



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

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

Dear Comrades,

Sub: The call for Agitation

As it was intimated in our earlier communication that the CBDT invited the JCA in a meeting with the Member (P&V), CBDT, on 16/09/2015 to discuss the issues contained in the Charter of Demands, the discussion of the meeting is highlighted in brief as under:-

- 1. Promotions in the cadre of ACIT, for all regular and CRC vacancies and upto the R.Y.2015-16, are to be given immediately. DPCs for R.Y. 2015-16 in all cadres by the respective Pr. CCsIT are to be conducted immediately.**

The Member (P&V) explained the matter on behalf of the CBDT and stated that the CBDT was working for 180 promotions for the R.Y. 2014-15 for which the preparation was almost complete and expected to be sent to UPSC in next week. He also stated that the Board was proposing similar number of promotions for the R.Y. 2015-16 and the proposal would be sent to the UPSC in next month. It was explained that the combined sanctioned strength of DCIT/ACIT for determining the vacancy in the ACIT cadre would not be acceptable as per the IRS RR, 2015 and so, more number of vacancies, as demanded by the JCA, did not occur.

The JCA strongly objected the promotion of 180 only as there was no basis for the calculation of 180 promotions. It stated that the CBDT was not at all concerned with the huge stagnation at present arisen in the cadre of ITO. The CBDT never intended to address this stagnation through the Cadre restructuring, 2013 resulting in a huge de-motivated workforce in field. It was also expressed that the CBDT had a bias against the promotee officers of the Department. It was demanded that the promotions for R.Y.s 2013-14 & 2014-15 had to be done as per the IRS RR, 1988 and following the practice that was adopted by the Department for promotions in ACIT cadre for last so many years. Accordingly, the number of vacancies in both R.Y.s 2013-14 & 2014-15 were more than 180 only and it was

the responsibility of the CBDT to conduct the DPCs with the correct number of vacancies. The vacancy for the R.Y. 2015-16 can be properly determined only after the finalization of vacancies for the R.Y.s 2013-14 & 2014-15. It was expressed that the Board was neither serious about the problems faced by the members of JCA nor it was serious for proper tax administration having de-motivated workforce and huge number of vacant posts in core functioning of the department, which was bound to result in failure in achieving the budget collection targets given by the GOI this year also.

It was mentioned by the Member (P & V) that instructions are being issued for conducting DPCs for R.Y. 2015-16 in other cadres.

During the course of the meeting, no concrete proposal could be given by the Member (P&V) to address the issue and it was declared by the JCA that the ongoing agitation would continue till the issue was settled.

2. Provide Infrastructure facility to all Officers and Officials i.e. ample space with modern furniture, Computers with nodes, etc.

In this issue the Member (P & V) informed the JCA that the approval/sanction for the infrastructure requirements will be given on priority basis and also informed that the Board will call for a report from all the Pr. CCsIT regarding the pending proposals and actual requirements of space etc.

The JCA observed that the CBDT was not serious in taking any concrete step in providing proper infrastructure to officers/officials immediately and also in providing laptops to AO/PS/Inspector cadres.

3. Steps to be taken to fill up all vacant posts immediately to stop outsourcing of regular office work/data entry work.

It was informed by the Official Side that dossiers for the post of TAs and ITIs had already been sent to the respective Pr. CCsIT for R.Y. 2013-14. The dossiers for the R.Y. 2014-15 was expected to be sent by the Board within the month of October, 2015. It is also informed that the Staff Selection Commission was not in a position to conduct the Examination for the recruitment of MTS and the JCA demanded that the job of conducting examination for the recruitment of MTS could well be taken over by the Department itself.

The JCA reported the huge number of vacancies in the cadres of MTS/Tax Assistant/ Sr.Tax Assistant/AO/PS due to non-availability of eligible candidates and demanded that these vacancies be filled up by relaxing qualifying services in the feeder cadres. It was conveyed that proposal for relaxation would be mooted after the meeting scheduled to be held on 22nd September, 2015 with all Pr.CCsIT regarding the vacancy position in all charges.

4. **To regularize all Casual/Daily paid workers against MTS posts, who are completing 10 years as on date in our Department.**

It was informed to the JCA that the proposal had already been sent to the DoPT for regularization of Casual Labourers/ Daily paid workers on the following basis:

- (i) All left out candidates as per the Uma Devi Judgement of Supreme Court.
- (ii) Candidates falling within the period between the date of the Judgement of Supreme Court and date of Notification of the DoPT.
- (iii) The rest of the candidates completing 10 years in the Department as on date.

The JCA demanded for immediate withdrawal of the order of CBDT for stoppage of payment to the Casual/Daily paid workers.

5. **Finalise and notify all Recruitment Rules of Group B & C officers immediately.**

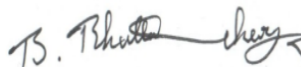
It was informed that CBDT had considered almost all the suggestions/objections raised by JCA and would be submitted to the DoPT for approval after getting the sanction of FM. However, no time limit could be given for finalization and notifications the Recruitment Rules of Group B & C.

The JCA had also pointed out the indifferent attitude of the CBDT in regard to its various other issues. **It was also declared by the JCA that the ongoing agitation would continue with more intense participation of all the members of JCA if any acceptable settlement was not reached immediately.**

In view of the above, it is to be conveyed that in spite of the discussion held on 16-09-2015, the JCA did not feel that the CBDT intended to resolve the issues immediately. In such a scenario, the Central JCA requests all its members once again to observe the programme of agitation jointly ensuring the active participation of all its members. **Special emphasis must be given that the reports are not being submitted and organising the Press-conference/Press-release on 23-09-2015(the draft Press-release sent along with our earlier communication can be modified/alterd by the state JCA units as they feel fit).** An extensive campaign programme for the Strike action on 08-10-2015 has also to be carried out.

Thanking you,

Yours comradely,



(Bhaskar Bhattacharya)

(Rupak Sarkar)

Joint Convenors