



I.T.G.O.A
ZINDABAD

Income Tax Gazetted Officers Association

President

AJAY GOYAL

(09013853783)

ajoygoyal@gmail.com

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Secretary General

BHASKAR BHATTACHARYA

(08902198888)

secgenitgoachq@gmail.com

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To
The Chairperson,
Central Board of Direct Taxes,
New Delhi.

Respected Madam,

Sub.: Bio- metric attendance for members of ITGOA

Kindly refer to the above.

The newly introduced Aadhar Enabled Bio-metric attendance system is already in operation in some the offices of Income Tax Department nation-wide and others are in the process of implementing it in a short while. In this regard, we would like to place some of the facts before your honour for your kind consideration:

1. The officers working in field are used to work late in office throughout last 6 months in every financial year due the heavy work-load. An officer working very late in office cannot be expected to attend office early next morning everyday. He/she must be allowed a reasonable relaxation in attending office.
2. The officers in the cadres of Income Tax authority i.e. Income Tax Inspectors and above, are bound to carry out out-door duties, almost on regular basis. Adherence to Bio-metric

attendance system will affect adversely the mobility of such officers and so, will adversely affect frequent out-door activities.

3. The wide variety of out-door works to be performed by an officer of our Department and also, to cope up with the practices of various departments including Judiciary, don't allow any of us to maintain time always and so, a strict attendance in office, for both in & out, may damage the prospect of attending such duties.
4. Our officers/officials also attend search & survey duties where they perform duties for more than 24 hours at one stretch and often relieved from such duties late in the night or in the early morning. They are not even allowed any special leave for such tedious job. Their presence on next day in the office at usual time is not feasible at all.
5. Due to heavy workload Income Tax authorities attend work on Saturday , Sunday and other holidays for which no compensatory leave is granted.
6. Maintaining attendance in time is required in Income Tax Department for attending the Assesseees/Representatives of Assesseees, but our officers are bound to attend them in the time mentioned in the notices/letters for the sake completion of time-barred works, may there be Bio-metric attendance system or not.
7. The department has provided Laptops and Data cards to officers and it is also expected from them to work at home in addition to office hours to enhance the productivity and efficiency. In fact, an Income Tax authority is employed for 24 hours and he/she may be allowed to perform his/her duty as per the convenience of the Department, and not the basis of the Attendance system.
8. The Income Tax authorities including the Gazetted Officers of our Department were never required to sign the attendance register.
9. The DOPT in its OM dated 21.11.2014 has provided that Biometric attendance system is only an enabling platform and there is no change in the instructions relating to the attendance rules. The bio-metric attendance should be implemented for the officials who

are required to sign the attendance register. The DOPT in its OM dated 21.11.2014 on the bio metric attendance is meant for replacing the manual attendance through digital system only.

The Managing Committee Meeting of ITGOA held on 23rd and 24th of February, discussed the issue at length on the above-noted points and resolved to request your honour to impress upon the competent Authority not to implement the Bio-metric attendance system for the executive cadre.

We solicit your kind intervention in this matter.

Thanking you.

Yours faithfully,



(Bhaskar Bhattacharya)
Secretary General