



# INCOME TAX GAZETTED OFFICERS' ASSOCIATION

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**I.T.G.O.A. ZINDABAD**

## Circular No.3

Dated: 12/04/2014

To,

**The members of CHQ,  
The President / General Secretary, All Units of ITGOA**

**Dear Comrades,**

### **1. PGRC Meeting dated 09.04.2014**

As you all are aware of the fact that the Personnel Grievance Redressal Committee (PGRC) meeting was to be held on 09-04-2014 and accordingly we met in our Secretariat meeting on 08.04.2014 to review the issues discussed in the last PGRC meeting that took place on 25-03-2014 and also the new issues to be raised on 09-04-2014. We received the minutes of the PGRC meeting dated 25-03-2014 only on 07.04.2014. On going through the minutes of the meeting we found that many of the important discussion/decision did not find place therein. In that meeting we had demanded discussion on the objection raised by ITGOA on the draft IRS Recruitment Rules, Transfer & Posting policy, Cadre-restructuring etc. Most of these were either not incorporated or misrepresented in the minutes circulated. The minutes were also silent about the non-inclusion of these issues. However, we immediately wrote back to the Board, under the banner of JCA, demanding inclusion of all these issues that discussed in the meeting on 25-03-2014. This issue was discussed in our Secretariat meeting alongwith other issues and decided to raise the same in the meeting to be held on 09-04-2014. The minutes of the PGRC meeting dated 25-03-2014 and the letter of JCA to Member (P) pointing out the deficiency in the minutes are attached herewith. The minutes of the Secretariat meeting dated 08-04-2014 are being circulated separately.

On 09-04-2014, before proceeding for PGRC meeting, we had a brief discussion with ITEF and they also expressed their strong resentment against the apathetic attitude of the Board and it was decided to raise all these resentment at the beginning of the meeting and it was further decided that in absence of any favourable response from the authority we would stage walk out from the meeting in protest.

In the meeting, we immediately raised the issues of promotion of ITO to ACIT for the Recruitment Year 2013-14 & 2014-15, both CRC and regular vacancies; finalisation

of allocation of posts in the CRC especially departure from the assurances given earlier i.e. no reduction of sanctioned strength and discussing the associations before sending it for approval; sending of IRS Recruitment Rule to the Hon'ble Finance Minister for approval without causing discussion with the ITGOA. On IRS Recruitment Rule the Member (P) informed that the Board has considered the objection raised by the ITGOA earlier and since already discussed hence no further discussion is necessary. The official side also could not give any satisfactory reply as regards reduction of posts of ACIT in most of the charges and the reason for not providing the booklets on Scheme of Restructuring to both the organisations having headquarters at New Delhi whereas the same was made available to all the Pr. CCsIT across the country. This attitude of the Board is nothing but total insult and neglect to the organisations and overlooking the interest of more than 90% work force of the Department. The Authority also failed to provide the basis of allocation of posts on which the Hon'ble Finance Minister accorded approval for allocation of posts amongst the various charges.

Having found no satisfactory response from the Authorities present in the meeting we immediately decided to walk out from the meeting.

The JCA had decided to intimate the Chairman about the circumstances which compelled us to stage the walk out and accordingly a letter was submitted in the office of Chairman on 11-04-2014, the copy of which is also enclosed herewith.

## **2. CRC**

The implementation of CRC has become the prerogative of the authority only. Though the newly elected committee at CHQ found everything at its final stage and did not get any opportunity to negotiate the implementation of Cadre-restructuring, we cannot shrug-off our responsibility in putting efforts to undo the unjust. Though we are yet to find the headway in this short period, our sincerest effort will go on with the help of entire membership to counter the aspiration of some to usurp the benefit of CRC for themselves only.

## **3. Promotion**

Promotion of ITO to ACIT for the RY 2013-14 is due since more than a year and the promotion for RY 2014-15 has also become due. To safeguard the interest of directly recruited IRS Officers, promotions to the Cadre of ACIT was sanctioned to be done in five installments spread over five consecutive years. The issue of filling up all the vacancies in the Cadre of ACIT at one go is still the foremost demand of ITGOA to ensure the well-deserved career prospect of its members. Even if we follow the norms set up by the Notification of CRC dated 31-05-2013, the Cadre-restructuring vacancies for 2013-14 & 2014-15 are also to be filled up immediately. The members of ITGOA are all ready to go to any extent organizationally to materialize their due share of promotions immediately.

The Board has approved to grant NFSG to the left out promotee officers of 2001 batch from 01-01-2014 but the delay in implementing it will cause denial of the effect to

some of the officers while they are in service. We are pursuing it on regular basis to have the order of promotion passed early.

#### **4. Recruitment Rules of IRS**

The discontent regarding interpretation of IRS Recruitment Rule and its implementation has become the barrier of smooth career prospect of the officers of our department for years together. The IRS recruitment rules were drafted and submitted to the Board without addressing the objections of ITGOA. The rules have been finalised by the Board and sent to the Finance Minister for his approval. We demanded for further discussion before its finalisation, especially in the light of the DoPT OM dated 04-03-2014, which is yet to be granted. We cannot accept any such Recruitment Rule which goes against the due interest and prestige of our members.

#### **5. Transfer & Posting**

A proper Transfer & Posting Policy and its implementation are to be ensured. We have already initiated dialogue with the Board and demanded a separate formal meeting for formulation of T & P Policy, 2014. Our effort will be to have two years as cooling-off period, no cross-country transfer, to consider spouse, medical and education grounds for all and to undo the unjust transfers done in last AGTs.

#### **6. AO/PS**

The Gr. Pay and Laptop issues of the AO/PS cadres are already taken up with the authority and these will be pursued with right earnest till the end. We were assured that matching number of posts in the cadre of AO/PS commensurate to the posts of Pr. CCIT/Pr.CIT would be created immediately. Though some posts are created in the cadre of AO, that too not in matching number, no scheme of creation of higher posts in the cadre of PS is conceived. We will put all of our efforts to achieve this.

#### **7. Litigation**

As the Board denied in taking any concrete position i.r.t. the implementation of N.R.Parmar decision or fixing a uniform parameter for its implementation all over tax-India, we took an effort to explain our interpretation of the OM of DoPT dated 04-03-2014.

#### **8. JCA**

A JCA meeting will be held at New Delhi sometime at the beginning of May, 2014 to discuss the issues and the course of action under its banner.

**9. CCGGOO**

The CCGGOO will be reorganized from a convention to be held in New Delhi on 17<sup>th</sup> April, 2014. ITGOA shoulders the responsibility of hosting the Convention. The VII Pay Commission matter is to be taken up strongly from the platform of CCGGOO.

LONG LIVE ITGOA  
LONG LIVE JCA

Thanking You,  
Yours comradely,



(Bhaskar Bhattacharya)  
SECRETARY GENERAL