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Income Tax Gazetted Officers' Association

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To

**The Members of CHQ,
Presidents/General Secretaries of all Units,
The Members,
All Units of ITGOA.**

Dear Comrades,

The MCM at Bengaluru, Karnataka & Goa region, on 15th & 16th of July, 2016 discussed the issues concerning our members at length and the following decisions were taken:

1. Promotions

a. ITO to ACIT

1. Promotion Order for the Vacancy Year 2015-16 is to be passed at the earliest.
2. The dossiers for the Vacancy Year 2014-15 is to be sent to the UPSC alongwith the comments of the DoPT & DoLA immediately for the regular promotion.
3. The regularization of promotions for the Vacancy Year 2015-16 is also to be taken up subsequently.
4. The completion of deficient APARs for the Vacancy Year 2016-17 is to be taken up on war-footing. The Unit leadership were requested to extend all the necessary help in this regard.
5. The promotion for the Vacancy Year 2016-17 may also be effected on ad-hoc basis also if it is felt that the regular DPC will take more time.
6. The training program in the NADT, Nagpur for the newly promoted ACsIT of 2015-16 batch is not to be conducted before 01-01-2017.

b. AO Gr.II to Pr. AO

1. The promotion to the cadre of Pr.AO is to be effected as early as possible.
2. All India Seniority List of AO, Gr.II is to be prepared at the earliest.
3. All Units are requested to ensure that the regional seniority list of AO, Gr.II is kept ready and is sent to the Ad-VI Section immediately on being asked for.

2. NRP

1. Preparation of All India Seniority List of ITOs, as per the implementation of NRP Judgment, to be initiated immediately.
2. CHQ to request the CBDT to direct the Pr.CCIT, UP(W), to implement the NRP Judgment at the earliest.

3. Jayadevan Committee will examine the list submitted by all Units and will advise if any correction is required. The respective Units will act accordingly and if required, with the help of the CHQ.
4. Member (P & V) will be requested to write DO to the Pr.CCsIT of UP(W), WB and B & J regions to complete NRP exercise immediately and in a time-bound manner.
5. All the Units are required to send the data relating to the bifurcation of vacancy for the years 2001-01 & 2001-02 to the Jayadevan Committee to verify whether the bifurcation of vacancies in all regions has been done following the guideline of the CBDT. Com. R.S.Meel is to provide the data of actual bifurcation communicated by the CBDT in 2002. All the units, more specifically AP, Delhi, NWR and Pune Units are to send the data as fast as possible as they have made some recent changes in the Seniority Lists of ITOs by holding review DPCs.
6. All the Units are required to send the data relating to revision in seniority (lists of both old and revised seniority in the proforma prescribed by the Jayadevan Committee for both ITO & ITI grades), if not already sent.
7. Application of provisions of Para 2.2.4 in NRP implementation, prima facie cannot be objected to. Correctness of application of Para 2.4.4 for any under-reporting in a particular region will be examined by Jayadevan Committee. Gujarat region has applied it and the Jayadevan Committee will examine whether it has been applied correctly. Any other region can apply it also if the requisite criterion of OM of DoPT is fulfilled.
8. The ITGOA will ask for further corrigendum in Advisory, if pointed out by any Unit, but only after the finalization of All India Seniority List of ITO based on the existing Advisory.
9. Implementation of NRP Judgment for arriving at a revised seniority list and effecting of normal promotion on the basis of the existing seniority list will be done side-by-side and parallelly. Any Unit, including the Gujarat Unit, will not object to regular promotion based on the existing Seniority List of ITOs. However, every effort shall be taken by the CHQ for early implementation of NRP judgement to arrive at the revised seniority list.
10. Com. Shailendra Lodha will help the Jayadevan Committee in speedy implementation of NRP Judgment.

3. AO/PS Court Case

1. The Second Opinion has been taken in favour of filing appeal in HC, Delhi. It has been decided to file the case in HC, Delhi, as early as possible. **As decided, the expenditure of filing appeal will be borne by the CHQ.**

4. Transfer & Placement

a) AGT, 2016

1. The parameters/calculation for declaring a region deficient zone is to be provided by the Board to the ITGOA **before AGT.**
2. The ACsIT for the R.Y. 2015-16 are to be retained in their respective regions as far as possible.
3. Discriminatory treatment with regard to the 'Spouse Ground' in the case of DR and PR in AGT is to be addressed.
4. Directorate postings within a Region are to be done by the respective Pr.CCsIT and not by the CBDT.
5. A model calendar to be published and circulated by the CBDT for All India and Regional T & P in all cadres to facilitate time-bound AGT every year.
6. The B & J Unit has the peculiar problem of not having willing officers to serve in this region. This, and other similar issues, will be taken up by the CHQ in the forthcoming T & P.
7. The ITGOA, Pune Unit has been advised to launch agitation against the Pr.CCIT, Pune for the whimsical and discriminatory local T & P of Pune region.

