



I.T.G.O.A. ZINDABAD

Income Tax Gazetted Officers' Association

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Dated:

To

**The Chairperson,
Central Board of Direct Taxes,
New Delhi.**

Respected Madam,

Subject: Upgradation of the cadres of Administrative Officer and Private Secretary- request regarding.

Kindly refer to the above.

The Union Cabinet approved Cadre Restructuring in Income Tax Department on 23.05.2013. As a result, two new tiers of scales/grades were introduced in Indian Revenue Service (Income Tax) and even certain upgradation of existing pay scales was taken place which is as under:

	PRE-RESTRCUTURING SET UP			POST-RESTRCUTURING SET UP		
Sl. No.	Post	Scale	Cadre strength	Post	Scale	Cadre strength
1	Chief Commissioner of Income Tax	Rs. 67000-79000	116	Principal Chief Commissioner of Income Tax	Rs. 80000 (fixed)	26
				Chief Commissioner of Income Tax	Rs. 75500-80000	91
2	Commissioner of Income Tax	Rs. 37400-67000 + GP of Rs. 10000	731	Principal Commissioner of Income Tax	Rs. 67000-79000	300
				Commissioner of Income Tax	Rs. 37400-67000 + GP of Rs. 10000	635

Your kind attention is drawn to the Report of the “Committee on Cadre Review of IRS & Restructuring of the IT Department” in July, 2009 which was the basis of CRC, 2013. In that report, apart from the cadre structure at the level of the then CCIT/CIT mentioned above, **the commensurate tiers of scales/ grades for Officers of common categories in Administrative Officer and Private Secretary, who cater the higher officers of Indian Revenue Service (Commissioner onwards), were also proposed** as under (at Para 7.6.1 and Table No. 7.3 & 7.4 of the said report):

Proposed IRS Cadre	Proposed Commensurate PS Cadre(number of posts proposed)	Proposed Commensurate AO Cadre(number of posts proposed)
Principal Chief Commissioner of Income Tax	Senior PPS(43)	Principal AO(43)
Chief Commissioner of Income Tax	PPS(73)	Senior AO(73)
Principal Commissioner of Income Tax	Senior PS(333)	AO Grade-II(333)
Commissioner of Income Tax	PS(602)	AO Grade-III(935)

Though the demand of introduction of additional two tiers and upgradation in existing tiers in IRS cadre could be achieved in CRC 2013, the proposal for commensurate upgradation in AO/PS cadres didn't materialize.

You will appreciate that the **demand for commensurate upgradation in AO/PS cadres needs no further justification as the Committee, appointed by the Board, itself devised the upgradation plan**, as discussed above and the same was also part of the Board's Cadre Restructuring proposal sent to DoPT and/or DoE. Unfortunately, no reason for non-inclusion of the said proposal of AO/PS cadres in the final approval has ever been disclosed and no step has been taken thereafter to revive the said proposal for AO/PS cadres.

It will not be out of place to mention that there are several instances in various Ministries/ Departments, where the upgradation in common cadres of AO/PS have taken place and posts in the grade of Principal AO, PPS or Senior PPS in AO/PS cadres are created.

So, in order to maintain complete parity between the common categories officers working in Ministry (CSSS) as well as to upgrade existing posts in AO & PS cadres in Income Tax Department to higher grades, **the number of posts may be proposed in commensurate with the upgradation in IRS Cadre.**

We propose the following upgradation in AO & PS cadres:

Sl.No.	IRS Cadre	A.O. Cadre to cater & the replacement scale demanded	P.S. Cadre to cater & the replacement scale demanded
1	Principal Chief Commissioner of Income Tax	Principal A.O. PB-3, GP-6600/-*	Senior PPS PB-3, GP-6600/-*
2	Chief Commissioner of Income Tax	Senior A.O./A.O. Grade-I PB-3, GP-5400/-*	PPS PB-3, GP-5400/-*
3	Principal Commissioner of Income Tax	A.O. Grade-II PB-3, GP-4800/-*	Senior P.S. PB-3, GP-4800/-*
4	Commissioner of Income Tax	A.O. Grade-III PB-2, GP-4600/-*	P.S. PB-2, GP-4600/-*

* Pay-scales projected on the basis existing PB & GP

In CRC, 2013, the allocation of AO and PS cadres has been made with the different authorities as under:

Sl.No.	IRS Cadre	A.O. Cadres	P.S. Cadres
1	Principal Chief Commissioner of Income Tax	One Senior A.O. + One A.O. Grade-II + One A.O. Grade-III	One Senior PS
2	Chief Commissioner of Income Tax	One A.O. Grade-II	One Senior PS
3	Principal Commissioner of Income Tax	One A.O. Grade-II + One A.O. Grade-III	One Senior PS
4	Commissioner of Income Tax	One A.O. Grade-III	One PS

After upgradation of the posts in the AO and PS cadres, the proposed allocation will be as under:

Sl.No.	IRS Cadre	A.O. Cadres	P.S. Cadres
1	Principal Chief Commissioner of Income Tax	One Principal A.O. + One A.O. Grade-II + One A.O. Grade-III	One Senior PPS
2	Chief Commissioner of Income Tax	One Senior A.O.	One PPS
3	Principal Commissioner of Income Tax	One A.O. Grade-II + One A.O. Grade-III	One Senior PS
4	Commissioner of Income Tax	One A.O. Grade-III	One PS

And, the proposed strength of the upgraded cadres will be as under:

Cadres of A.O.

Sl.No.	Cadre	Existing strength after CR-2013	Proposed strength
1	Principal A.O.	0	26
2	Senior A.O.	21	91
3	A.O. Grade-II	428	326
4	A.O. Grade-III	935	961
	Total	1384	1404

Cadres of P.S.

Sl.No.	Cadre	Existing strength after CR-2013	Proposed strength
1	Senior PPS	0	26
2	PPS	0	91
3	Senior PS	417	300
4	PS	634	635
	Total	1051	1052

It is worthy of mentioning that mere upgradation of Posts (even in Group A) doesn't need the Approval of Cabinet (Copy of upgradation order in CSSS enclosed kindly be seen). Also, the Ho'ble Finance Minister, GOI, is the competent authority to sanction any increase in Gr.B posts in Income Tax Department. We would also like to mention that the financial implication of the entire upgradation of posts and creation of a few more posts at the entry level is almost negligible.

In the light of the above submission, the Board may direct the concerned Directorate to make a fresh proposal, in the same line as was proposed in the CRC draft, in this regard and forward it to the Ministry for approval.

This is for your kind consideration and necessary action.

Thanking you,

Yours sincerely,

(Bhaskar Bhattacharya)
Secretary General