



JOINT COUNCIL OF ACTION
INCOME TAX EMPLOYEES FEDERATION &
INCOME TAX GAZETTED OFFICERS' ASSOCIATION
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No. N-1/2015-16

Dated: 25th November, 2015

To,
The Presidents/General Secretaries,
All the members,
Of all the Units of ITGOA and ITEF.

Dear Comrades,

Sub: The decision of the meeting of Central JCA on 19-11-2015 & 25-11-2015 regarding the suspension of Agitation and protest against derogatory recommendations of the 7th CPC

A. Suspension of Agitation

As intimated earlier, the meeting of the Central JCA with the Revenue Secretary, GOI, on 03-11-2015 acknowledged the issue of stagnation in the cadre of ITO and the other issues pertaining to the 5(five) point Charter of Demands submitted by the JCA and decisions were taken to settle the issues immediately. In view of this, the Central JCA convened its meeting on 03-11-2015 itself to review the programme of agitation and decided to suspend the ongoing programme of agitation temporarily for 3(three) weeks from 04-11-2015 to pave the way for settlement.

The Central JCA convened its meetings on 19-11-2015 to review the progress of the issues as decided in the meeting dated 03-11-2015. The meeting took stock of the situation and empowered the Presidents/ Secretary Generals of both the organisations to decide the final course of action. Accordingly, the JCA again convened its meeting on 25-11-2015 and the following observations and decisions were made:

- i) The Central JCA demanded that the DPC for the left-out vacancies of R.Y. 2013-14 and the entire vacancies of R.Y. 2014-15 is to be held by 15th of December, 2015 and the proposal for the DPC for the R.Y. 2015-16 is to be sent to the UPSC immediately. Also, the deficiency list for the promotion of R.Y. 2016-17 has to be uploaded as fast as possible.
- ii) The proposal for 180 promotions in the cadre of ACIT against the vacancies of the R.Y. 2014-15 has been sent to the UPSC. The objections raised by the UPSC in the said proposal are addressed and the proposal was finally been accepted by the UPSC on 23-11-2015. The verdict of the Court Case pending before the Ernakulam CAT is expected to be pronounced by the end of this week and the UPSC is supposed to give the date of DPC after that.
- iii) The JCA proposed to promote all eligible persons promoted as ITOs till 30-04-2004 to the cadre of ACIT vide DPCs of R.Y.s 2013-14, 2014-15, 2015-16 & 2016-17 and submitted a calculation of around 650 vacancies required for that. The CBDT accepted the proposal and has prepared a note to be submitted to the Revenue secretary by the end of this week.
- iv) The Revenue Secretary, GOI, was not in favour of more promotions in the R.Y. 2013-14, as was expressed by him in the meeting dated 03-11-2015. As it was decided to complete the DPCs for the R.Y.s 2014-15, 2015-16 & 2016-17 by 31-03-2016, the deficiencies in

ACRs/APARs of ITOs are to be removed immediately. The list of deficient APARs for the promotion of the R.Y. 2015-16 was uploaded on 21-10-2015 and the deficiencies for more than 100 such cases were either not removed or if removed, did not reach to the Board. Moreover, 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 JCA is pursuing the job of uploading the updated deficiency lists required for all these DPCs, the Units of JCA are required to ensure that the deficient ACRs/APARs of 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 JCA took up the issue of left-out vacancies of the R.Y. 2013-14 again and requested the Revenue Secretary, GOI, vide its letter dated 17-11-2015, for removal of stagnation of ITOs in the following manner:

“Your goodself directed the CBDT to send proposal considering all the officers who had been promoted as ITO till 2003-2004 for promotion to the ACIT cadre in the three DPCs of R.Y.s 2014-15, 2015-16 and 2016-17 thereby reducing the stagnation in ITO cadre to 13 years now. In this regard, we would like to request your goodself to consider:

i) If the officers who had been promoted as ITO till 2004-05, instead of 2003-04, are considered for promotion to the ACIT cadre, the stagnation in ITO cadre will come down to the level of 12 years now. Also, the number of additional vacancies required to promote these officers who became ITO in the year 2004-05 is not much.

ii) If, on line with your direction, some additional promotions in the ACIT cadre are given in the R.Y. 2013-14 also, the year in which the Cadre-restructuring was implemented, our members will have the opportunity to be upgraded in the cadre of Addl.CIT (NFSG) at the end of their career.

We would like to request your goodself to consider the above-mentioned issues which will help our members a long-way in regard to the removal of stagnation and normal career prospect.”

- vi) The Recruitment Rules for the cadres of TA, NS, Staff Car Drivers, Canteen Employees are already been approved by the Hon’ble Finance Minister of the GOI but yet to be Notified. The Recruitment Rules for the cadres of ITO, AO, PS, Inspector, Stenographer Gr.-I and Executive Assistant are sanctioned by the Hon’ble Finance Minister, GOI, and sent to the DoPT for approval.
- vii) The relaxation required for the promotion in the cadre of Sr.TA has been approved by the Hon’ble Finance Minister, GOI, and the order is expected soon. The proposal for the relaxations required for the promotions in the cadres of Pr. AO, Stenographer Gr.-I and TA are yet to be sent to the competent authority.
- viii) In regard to the issue of Daily Paid Labours, the Instruction dated 16-10-2015 has been withdrawn/modified as demanded by the Central JCA and the revised Instruction has been issued on 24-11-2015.
- ix) In regard to the issue of Infrastructure, a letter was issued by the HRD wing on 20-10-2015, as demanded by the JCA, but actions are not taken either by the local authorities or by the CBDT. The Units of JCA may take up the issue of Infrastructure with the local authorities and intimate the specific issues/projects to the Central JCA to take up with the CBDT.