5. Laptops

1. Data card is to be provided to all officers, including the AO & PS cadres, who are entitled to Laptop.

2. The Tarang scheme is to be reviewed and if required, to be discontinued and replaced by new trouble-free connections, may be from the private vendors as is being done in case of ITD/ITBA/Indian Railways.
3. All officers are to be provided with landline connections with broad band connectivity at residence.
4. Wifi Connection is to be installed at every office building of the Department, owned or hired.

6. Examination in ITO cadre

1. The members of ITGOA will be asked not to appear in the proposed examination after the completion of the training programme for the newly promoted ITOs.
2. This measure of the CBDT is not acceptable to the ITGOA and the JCA will be requested to launch nation-wide Agitation against this.
3. The ITGOA will also file a case against this proposal if the issue is not sorted out at the level of CBDT.

7. NADT issue

1. To pass a strong Resolution against the attitude of the Pr.DGIT(NADT), Nagpur.
2. The ITGOA to hold a meeting with the trainee officers in Nagpur, organized by the Nagpur Unit and attended by the CHQ, before every training programme for newly promoted ACsIT.
3. The issue is to be discussed in the next PGRC meeting and action against the Pr.DGIT(NADT), Nagpur is to be demanded.
4. In case, the CBDT does not take any action, agitation to be launched in the NADT, Nagpur before the retirement of the Pr.DGIT(NADT), Nagpur in September, 2016. The members of the CHQ and 15 members from each Unit will participate in it. The agitation should be launched, preferably, on the day of her retirement.
5. Most of the trainee members (promoted in R.Y. 2014-15) didn't attend the Lunch-hour Demonstration at NADT which was organized by the JCA, Nagpur on 16-06-2016 at the call of the Central JCA. Many of the members also refused wearing the Black-badge. The house of MCM condemned this act of our members and the Unit leadership are requested to talk to the members in their respective regions in this regard.

8. Review of CRC, 2013

1. The focus of ITGOA is to revive the 398 additional posts of ACIT/DCIT as was primarily proposed in the CRC, 2013.
2. A committee to suggest measures for "Removal of Stagnation in the cadre of ITO" will be constituted to help CHQ in handling this issue.
3. Com R.S.Meel to head the Committee. The other members are Com. J.B.Singh, Com. Amitava Dey and Com. P.Madhu. The Committee has been empowered to include any other member of ITGOA as the Member of the Committee.

The CHQ will bear the cost of travel required for smooth functioning of the Committee, if any.

9. Communication

1. The Unit leaders expressed the need for the Units to be updated periodically about the developments at the CHQ level.
2. In addition to the existing mode of communication of the CHQ with the Units and members, one Whatsapp group consisting of all CHQ members and Unit Presidents/General Secretaries of all Units is to be created and managed by the CHQ for periodical updates. The communications in this group will be only on Association matters.

10. Other Issues

1. Regional Recruitments in the cadres of TA and MTS are to be re-introduced to address the problem of acute shortage of staff in some regions.
2. MSTUs to come under the Administrative control of DTRTI in place of the Pr.CCIT.
3. Associations are to be allowed to take part in Video-Conferences, as was being done earlier.
4. The Income-limit for jurisdiction of ITOs to be enhanced to facilitate equitable distribution of Scrutiny-workload between DCsIT/ACsIT and ITOs.
5. The nomenclature of AO and PS are to be changed to facilitate the issue of change in their present grade pay and commensurate posts of these cadres as with the higher cadres of CCIT/CIT.
6. Reservation under Physically Challenged quota to be applied in promotion as per the verdict of various Court cases.
7. The Income Tax Welfare Fund OF Rs.100 Crores created out of VDIS Scheme collections to be made operational for the benefit of members of department.
8. Internet connections to be provided to all the DDOs for smooth functioning.
9. Online APAR facility to be extended down to the level of ITOs immediately.
10. All employees are to be allowed access to the 'irs-officersonline' website.
11. The issue of pending Court case regarding 01-01-1996 is to be taken up with all sincerity.
12. The new format of APAR is to be withdrawn.
13. The Department should arrange for imparting proper training in NMS before assessing the performance of officers in APAR.
14. The CHQ will take up all issues relating to infrastructure with the competent authorities, if intimated by the Units.
15. Adequate training is to be provided to the officers and officials for e-assessment.
16. The issue of allotment rules in respect of Type-IV Quarters in Mumbai is to be taken up with the CBDT.
17. The CoC is to be revived to fight against the retrograde recommendations of the 7th CPC.
18. The network system is to be made ITBA compatible and the issue of slow speed of network is to be taken up immediately.
19. The pending Vigilance proceedings in respect of the members of ITGOA are to be completed as early as possible.
20. Extension of time-limit for the submission of Asset & Liability Statement as per the Lokpal & Lokayuktas Act is to be demanded through CCGGOO & JCM.
21. The issue of pending applications for the Compassionate appointment in the regions is to be taken up with the competent authorities.
22. Compulsory Annual Health Check up facility to be extended to all officers and staff members.

