

JOINT COUNCIL OF ACTION
INCOME TAX EMPLOYEES FEDERATION &
INCOME TAX GAZETTED OFFICERS ASSOCIATION
A-2/95, Manishi Nath Bhawan, Rajouri Garden, New Delhi 110027

Joint Convenors
K.P. Rajagopal & Bhaskar Bhattacharya

No. N-2/M-12/12-15/

Dated: 6th Mar.2014.

To

The Chairman,
Central Board of Direct Taxes,
North Block
NEW DELHI- 110001

Sir,

Sub: Agenda items for discussion in the forthcoming Meeting -

We write this with reference to the above. The agenda items for discussion in the meeting is enclosed herewith for necessary action.

Thanking you,

Yours faithfully,



(KP Rajagopal) (Bhaskar Bhattacharya)
Joint Convenors.

Encl: as above

Agenda items for discussion in ensuing meeting with Chairman, CBDT

Item No. 1- PROMOTIONS:

- (a) ITO to ACIT: Immediate holding of DPC for RY 2013-14 & initiate process for holding DPC for RY 2014-15 as per DoPT model calendar.
- (b) ACIT to DCIT (retrospective effect from 01.01.2011 and 01.01.2012 w.r.t. 2006-07 and 2007-08 Batch A.C.I.Ts and left over of 2008-09 and 2009-10 from 01.01.2013 to 01.01.2014 respectively).
- (c) DCIT to JCIT (giving effect of regularization for 2000 and 2001 Batches w.e.f. the date of DPC and regularization of ad hoc JCITs belonging to 2003 and 2004 batches Officers).
- (d) Ensure adherence to model calendar for promotion issued by DOPT.
- (e) All vacancies arising in the cadre of ACIT should be filled up in one go and by promotion only, without spreading over to 5 years (pentafurcation) in respect of additional posts sanctioned in Cadre Restructuring
- (f) Ensure timely submission of APARs so that there is no delay in promotions
- (g) There should be a time bound promotion from Group B to Group A services.

Item No.2- SENIORITY:

- (a) Issue of uniform guidelines for implementation of Supreme Court Order in UOI &Ors. Vs. N. R. Parmar and restoration of promotions stayed by various Tribunals/Courts.
- (b) Finalisation of All India Seniority List of ITOs in time bound manner at the earliest.
- (c) Redrafting of Civil List 2013 removing the discrepancies therein.
- (d) to publish seniority list of AOs & PS cadres on All India basis
- (e) the ratio of the decision in the case of S.K. Shukla be applied uniformly

Item No.3- T&P POLICY:

- (a) the transfer policy in respect of promotee officers be suitably amended to accommodate them in their home state on promotion, subject to

availability of vacancy and in case of extreme exigency, his/her choice and consent must be taken before transferring the officer outside his/her home state.

- (b) the cooling off period should remain 2 years as agreed in Transfer & Posting Policy as against the unilateral stand of the Board of increasing the cooling off period to 3 years.
- (c) Redressal of the Grievances to the AGT order of earlier years, redrafting of transfer policy guidelines and timely Transfer Orders.
- (d) all the Officers who have completed 2 years term under various Directorates at New Delhi be transferred back to field offices.
- (e) all Officers working under various Directorate posts at New Delhi should be kept under the control of CCIT(CCA), New Delhi instead of creating a separate cadre controlling authority of DGIT(Admn.,).
- (f) the cooling off period in the case of transfer to compulsory option regions and not being adjoining State/Region should be reduced to one year.

Item No. 4: PAY SCALE RELATED

- (a) CBDT must make sincere efforts to withdraw pending litigations to give the pre-revised increased scale of ITOs with effect from 1-1-1996 as awarded by CAT, Mumbai.
- (b) the grant of grade pay of Rs.5,400/- to the ITOs shall not be considered as a promotion for the purpose of MACP as is held in a CAT order for the employees of CBEC.
- (c) on promotion, the ACITs be granted grade pay of Rs.6,600/- in PB3
- (d) ITOs in the grade pay of Rs.5,400/- be placed in PB3.
- (e) JCITs who are the 1st Supervisory authorities in the department and have same functions as Addl. CIT, be placed in PB4.
- (f) the grade pay of Rs.5,400/- be allowed to the cadres of AOs and PS after 4 years in the grade pay of Rs.4,800/-.
- (g) the Officers working in CPC be granted Special Pay/Deputation Allowance.
- (h) the exemption limit on Transport Allowance u/s 10(14) be suitably enhanced to match the Transport Allowance drawn by the Central Government Employees, by suitably amending Rule 2BB.
- (i) the exemption limit on Children Education Allowance u/s 10(14) be suitably enhanced to match the Children Education Allowance drawn by the Central Government Employees, by suitably amending Rule 2BB.
- (j) the ceiling on HBA be increased from present limit of Rs.7.5 lakhs to Rs.50 lakhs.
- (k) grant of appropriate pay to all officers assigned additional charges & the same may be mentioned in the order for holding additional charge

