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INCOME TAX GAZETTED OFFICERS' ASSOCIATION

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Circular No. 8

Dated: 28-03-2015

To,

**The Members of CHQ,
The President / General Secretary of all Units of ITGOA
Members of ITGOA,**

Dear Comrades,

Our members have been appraised through various communications issued by CHQ in frequent intervals informing the status and/or requesting suggestion/opinion of President/General Secretary and members of ITGOA in relation to various issues. It was the conscious decision of CHQ that all the issues, and its development would be communicated to all our members on regular basis and we are trying to keep this commitment for more than a year now. In a move to make regular communication more lucid and in time, we proposed to initiate the SMS Service from CHQ extended to all its members country-wide. But we are not provided with the database of mobile numbers of members by most of the Units till date and also, some of the Units expressed their reservations, in MCM at Indore, in the mechanism of CHQ directly communicating to the general members across all the Units regarding the progress of the issues at CHQ level. So, the CHQ is still not able to resort to this very useful tool of immediate communication across its entire membership across the country. I take this opportunity to request all the Units once again, who agreed upon the scheme of SMS service of CHQ to propagate information directly to the members, to provide us the mobile numbers of all its members as early as possible to initiate the SMS Service.

We narrate below the developments and status of some of the issues since MCM at Indore, dated 23rd & 24th of February, 2015.

1. Promotion from ITO to ACIT Cadre

It was decided in the MCM at Indore that the promotions from ITO to ACIT is undoubtedly our most importantly task ahead and the CHQ would request the Board for holding the DPC for RY

2013-14(left-out vacancies). 2014-15 and 2015-16 immediately, subject to the revision of seniority as per implementation of NRP. CHQ is on the job at right earnest, even from the days before the MCM, and pursuing the issue at all levels. Complete ACR/APARs are one of the preconditions of preparing the proposal for DPC and so, the list of deficient APARs was circulated vide our Communication dated 30-01-2015 and again vide our Communication dated 20-03-2015 for 2001/2002 batches of ITOs, requesting all the Unit General Secretaries for speedy completion of the job. It appears that the concerned Directorate of CBDT is not updating the list regularly even after the deficiencies are removed and communicated by the Pr. CCIT offices. The CHQ requests the General Secretaries of all Units once again to follow up the issue of deficient APARs with the administration and the members of their respective Units whose names are appearing in the deficient list. The CHQ may immediately be informed about the APARs, which have been completed so far out of the list, so that it could be taken up with the concerned Directorate on regular basis and the number of the deficient APARs could be finally minimized to zero. **It must be mentioned that once the deficient APARs are complete, we can exert more pressure on CBDT to prepare the proposal for DPC and pursue UPSC for an early date.**

2. Revision of the decision of dividing of ACIT vacancies in 5(five) consecutive years

We all know that to safeguard the interest of directly recruited IRS Officers, promotions to the Cadre of ACIT, for the newly created posts and the consequential vacancies of CRC, was sanctioned to be done in five installments spread over five years. As an obvious fall out of that decision of the previous Cabinet, there are more than 1000 posts remain vacant in the DCIT/ACIT cadre and so, the revenue collection target suffers a setback. The CHQ has been persistently trying to reach out to all the levels of competent authorities in getting the decision revisited and revised, but without much success. The Board has got the obvious plea in this issue that the decision of the previous Cabinet can only be revised by the Cabinet again. The CHQ time and again requested all the Units/members to provide us the every possible opportunity to reach out to the proper authority and pursue the matter. The MCM at Indore formed a committee, headed by Com. O. P. Sinha of UP(W) & Uttarakhand Unit, especially to help CHQ in presenting/persuading the issue in the right corridors of GOI. A meeting of CHQ could be arranged by this Committee with the Hon'ble Cabinet Secretary, GOI, on 23-03-2015. A four member delegation of the CHQ presented the facts and circumstances, of the fall out of dividing the ACIT posts in five years and the resultant stagnation in the cadre of ITO, before the Cabinet Secretary, who had agreed to consider the issue and immediately directed to call for a report from the Department of Revenue in this regard.

The CHQ is trying to explore the other avenues also, with the help of the O.P.Sinha Committee, to clinch the issue. All other Units/members are requested to help CHQ providing more opportunities to raise this most contentious issue.

3. IRS Recruitment Rule

One of the major issues before the CHQ, for the entire tenure of last one year, was the proper 'Amendment of IRS RR'. The Board was trying to propose the amendments single-handedly, from the time of the previous CHQ, keeping ITGOA in dark, and so, we had no other option than to approach the DoPT directly with our observations/objections in the proposed Rules. The chronology of events is narrated below:

Issue	Decision of MCM at Darjeeling and Indore	Actions to be taken	Progress
IRS RR	<ul style="list-style-type: none"> i) To collect the Draft send to DoPT by CBDT, Officially or at least, unofficially. ii) Write directly to DoPT to incorporate our views. iii) Write to FM, MoS, RS on the same. iv) Ensure members interest in the RR. Act before it is finalized. 	<ul style="list-style-type: none"> i) Write letter to Chairman, CBDT by 26-08-2014 to provide us, within 48 hours, the copy of the Draft send to DoPT. ii) Write DoPT, FM, Minister in-charge-of DoPT, RS, Cabinet Secretary, after 48 hours with A) the submission of ITGOA before the sub-committee and the clause 5(f) of DoPT OM 04-03-2014. B)a covering letter. iii) Go for AGITATION, if required. 	<ul style="list-style-type: none"> i) Letter submitted and met the Chairman, CBDT on 26-08-2014 requesting him to provide us the copy of the Draft submitted to DoPT. The same letter was also marked to DGIT(HRD). ii) Efforts taken to get the copy beyond official sources. iii) Obtained a copy of the Draft submitted before DoPT from unauthenticated sources on 28-08-2014. iv) Wrote to Secretary, DoPT about our objection on 17-09-2014. v) Requested the Minister-in-charge of DoPT on 22-09-2014 for audience. vi) Wrote to FM/MoS/RS/CBDT about our objection on 25-09-2014. vii) OM of DoPT dt. 24-09-2014 recognizes our objection and directed that the Draft Rule is to be published in Departmental Website. viii) Requested DoPT on 30-09-2014 to ensure that the Draft be uploaded in website. ix) The objections were discussed in the QRM dated 14.10.2014 and it was desired by the Chairman that ITGOA discussed the matter with DIT(HRD) in detail. x) ITGOA met DsIT(HRD) on 28-10-2014 to discuss IRS RR. No agreement arrived on proposed Rule 7(2) i.e. filing up of vacancy in a year to be determined by CBDT or as per DoPT rules. xi) ITGOA met the U/S, DoPT in person and registered our objection on 29-10-2014. xii) Proposed rule was uploaded in Departmental website on 19-11-2014 for a few hours, CBDT

			<p>said by mistake, and withdrawn immediately.</p> <p>xiii) Letter, protesting CDBT's attitude regarding IRS RR, was submitted to CDBT on 18-12-2014 under the banner of JCA.</p> <p>xiv) Continuously pursued DoPT and the Board for rectification of the proposed Draft.</p> <p>xv) Wrote the Secretary, M/o Personnel, Public Grievances & Pensions and sought time to explain our issues. He directed the JS(Estt.) to meet ITGOA on his behalf.</p> <p>xvi) Meeting with the Secretary, DoPT, M/o Personnel, Public Grievances & Pensions, was arranged by Com. O.P. Sinha. The Secretary, DoPT, authorized the JS(Estt.), DoPT to discuss the issues of ITGOA. The CHQ met the JS(Estt.) on 10-02-2015 and explained her the stand of ITGOA on various amendments alongwith the existing provisions of the IRS RR. The meeting seemed to be fruitful. She assured us to take care of all our objections before finalizing the IRS RR.</p> <p>xvii) Board, in the QRM dated 11-02-2015, stated that 5 out of 7 objections raised by ITGOA, barring the issue of Probation and formation of DPC for NFSG, were accepted and sent to DoPT. The Minutes of QRM states "The Staff side was insisting that the objections raised by them should be addressed and accepted in toto. It was informed by the official side that 5 out of 7 objections raised by the ITGOA have been accepted by the Board, which includes objections on proposed Rules 6(2), 7(2), 7(5) & 10".</p> <p>xviii) DoPT approved IRS RR on 13-02-2015. Unauthenticated sources state that the issues raised by ITGOA for their recommendation have been gone through by DoPT and it appears that ITGOA's concerns have been addressed.</p> <p>xix) Member(P), in his address in the All India Conference of ITEF at Guwahati on 19-02-2015, stated that ITGOA's objections were properly addressed in the IRS RR as approved by DoPT.</p> <p>xx) The UPSC had cleared the proposed Rules on 19-03-2015. It is now lying with DoLA for approval.</p>
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The MCM, Indore directed the CHQ to carry on the fight till the IRS RR, 2014 comes into existence. We are doing that and are very hopeful that the new IRS RR will finally include the provisions as was demanded by ITGOA.

4. Transfer & Posting in the Cadre of ACIT/DCIT and Addl. CIT/JCIT

The process of holding Placement Committee Meetings for AGT, 2015, in all cadres, has been initiated by CBDT. The officers of all the cadres of Group-A had been required to submit their option forms by 16-02-2015. In the Quarterly Review meeting, held on 11-02-2015, the Board committed that the AGT, 2015 would be completed by 31-03-2015. Further, on the demands of the JCA, the same meeting also decided to consider the cooling off period of 2(two) years from AGT to AGT and not from the 1st January of the succeeding year. The rest of the provisions of the proposed 'Amendment of T & P Guidelines', as proposed by the ITGOA on 18-12-2014, was subjected for consideration by Member(P). The CHQ, in its Communication dated 18-02-2015 and again on 09-03-2015, requested all the Units to forward the compiled options given by the members of that region. But unfortunately, a good number of Units preferred not to send any such list and so, the CHQ was not able to submit a composite list of our members, mentioning their posting-preferences with reasons, to CBDT. **We only mentioned the broad guidelines to be considered while transferring our members, vide our letter dated 12-03-2015 addressed to Member(P), and the same was discussed and agreed upon by him.** The principal demands in regard to transfer of our members, as demanded by CHQ, are reproduced below:

- I) The cooling off period of 2(two) years to be reckoned from AGT to AGT, as was decided in the Quarterly Review Meeting dated 11-02-2015.
- II) All officers, transferred out of their home stations in 2011, 2012, 2013 and earlier years may kindly be sent back, if options/ requests are given accordingly.
- III) All requests of postings on Medical/Education (both 10th and 12th Standards) grounds may be considered at their 1st choice of postings.
- IV) All the officers, forwarding requests of postings on the ground of 'Differently able Dependents', may be considered vide DoPT's OM No. 42011/3/2014-Estt (Res) dated 06.06.2014, and may be posted at their 1st choice of postings.
- V) All the cases of the officers retiring on superannuation within 3 years may be considered for placing in their home region.
- VI) The officers, transferred to a region much far from their parent region, who have not completed cooling period, may be placed in the neighbouring state as per their options.
- VII) All requests of postings on spouse grounds may be considered sympathetically.
- VIII) All the Lady-officers who are in the zone of transfer may be retained in their home stations, if opted for.
- IX) Officers are to be transferred out of their home stations if only there are no vacancies in that region and/or the officers have sought for his/her transfers out.

- X) The officers who are to be transferred mandatorily out of their Home Stations may be posted in the nearest available station of posting, if the options are not exercised otherwise.
- XI) The Principal Office Bearers (President, General Secretary and Treasurer) of the State/Regional Units of ITGOA, who are in the zone of transfer, may be allowed to continue at the same region/station, if the options are not exercised otherwise (the list of such office bearers is attached herewith).
- XII) The provisions of proposed 'Amendment of existing Transfer/Placement Guidelines of IRS officers', as submitted by ITGOA on 18-12-2014 and discussed in the QRM dated 11-02-2015, may be considered and acted upon.

It is gathered that the issues suggested by the ITGOA are being taken in true spirit in the forthcoming meetings of the Placement Committee and the Transfer Orders, for both ACIT/DCIT and JCIT/Addl. CIT cadres, are expected early this year.

5. STS for the left-out officers of 2010 batch

The promotion order from ACIT to DCIT for the officers of 2010 batch and left-out 2008/2009 batches were passed on 31-12-2014. But unfortunately, 78 officers, all of whom were otherwise eligible for promotion, were not granted the grade of STS due to deficient APARs/ACRs. In spite of all the efforts made by CHQ in the months of November and December, 2015 for the removal of deficiencies in APARs, the deficiency could not be removed in these 78 cases. Though most of the deficiencies could be removed till today, some of the deficiencies still could not be removed. JCA demanded, in QRM dated 11-02-2015, to pass the order of STS for that officer who's APAR was complete and accordingly, **CBDT convened the DPC on 26-03-2015**. The order is expected soon.

6. Regularization of JCIT of 2002 batch

The proposal for regularization of JCIT of 2002 batch has been finally accepted by the UPSC and the date of DPC is expected to be announced by this month. Once the regularization is done, the CHQ will pursue the issue of granting NFSG to these officers with effect from 01-01-2015.

7. Bio-metric Attendance

The MCM, Indore resolved that the members of ITGOA would not register themselves in the Bio-metric attendance system and the CHQ would take up the issue with CBDT immediately. ITGOA submitted the same before CBDT, on 03-03-2015, requesting the Chairperson to impress upon the competent Authority not to force implement the Bio-metric attendance system for the executive cadre. The Chairperson expressed her helplessness, though agreed upon with the demand of ITGOA, and requested the JCA to take up the issue in higher forum like JCM(Staff side) to convince the GOI. The CHQ has forwarded the issue to JCM(Staff side) through CCGGOO.

8. 7th CPC

The CCGGOO delegation, including the Secretary General of ITGOA, met the Member Secretary, 7th CPC, on 10-03-2015. The major issues demanded and discussed were:

- i) Granting JCM status to the CCGGOO, so that the platform can negotiate with the GOI on the common issues/demands of Gr. B & Promotee Gr. A officers organizations across the Central Govt. Departments.
- ii) The substantial hike in pay/remuneration is to be granted at the STS and SAG levels instead of in the JTS and JAG levels.
- iii) The pay/remuneration of the Gr. B Gazetted officers at entry level is to be clearly demarcated and placed above all Gr. C and Gr. B non-Gazetted officers.
- iv) The pay/remuneration of the common-cadre Gr. B Gazetted officers is to be equivalent in all Central Govt. Departments.

The CCGGOO also requested the JCM(Staff side) to place the demand for granting the JCM Status to CCGGOO and the JCM(Staff side) has already pursued the matter with 7th CPC in its meeting dated 23rd & 24th of March, 2015.

I assure that any further development on the above issues and many more issues / demands which the CHQ is seized of will be intimated immediately to all our members.

With warm regards,

Yours comradely,



(Bhaskar Bhattacharya)

Secretary General