

**INCOME TAX
EMPLOYEES
FEDERATION**



Since 1953

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Dated, 11th August, 2021

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

Respected Sir,

Sub: Objections in respect to published Draft Recruitment Rules – Regarding.

Your kind attention is drawn to our letter dated 16th March, 2020, wherein we proposed modification of earlier proposal submitted before the sub-committee constituted for non-IRS cadre under CRRC, 2018. Thereafter we discussed in details in various meetings with the then Chairman, Member (Admn), CBDT and Pr. DGIT, HRD. We are grateful that the Chairman, CBDT, the Member (Admn.) and Pr. DGIT, HRD were kind enough to agree with our proposal in order to take care of the apprehensions expressed by the stakeholders. Considering the discussions held during the said meetings, we were confident that the CBDT will propose the same, which was discussed with us and agreed upon, But very unfortunately, on perusal of draft RRs of Inspector, Office Superintendent and Stenographer Grade-I circulated on **4th August 2021**, it is found that there is very significant departures from the discussions held with the respective authority and issues agreed upon. The members of ITEF are very much disappointed and demoralized after perusing the draft RRs. The career progression possibilities of Group C employees will be reduced drastically, if these RRs are implemented. **On behalf of all members of the organization, we would like to place before your goodshelf our justified objections as well as legitimate suggestions for modification/amendment of the following draft Recruitment Rules published, for consideration.**

1. **INSPECTOR of INCOME TAX:** The sea change of ratio between Direct Recruitment (DR) and Promotion (PR) quota from **1:2** to **3:1** will severely effect the promotional prospect of the cadres below. The present sanction strength of Inspector is **13293**. In the case of promotion to the grade of Inspectors, the extant multi feeder cadre

system in different Pay Levels (Grade Pay) is proposed to be abolished. The Office Superintendent and Stenographer Grade I (both are in Pay Level -6) will be the feeder grades for promotion and the combined Sanctioned Strength of both the grades is presently **19365**. Moreover, more than **20000 employees** in MTS & Tax Assistant grades will also be looking for their promotion to the post of Inspector, once they are promoted to the feeder grade. After the change proposed in ratio, the career progression of MTS, Tax Assistant, Office superintendent and Stenographer Grade-I & II will be significantly compromised. For promotion to the posts of Inspector minimum **15-20 years** would be required from Office Superintendent and Stenographer Grade-I and it may take minimum 25 years from the post of Tax Assistant. As the post of Inspector is pertaining to **Non-Selection** category [following the criteria set by the DoPT vide OM No.35034/7/97-Estt. (D) dated 08.02.2002 read with the Compendium of FAQ on RRs, issued by the JS (RR), UPSC, Recruitment Rules Branch dated 01.06.2016], *the present ratio of direct recruitment and promotion quota i.e. 1/3 DR and 2/3 PR is not at all required to be changed.* The **Category of Post** mentioned under **Column 5** in the draft RR is required to be modified as “**Non-Selection**”.

2. **OFFICE SUPERINTENDENT:** After merging of two grades, Office Superintendent and Sr. Tax Assistant, the combined sanctioned strength will be **16650**. This post is presently in Level 6 (7th CPC), equivalent to the posts carrying the erstwhile grade pay of Rs. 4200. The proposed merged grade will also belong to non-Selection grade, as explained above. Presently there is no direct recruitment in this grade (neither in the grades of Office Superintendent nor in the Sr. Tax Assistant). But for the sake of proper filling up of vacancies, we agreed to direct recruitment in this merged grade in the ratio of **1:1** for direct recruitment and promotion quota **whereas 3:1 is proposed in draft RRs. Therefore, the proposed DR:PR quota should be modified to 1:1.** As the post of Office Superintendent is pertaining to non-Selection category [following the criteria set by the DoPT vide OM No.35034/7/97-Estt. (D) dated 08.02.2002 read with the Compendium of FAQ on RRs, issued by the JS (RR), UPSC, Recruitment Rules Branch dated 01.06.2016] hence the **Category of Post under column 5 mentioned in the draft RR require to be modified as “Non-Selection”.**

In the draft Recruitment Rules under **Note 2 of Column 9** it is mentioned that *the drawal of third and subsequent annual increment shall be postponed till the date on which the official is declared to have passed the Departmental examination,* which is not acceptable as there was no such precondition in the other Grades. So, it is required to be deleted.