The developments on various issues since the MCM, Bengaluru till the issuance of this communication is given below:

1. Promotions

a. ITO to ACIT

1. The file for promotion for the Vacancy Year 2015-16 was sent to the Hon'ble FM on 19-07-2016.
2. The vigilance clearance and the gradation have been asked for by the Ad-VI section on 19-07-2016 for sending the proposal to the UPSC for regular promotion for the Vacancy Year 2014-15.

3. The Hon'ble FM approved the promotion for left-out officers for the Vacancy Year 2014-15 on 19-07-2016 and for the Vacancy Year 2015-16 on 20-07-2016.
4. ITGOA met the Chairman & Member(P), CBDT on 20-07-2016 demanding no training of the promotees of the 2015-16 batch till 31-12-2016 and minimum displacement of this batch in the T & P, 2016. After the discussion, the Member(P), CBDT agreed to both the proposals and it had been decided that there would be no training of the promotee officers of the 2015-16 batch till 31-03-2017.
5. Orders of regular promotion of Chakrapani Dilip Warriar and adhoc-promotions of 2015-16 (196 officers) and left-out officers of 2014-15(18 officers) were issued on 22-07-2016.
6. Options for postings have been sought for from the newly promoted ACsIT on 26-07-2016.
7. The CHQ is pursuing the collection of vigilance clearance and the grading required for the proposal of regular promotion for the Vacancy Year 2014-15. The vigilance clearances of South Zone and East Zone have reached the o/o of DGIT(vig.) till 03-08-2016 and the rest two zones are yet to comply. The requisite grading has been completed by the o/o DIT(PR, PP & OL).
8. In regard to the deficient APARs required for the ACIT promotion of Vacancy Year 2016-17, more than 300 deficient cases are still pending as on 03-08-2016. The number of deficiency is likely to increase as the o/o DIT(PR, PP & OL) has just initiated the job of finding the deficiencies in those cases where the dossiers were kept by the CBDT for the promotion of R.Y. 2015-16.
9. A delegation of JCA met the Member(P), CBDT on 02-08-2016 and demanded that the calculation of vacancy for the R.Y. 2016-17 to be done immediately.

b. AO Gr.II to Pr. AO

- a. The Ad-VI Section has sent a query to HRD on 26-07-2016 with regard to the Model RR for the AO cadre and the need of ad-hoc promotion in the cadre of Pr.AO.
- b. The CHQ is pursuing with both HRD and Ad-VI for holding the DPC early.

c. Regularisation of ad-hoc JCsiT

- a. The DPC for regularisation of 2003 batch officers in the cadre of JCIT will be held by the UPSC on 04-08-2016.
- b. The updated deficiency list of the 2004 batch officers was uploaded on 14-07-2016.

2. NRP

- a. A delegation of JCA met the Member(P), CBDT on 02-08-2016 and demanded for immediate implementation of NRP Judgment across all 18 regions of Tax-India and finalisation of all India Seniority list of ITOs. Member(P) has agreed to it and stated that a Task Force, comprising of members of HRD wing of CBDT and the Ad-VI Section, would be formed immediately to prepare the revised all India Seniority list of ITOs.
- b. Member(P), CBDT had also informed that the opinion of DoLA in the UP(W) issue had been obtained and the DoLA had opined that the NRP Judgment was to be implemented in UP(W) region. The JCA requested her to communicate the same to the Pr. CCIT, UP(W) asking him to complete the implementation within a fixed time-frame.
- c. A delegation of JCA also requested the Member(P), CBDT on 02-08-2016 to write DO to the Pr. CCsIT of the WB and B & J regions asking them to complete the implementation of NRP Judgment within a fixed time-frame.