In view of the above, the Central JCA, in its meetings on 19-11-2015 & 25-11-2015, constrained to opine that though some of the issues pertaining to the 5(five) point Charter of Demands are being

addressed, the CBDT is yet to finalize the number of vacancies in the cadre of ACIT for promotion while the Hon'ble Revenue secretary directed the Department in the meeting dated 03-11-2015 to complete the job within a week's time. Also, the Notification of the Recruitment Rules for TA/Staff Car Driver/Notice Server/Canteen Employees, as approved by the Hon'ble Finance Minister, are yet to be published and the proposals for the relaxations in eligibility condition for promotion in the cadres of AO/ Stenographer/TA are yet to be sent to the competent authority. In regard to the Infrastructure too, the initiative taken by the CBDT is not enough to address the scarcity in various regions.


Considering the above situation, the Central JCA has decided to allow some more time to the CBDT enabling them to settle the issues and accordingly it was decided to suspend the agitation for another 2(two) weeks. It was also decided that if no settlement comes in-between, the JCA will be re-launching the programme of agitation immediately. It has also been decided to intimate the same to the CBDT on 26-11-2015 and to communicate the sentiment expressed by the members of JCA to the CBDT in the pending issues and to state that our membership expects the decisions taken on 03-11-2015 to be implemented immediately so that we have no reason to agitate further.

B. Adverse Recommendation of 7th CPC

As you all know that the report of the 7th Pay Commission has been released on 19-11-2015 and it has negated all our demands in an autocratic manner and without any logic. The entire Central Govt. employees and officers are totally disappointed and dissatisfied with the adverse recommendation of the 7th CPC. To communicate our displeasure, dissatisfaction and resentment to the Govt. of India against the retrograde recommendations of the 7th CPC in united voice, **Black Day will be observed all over India on 27-11-2015 at the call of the National Joint Council of Action of the Central Govt. Employees (NJCA) and the Confederation of Central Govt. Gazetted Officers Organisations(CCGGOO) by holding Lunch-hour Demonstration and wearing black badges by all the affiliates of NJCA and CCGGOO. In our Department, ITGOA & ITEF will jointly observe the programme on 27-11-2015 and will send a resolution (copy attached) to the CBDT through the respective Pr.CCIT/CCIT/CIT. All the units/circles of ITGOA/ITEF are requested to wear black badges and hold the Lunch-hour Demonstration in all Pr.CCIT and other CCIT/CIT stations and send the Resolution to the CBDT through the respective Pr.CCIT/CCIT/CIT on 27-11-2015.**

Thanking you,

Yours comradely,



(Bhaskar Bhattacharya)



(Rupak Sarkar)

Joint Convenors

RESOLUTION

The Income Tax Employees and Promotee Officers throughout the country are dissatisfied with the 7th CPC recommendation not only on issues pertaining to common demands of Central Government Employees in general but on the matter concerning the assigned Pay Structure of certain categories/ grades in Income Tax Department.

The meeting appeals to the Chairperson to take up the revision of pay of the following categories with the Government and effect revision thereof to set right the wrong recommendation made by the 7th CPC.

Income Tax Officers: Before the 7th CPC the JCA had represented that the Income Tax Officers who are assigned more arduous and onerous responsibility than the Accounts Officers of IA & AD must be provided with parity in the Pay Scale i.e. they may be assigned with the same Pay presently given to the Accounts Officers of IA & AD, if not more. The legitimate and reasonable demand for parity, despite being genuine and tenable, was rejected by the 7th CPC without discussing the merit of the demand. We therefore appeal that Income Tax Officers may be assigned the replacement scale recommended by the 7th CPC to Accounts Officers of IA & AD i.e. replacement scale of Grade pay of Rs 5400/- in PB-2.

Administrative Officer/Private Secretary: The JCA had represented that the initial grades in the AO & PS cadres are to be assigned with the replacement scale of Grade Pay of Rs 5400/- in PB-2 and pay-parity must be maintained across the Departments. Though the Commission agreed to our logic while the matter was subjected to discussion in various meetings, the report of the CPC speaks otherwise without assigning any reason. We therefore appeal that the AO & PS cadres may be assigned the replacement scale of Grade pay of Rs 5400/- in PB-2 and pay-parity may be maintained in various grades of these cadres across the Departments.

Inspectors of Income Tax: The Government, after the 6th CPC recommendation was accepted, had passed an elaborate speaking order that had brought about parity in the Pay Scale of the Inspectors of Income Tax, CBI and IB. This parity continued till date. Now the 7th CPC has again resorted to disturb the parity by providing higher Pay Scale for Inspectors of IB and CBI, assigning replacement scale of Grade Pay of Rs 4800/- while the Inspectors of Income Tax are assigned with the replacement scale of Grade Pay 4600/-. This is a gross injustice and must be set right by assigning the same replacement scale provided to Inspectors of CBI and IB (replacement pay of Grade Pay of Rs 4800/-) to Inspectors of Income Tax.

Tax Assistant: They are recruited by SSC on the basis of graduate level examination, the Auditors/Accountant in the IA & AD are also recruited in the same manner. They had the parity all along with UDCs and Accountants (now TA and Auditor/ Accountant). It was through the Government's executive fiat that the pay Scale of Auditor/ Accountant were revise by assigning them the Grade Pay of Rs. 2800/- instead of 2400/-. We appealed to the 7th CPC to remove this anomaly. The 7th CPC has stated that there had been no parity in the past between the UDCs and Auditor/ Accountant which is contrary to fact. The Tax Assistant has therefore to be paid in the replacement scale of Grade pay of Rs 2800/-.