The feeder grade for promotion to this post will be Tax Assistant, which has the sanction strength of **12683**. Retention of existing residency period i.e. **3 years**

for promotion to the post of Office Superintendent (Pay Level 6, Grade Pay of Rs.4200) from the post of Tax Assistant (Grade Pay of Rs.2400, Pay Level -4) as on the date of publication of draft RRs has already been incorporated in draft RRs. But the benefit shall be extended to all existing employees as on the date of publication/ notification and note **3 of Column 11** of the draft RRs may be amended accordingly.

3. **STENOGRAPHERS:** After merging of two grades, Steno Grade-I (Rs.5500-9000) and Steno Grade-II (Rs.5000-8000), the combined sanctioned strength will be **3002**. This post is presently in Level 6 (7th CPC), equivalent to the posts carrying the erstwhile grade pay of Rs. 4200. As per existing RRs of Stenographer Grade-I (Rs.5500-9000) and erstwhile Stenographer Grade-II (Rs.5000-8000), there were no criteria of passing Ministerial examination for promotion. In the draft RR of Stenographer Grade-I, in **Column 11**, it is mentioned that who have passed the prescribed Departmental examination for Ministerial Staff will be considered for promotion to the post of Stenographer Grade-I, which is not acceptable. The passing of Ministerial Staff examination is required only for those Stenographers (Grade I or II), who are willing to take promotion to the post of Inspector. So, it is required to be deleted the precondition of passing Ministerial examination for promotion to the post of Stenographer Grade-I.

Retention of existing residency period for promotion to the post of Stenographer Grade-I (Pay Level-6) from the post of Stenographer Grade-II (Pay Level -4) has already been incorporated in draft RRs. The residency period shall be continued to be the same for existing Stenographer Grade-II (Pay level-4) i.e. **3 years** as per existing RR of Stenographer Grade-I and it is required to incorporate in **Note 3 of Column 11** of the draft Recruitment Rule.

4. **TAX ASSISTANT:** As per the existing RRs for TA, the entry in the grade is prescribed by direct recruitment and promotion from the grade of MTS in the ratio of 3:1. Considering the recent recruitments in the grade of MTS in good numbers (**presently sanctioned strength: 11138**) and their bleak career progression prospect, it is proposed that RRs for Tax Assistant grade is require to be amended for making it a **100% promotional grade** from the cadre of MTS. The change is also necessary as one more grade is also proposed to be open for Direct Recruitment (Office Superintendent) and as per DOP&T's OM, all grades in Group C cadres in any department cannot be open to direct recruitment. The above proposed amendment in RRs in TA grade can only balance the proposed change of direct recruitment in Office Superintendent Grade.

We sincerely believe that you will appreciate how the proposed Draft Recruitment Rules are going to jeopardize the reasonable career aspiration of the majority of Group C employees of the Department. Therefore, we request your honour to kindly examine the

above stated considered proposal **and necessary direction may kindly be given** to modify Draft Recruitment Rulea and send the appropriate proposal to the concerned Departments for approval. **Being the sole stake holder, ITEF may kindly be consulted again, before finalisation.**

Sir, we feel that you can judge the disappointment and desperation on the part of the all Group C employees of the Department and therefore, we are very much hopeful of justice to be delivered very soon. But in absence of any positive response on the part of the authority, resorting to agitation programme shall be the only option left with us.

With regards,

Yours faithfully,



(Rupak Sarkar)
Secretary General

Copy for information and necessary action to:

1. The **Respected Member, Administration**, CBDT, New Delhi
2. The Respected Pr.Director General of Income Tax, HRD, CBDT, New Delhi