3. Transfer & Placement – AGT 2016

1. One corrigendum has been issued in ACIT cadre on 26-07-2016. Almost no representation made by the ITGOA, including the T & P Guideline violations, was considered.

2. Letter submitted to the Chairman, CBDT on 28-07-2016 protesting the corrigendum order dated 26-07-2016 and demanding further corrigendum considering the officers in whose case the T & P Guidelines were violated (**the copy of the letter is attached herewith**).
3. The minimum displacement for the newly promoted ACSIT of 2015-16 batch in the T & P, 2016 has been demanded by the CHQ to the Member (P & V) on 28-07-2016. The same has again been demanded by the delegation of JCA to the Member (P & V) on 02-08-2016 a letter in this regard has been submitted on 03-08-2016 (**copy of the letter is attached herewith**).

4. 7th CPC

1. Notification of Cabinet Decision and CCS (RP) Rules, 2016 were issued on 25-07-2016. (**attached herewith**).
2. JCA(Staff side) had given a letter to the FM, GOI, on 26-07-2016 requesting him to set up the proposed High-level Committee to "Review Minimum Wage and Fitment Multiplication Factor" as was promised by the Govt. in the meeting dated 30-06-2016 with the leaders of NJCA.
3. The OM regarding Fixation of pay and payment of arrears was issued by the DoE on 29-07-2016 (**attached herewith**).

5. NADT issue

1. The JCA, Karnataka & Goa Unit launched a massive protest Demonstration in the Training Institute, Bengaluru on 18-07-2016 while the Pr.DGIT(NADT), Nagpur was in tour at Bengaluru.

6. New APAR Format

1. CBDT has turned down the demand of the ITGOA for withdrawal of new APAR format and intimated vide its letter dated 25-07-2016 (**the copy of the letter is attached herewith**).

7. Communication

1. The Whatsapp group has been created including the CHQ members and Presidents/General Secretaries of all Units.

The leaders of all Units are requested to pay immediate attention and act upon/implement the following issues:

1. The deficiency in APARs of ITOs required for the ACIT promotion for the Vacancy Year 2016-17, is to be removed in war-footing.
2. The Jayadevan Committee is to be extended all support/cooperation so that the revision of Seniority List of ITOs may be done in a time-bound manner.
3. The members of ITGOA are to be requested not to appear in the Examination after the completion of the training programme for the newly promoted ITOs.
4. The regional seniority lists of AO, Gr.II are to be kept ready at regional levels and to be sent to the Ad-VI Section immediately on being asked for.
5. To send the data relating to the bifurcation of vacancy for the years 2001-01 & 2001-02 to the Jayadevan Committee. The AP, Delhi, NWR and Pune Unit are to send the revised data at the earliest as some changes have been effected in these regions in the Seniority Lists of ITOs by holding review DPCs.
6. To remove the deficiencies as per the updated deficiency list of the 2004 batch officers, required for regularisation in the cadre of JCIT, uploaded on 14-07-2016.

The leaders of all Units are requested to give views/opinions in the following matter to the CHQ:

1. The Joint Platform of Central Trade Unions (CTUs) of the Country along with Independent National Federations of employees of different industries and services have decided to organize All India General Strike on 2nd September 2016, against the anti-people, anti-workers policies and authoritarian attitude of the NDA Government. When the affiliates of the Confederation of Central Govt. employees organised a one-day strike on 12th December 2012 and 2nd September, 2015 on the above demands, ITGOA graciously decided to join the strike action demanding inter-alia, VII-Pay Commission, Merger of DA etc. On 27.07.2016 we have received a letter from ITEF requesting us to explore the possibility of participating in the said strike (**the letter of request from ITEF and the Circular of CCGWE are attached herewith**). We have requested CCGGOO to take a decision on the proposed strike action and it is likely that the CCGGOO will issue Circular in a day or two which will immediately be circulated to you all. All the Units of ITGOA are requested to have a deliberation in the issue, as per the decision of CCGGOO and the request of the ITEF, regarding our participation in the General Strike on 2nd September 2016 and to intimate their decision on the issue early.

Yours comradely,



**(Bhaskar Bhattacharya)
Secretary General**

Enclosures: 1 to 7