- (l) Fixation benefit on promotion to the cadre of OS/ Stgr.I.
- (m) Increasing Local Travel Expenses equal to 50/30 ltrs of Petrol Allowance to ITIs & NS.
- (n) before finalisation of terms of reference to VII Pay Commission, JCA must be consulted.

Item No. 5: INFRASTRUCTURE ISSUES:

- (a) Grant of suitable mobile handset commensurate with their grade pay to all employees and officers of the department
- (b) Laptops for newly promoted ITOs and replacement of old laptops.
- (c) Laptops for A.O., P.S. and Sr.PS.
- (d) Laptops to inspectors
- (e) Increase in number of operation vehicles per Range so that there is one operational vehicle for each DCIT, ACIT, ITO.
- (f) all the Assessing Officers be provided with Judicial reference software or reimbursed the cost of existing software available in the market
- (g) Betterment of Tarang Scheme.
- (h) Provide Data Card to all Gazetted Officers including AO / PS
- (i) the benefits of 1% incentive and other welfare schemes should be equitably distributed amongst all the members of the Department, so that the benefit reaches the members
- (j) the TROs be provided with ITD connections.
- (k) Provide direct telephone lines along with broadband connections to all AO/DDOs for TRACES and ZAO related matters
- (l) Delay in Sanction of 6(six) Air Conditioners per Range.
- (m) CBDT must formulate a more secure procedure for issue of refunds to protect the Assessing Officers.
- (n) Assessing Officers are to be allowed to have a second security password for issuing Refunds.
- (o) ITIs and OS be given RSA token.
- (p) Rearrangement of duties of MTS.

Item No 6 - VACANCY:

- (a) all the vacant posts in all cadres in the department as per the existing sanctioned strength be filled up immediately.

- (b) Creation of commensurate number of posts in the cadre of AO and PS in line with higher posts created in CRC in the cadres of CIT and CCIT.
- (c) allocation of posts to CPC should be finalised expeditiously and consequential promotions shall be given immediately.

Item No. 7: LITIGATION ISSUES:

- (a) Proper handling of all the Court cases pending before Hon'ble Supreme Court and High Court including the case of V.K.Suryabanshi pending before SC, Retrospective effect of change of Pay-scale of ITO/ITI from 01-01-1996 pending before HC, Bombay, Enhancement of Gr. Pay of AO/PS pending before CAT, Principal Bench, etc.
- (b) Steps to be taken for minimizing litigation.

Item No. 8: VIGILANCE:

CBDT must settle all vigilance matters pending against our members immediately and no vigilance or enquiry proceedings or show cause notice shall be initiated in the near vicinity of retirement.

Item No. 9: RECRUITMENT RULES:

Amendment to IRS Rules, 1988 retains the method of bunching and do away with the concept of year of induction. Substitute year of recruitment by year of vacancy.

Item No.10- OFFICIAL WEBSITE:

Ensure Access to Official Website of the Department www.irsofficersonline.govt.in to all Officers and Staff and renaming the same to www.incometaxindiaservice.govt.in.

Item No.11: REPRESENTATIONS / PARTICIPATION:

Representation of All India Associations as well as the Association at the Regional Level in Video Conferences.

Item No. 12 – DEADLINES / STATISTICS / REPORTS:

- (a) the artificial time limit set by any authority to complete any statutory work where the time limit is provided in the Statute itself, be done away with
- (b) Avoidance of repetitive and overlapping statistics sought from field offices.

Item No.13- **DEPARTMENTAL EXAMINATION:**

Wrong Answer Keys in the Departmental Examination-(ITOs-2013) paper II-award of additional marks in lieu of the same to candidates.

Item No. 14:. **HRMS / MMS**

- (a) Ensure immediate implementation of MMS.
- (b) functionality of HRMS must be made operational or MMS must be upgraded for digitization of APAR and other service matters at CBDT level

Item No 15 : **Interest u/s 234 E**

Board should take a policy decision immediately It is unanimously resolved that, provisions be made under Income-tax Act for waiver of interest u/s 234E which is causing undue hardship to the DDOs.

Item No. 16: Any other matter with the permission of the Chair.
