

**JOINT COUNCIL OF ACTION**  
**INCOME TAX EMPLOYEES FEDERATION &**  
**INCOME TAX GAZETTED OFFICERS ASSOCIATION**

A-2/95, Manishinath Bhawan, Rajouri Garden, New Delhi-110 027  
Email: [itefcentral@gmail.com](mailto:itefcentral@gmail.com): Tel: 98682 77455 & 89021 98888

Joint Convenors  
K.P. Rajagopal & Bhaskar Battacharya

No. M-12/12-15

Dated: 5<sup>th</sup> March, 2014.

To  
Shri Sumit Bose,  
Finance Secretary &  
Secretary (Revenue),  
Government of India,  
North Block,  
New Delhi-110 001.

Sir,

**Sub: Attitude of CBDT Authorities towards the grievances of Staff & Officers- Reg-**

On behalf of the Income tax Employees Federation (representing the entire non-gazetted employees) and Incometax Gazetted Officers Association (representing the offices of the Department other than the directly recruited IRS Officers) we submit the following for your kind consideration and intervention. Together we must say that we represent more than 95% of the employees and officers of the Department.

On the basis of the recommendations of the 6<sup>th</sup> CPC, the Department set up a Committee to go into comprehensively the cadre structure, especially in the background of the abolition of large number of Group C and D posts between 2001 and 2009 on the directive of the Department of Expenditure. The Committee had included the representatives of all the three Federations/Associations. Viz. ITEF, ITGOA and IRS Associations. There was complete unanimity in the proposal finalized by the Committee. Ultimately on 23<sup>rd</sup> May, 2013, the Union Cabinet approved the proposal with certain modifications suggested by the DOPT and DOE.

One of the most important suggestions of the Cadre Review Committee was to strengthen the assessment functions which alone will increase the tax collection and widen the tax base. The Committee had inter alia suggested for slightly increasing the number of assessment commissionerates in the country and strengthens the existing non corporate commissionerates by providing four Income tax Officers and requisite complementary staff and personnel down below for each such Commissionerates.

The Committee had taken note of the large scale abolition of posts at lower levels and had suggested measures to make good the deficiencies. During the deliberations of the Committee, suggestions had also been made to provide manpower to areas of functions, so far neglected due to the deficiency of the requisite number of employees.

On approval of the proposal by the Union Cabinet, notification was issued by the Department. During the preliminary discussions, the representatives of the Federation had with the Board authorities, an understanding was reached to the effect that only the additional posts created on account of the cadre review will be allocated amongst the charges. It was felt by all concerned that a reallocation of the cadre strength of each charge on the basis of the norms prescribed by the Cadre review committee would entail cross country transfer of posts and personnel at the levels of Income-tax Officers and down below, which was impermissible under the extant rules and regulations. The Board constituted various sub-committees, the terms of which had specifically indicated that the allocation amongst regions must be of the additional posts created on account of the cadre review proposals. In other words, it amounted to keeping the existing sanctioned strength of each charge undisturbed.

The ITEF in its organizational fora discussed the methodology and principle to be adopted for the allocation of the new posts. It took into account the workload on account of the increased number of tax payers, stagnation in different cadres reflected from the number of qualified and eligible persons awaiting promotion, the special requirements of certain charge on account of the large geographical area of jurisdiction and the revenue potential evidenced from the amount of tax collected in the previous financial year etc. and worked out the entitlement of each charge. The chart depicting the figures was submitted to the committee as also to the Board. The sub-Committee on allocation of posts and the Core Committee formulated their proposal on different yardstick, the basis of which was incomprehensible. We found that the sub Committee headed by Shri Mirani, CCIT Delhi had gone beyond its jurisdiction and had re-allocated the total number of posts in the Department amongst various charges. The Core Committee submitted its report which presented another picture resulting in the reduction of the existing sanctioned strength in certain charges. The Committees' conclusions were based on erroneous facts and imaginary assumptions. While the Mirani Committee found favour with our suggestion that no separate cadre controlling charge be created for the Directorate, the Core Committee differed. The reports when made public created anger, consternation, frustration and disappointment amongst the members of staff and officers. It was in this background that the representatives of the two Federations met the Chairperson and Member (Personnel) on 16<sup>th</sup> and 17<sup>th</sup> Feb. 2014 and pleaded that only additional posts must be subjected to allocation as was agreed upon earlier and a sound and transparent

principle capable of comprehension must be adopted in making allocation of the posts in various charges. In the meeting, the following agreement was reached, whereby the Board assured us categorically that

- (i) The Board will go into the reports submitted by the Sub Committee, the Core Committee and the proposal of ITEF critically and adopt a sound principle for allocation of the posts;
- (ii) As has been agreed earlier, only the additional posts created on account of the cadre review proposal will be allocated;
- (iii) No charge will have reduction of the Commission rates from what is presently available;
- (iv) The Federations will be taken into confidence before the Board's final proposal is submitted to the Hon'ble Finance Minister.

On the basis of the promise so held out, we assuaged the feelings of anger and unpleasantness generated by the two Committees' report amongst our members. We were in constant touch with the Board thereafter and we were told on all such occasions that as and when the deliberations are completed, the Board would discuss the issue with the representatives of the Federations. It was, therefore, surprising and frustrating to read the signing of message of the Chairperson on 28thFeb.2014, just a few minutes before her retirement on superannuation, wherein she had made known that the Board's final proposal for allocation of posts had been submitted to the Finance Minister for his concurrence. We are pained to bring to your notice that we feel cheated and the way the former Chairperson of CBDT had acted was very unfortunate.

We in the circumstances, appeal to you to intervene in the matter and ensure that the proposed allocation is made on sound principle which is capable of comprehension and the additional posts alone are allocated and no charge is allowed a reduction in their present sanctioned strength of Commission rates and we are given an audience before the final decision is taken in the matter.

Thanking you,

Yours faithfully,



**(KP Rajagopal) (Bhaskar Battacharya)**  
Joint Convenors