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Income Tax Gazetted Officers' Association

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To

**The Presidents/General Secretaries,
Of all the Units of ITGOA.**

Dear Comrades,

Subject: Deficient APARs/ ACRs -matter regarding.

As you all know that the deficient ACR/APAR is one of the major hindrances of not having the DPCs in time. There are so many other factors including the step-motherly attitude of CBDT towards the promotees leading to the delay in promotions in various cadres. But the deficient ACRs/APARs, which are mostly due to the non-reporting/reviewing by the higher authorities, remains incomplete due to the indifferent attitude of our members also. The UPSC has got the rule of going through the ACRs/APARs complete in all senses for all the officers covered in the consideration zone of the DPC and the indifferent attitude of a few of our members become a hurdle to all others for the promotion. This practice of keeping APARs pending, by the reporting/reviewing officers or by not submitting the appraisal in-time by the concerned officer or not following it up, is required to be changed for timely holding of DPCs.

I, on behalf of the CHQ, urge upon all the Units to complete the below-mentioned deficiencies as early as possible for promotions/regularizations/upgradations of our members in various cadres.

- l) The 2002 batch of officers, in the status of JCIT(ad-hoc), are waiting for the regularization and the NFSG for last 11 months now. Various reasons, including the issue of extension of ad-hoc status in JCIT cadre, compel this batch to be denied with the NFSG from 01-01-2015. It's more than a month now that the DoPT has cleared the file and allowed the regularization of this batch for the vacancies of the R.Y.

2012-13 and the ACRs/APARs of 2010-11 is required for the DPC to be done. But still the deficient APARs of 2(two) officers namely Sri P.D. Kanunjna of Delhi and Sri Sanjeev Ghai of Pune, could not be collected and the entire proposal for regularization is waiting to be sent to the UPSC.

- II) The NFSG for the 2003 batch of officers, JCSIT in ad-hoc capacity now, is due on 01-01-2016 and the regularization of this batch needs to be done by 31-12-2015. The deficiency list of these officers were uploaded on 11-08-2015 and the deficiencies of 11(eleven) officers are still to be removed, **8(eight) of which are our members (list attached). The Units of ITGOA are requested to ensure the removal of deficiencies in these cases immediately** to ensure timely holding of DPC.
- III) The STS of 2011 batch of ACsIT is due on 01-01-2016. As it was perceived by the CBDT and most of our members that the effective date of STS will be 01-04-2016 and the process of collecting complete ACRs/APARs is yet to start. But ITGOA pursues that the effective date of STS of this batch will be 01-04-2015 or at most at 01-01-2016. Though the effective date is not decided yet and the ITGOA is in dialogue with the CBDT, if the collection of APARs/ACRs is not initiated immediately, it will be too late to complete the deficient APARs for holding the DPC by 31-12-2015. We have taken up the issue of uploading the list of deficient ACRs/APARs of this batch immediately, but as you all know, that the 2011 is a big batch and the concerned Admin. Section of CBDT will take some more time to prepare the deficiency list. So, may I request the Presidents/General Secretaries of all the Units and the members of ITGOA to help **complete the deficient APARs of the 2011 batch of ACsIT immediately, even before the deficiency list is uploaded officially, so that the STS promotion of these officers can be done early? The deficiency of some of the officers of 2010 batch, who were not been promoted to STS, will also be circulated within a day or two.**
- IV) The proposal for the ACIT promotion for the R.Y. 2014-15 of 180 officers has gone to the UPSC already. But as per the decision taken in the meeting of the Central JCA with the Revenue Secretary, GOI, on 03-11-2015, more vacancies are to be created in the R.Y. 2014-15 itself and the DPCs of the R.Y.s 2015-16 & 2016-17 are also to be conducted by the March, 2016. We all know that the complete ACRs/APARs are required for these DPCs to be held. The list of deficient APARs for the promotion of the R.Y. 2015-16 was uploaded on 21-10-2015 and the CHQ requested all the Units to take care of that immediately. As per the record collected from the CBDT as on 18-11-2015, the deficiencies for more than 100 such cases were either not removed or if removed, did not reached to the Board. Moreover, if we need to have the DPC for the R.Y. 2016-17 by the month of March, 2016, the deficiencies of ACRs/APARs of the officers falling in the zone of consideration have to be removed as fast as

possible. Though the CHQ is pursuing the job of uploading the updated deficiency lists required for all these DPCs, I do request **all the Units of ITGOA to ensure that the deficient ACRs/APARs of our all our members in the cadre of ITO, at least as per the records kept by the offices of the Pr.CCIT, are removed as early as possible taking the concerned officers into confidence.**

- V) The list of deficient APARs/ACRs of the bunched portion of 2006 batch and the 1:1 portion of 2007 batch was uploaded by the CBDT on 22-09-2015. As you are aware, all these officers are slated for promotion in the cadre of JCIT on 01-04-2016. It has been decided that the DPC will be held by the month of March, 2016 and the deficiencies in the required APARs/ACRs are to be removed early. As per the record of the CBDT as on 18-11-2015, there are still a good number of deficient APARs lying incomplete. We have requested the Board to upload the updated list and all the Units of ITGOA are requested to complete the deficiencies lying in its regions as fast as possible once the updated list is uploaded.

With warm regards,

Yours comradely,



(Bhaskar Bhattacharya)
Secretary General