circles, by contacting the members of their decision making bodies or holding emergency meetings may communicate their views on the above issue with in a week.**

   Com. President expressed his inability due to some domestic compulsions to function as Vice President of the Confederation and requested the house to allow him to tender his resignation.  The Secretariat unanimously appealed to him not to press his decision as the Confederation is presently in the midst of preparation of a serious agitation.  He agreed to consider the appeal.

With greetings,

Yours fraternally,

(KP Rajagopal)

Secretary General.

**INCOME TAX EMPLOYEES FEDERATION**

**———————–CIRCLE/REGION/BRANCH**

The General Meeting of this Federation \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_Circle/Region/Branch in its meeting held on this day the 30th August, 2013 resolved to request the Chairperson, CBDT to rescind the directions issued to stop payment to the casual/contingent paid employees. This meeting demands that the authorities prepare a scheme for regularisation of the casual/contingent/daily rated employees by absorbing them in the newly created MTS posts.

The Meeting also demands that required cadre strength of the newly created and proposed Directorates at Delhi be placed under the CCIT(CCA),Delhi as demanded by the Federation.

President

ITEF,…………………….Circle/Region/Branch.

Submitted to the Chairperson, Central Board of Direct Taxes, North Block, New Delhi-110001

(                              )

General Secretary/

Regional Secretary/

Branch Secretary

**ITEF…………………**