



JOINT COUNCIL OF ACTION
INCOME TAX EMPLOYEES FEDERATION &
INCOME TAX GAZETTED OFFICERS' ASSOCIATION
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No. N-1/2016-17

Dated: 09th September, 2016

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

Dear Comrades,

Sub: The discussions held in the PGRC Meeting dated 23-08-2016

The PGRC Meeting was held on 23-08-2016 in the office chamber of Member (P & V), CBDT. The 3 and ½ hour long meeting discussed all the issues as per the agenda items provided by the Central JCA earlier in presence of Member (P & V), CBDT, DGIT (HRD), Officers of all concerned Admins./Sections and a 11 member delegation of the Central JCA. At the beginning, the Member (P & V), CBDT had informed about the problem regarding outsourcing of secretarial work at Mumbai and requested the JCA for a solution. Also, the staff side had requested that work allocation amongst the various wings of the Board needs to be streamlined for smooth functioning of the Department and mentioned that the issue of pay fixation etc. were getting delayed due to this non-allocation of work. The Member (P & V) had assured to look into the matter.

The agenda item-wise discussion is narrated below:

Item No.1 Promotions:

- (a) **Promotion from ITO to ACIT for the vacancies for R.Y. 2016-17 and regularisation of the Ad-hoc promotions of the R.Ys 2014-15 & 2015-16**
 - (b) **Implementation of Hon'ble SC verdict in the case of Union of India & Others vs.N.R. Parmar in all 18 regions and finalisation of the Seniority List in the cadre of ITO.**
 - (c) **Promotion in the cadre of Pr. A.O**
 - (d) **Regularisation of JCIT of 2003 and 2004 batches.**
- a) The representatives of JCA explained that as per the approval of the Hon'ble Finance Minister all the ITOs till vacancy year 2003-04 are to be promoted in the cadre of ACIT vides the vacancies for the R.Y. 2016-17 and the Member (P & V) agreed to it after examining the relevant records. The staff side also demanded that the calculation of exact vacancies needs to be completed immediately. After discussion, the Member (P & V) intimated that the vacancy calculation would be finalized before 15-09-2016 and the Ad.VI section will send the tentative list of the consideration zone required for this

promotion to the DGIT (Vig.) and DIT (PP, PR & OL) by 02.09.2016 for collection of vigilance clearances and APARs. As regards the regularization of 2014-15 batch, the staff side had intimated that due to non receipt of vigilance clearance from DIT(Vig), North and West Zones, proposal for regularization could not be submitted to the UPSC and requested the Member (P & V) to take necessary steps for early receipt of the vigilance clearance. The Member (P & V) assured that necessary steps will be taken in this respect and the proposal for regularization will be submitted to the UPSC by 31.08.2016. The proposal for 2015-16 regularization will be sent to the UPSC immediately after that.

- b) As regards implementation of N.R. Parmar judgement, the representative of ITGOA and ITEF had stated that the matter has already been delayed. Moreover the finalization of seniority list is yet to be completed in 3(three) charges namely WB, B & J and UP(West). The staff side requested for immediate steps so that these 3(three) charges finalize the seniority list. The Chairperson has informed that a Task Force will be constituted in this respect for finalization of seniority list and necessary direction will be issued to the DGIT (HRD) to forward all the revised seniority list received from the various charges alongwith soft copy to the Ad.VI for compiling revised seniority list.
- c) The JCA delegation had informed that though 21(16 + 5) posts were created in the cadre of Pr.AO through the Cadre-restructuring, 2013, promotion to this cadre is yet to take place. The staff side further informed that at present there are 3(three) eligible candidates available for promotion to the cadre of Principal AO and requested for immediate promotion. It had been informed that the DPC for this cadre is to be done by the UPSC. It was stated by the Official side that letter will be issued by the Ad-VI section to all the Pr.CCSIT for sending the seniority list of A.O, Grade-II for compiling into the all India seniority list. The staff side also requested that the eligible candidates may be promoted on ad-hoc basis before the finalization of the RR. The official side has agreed to examine the issue and effect the promotion as early as possible.
- d) It was informed that the DPC for 2003 batch of JCIT was over and the order was issued on 22.08.2016. As regards 2004 batch, the revised deficiency list will be published immediately and the proposal for regularization will be sent to the UPSC as soon as possible.

The representatives of the ITGOA and ITEF has also raised the issue of filing up of consequential vacancies that arose due to ad-hoc promotion to the cadre of ACIT and also the issue of promotion to the cadre of ITO in UP(West). It has been informed that for filing up of chain vacancies necessary instruction will be issued or Member (P & V) will talk to Pr.CCSIT and as regards the promotion to ITO in UP (West), the Board will issue necessary direction to the concerned Pr. CCIT.

Item No. 2 Cadre Restructuring & Related matters:

- (a) To withdraw the phasing out order regarding 1633 posts from West Bengal & Sikkim charge.**
- (b) Re-allocation of Inspector posts to deficient charges (where stagnation is acute) as per the proposal of ITEF.**
- (c) Sending proposal for the Creation of commensurate posts of AO/PS cadres with the upgraded posts of CCIT/CIT in the CRC, 2013 to the Ministry.**

- (a) The representatives of JCA had intimated that a committee was formed to examine the phasing out of posts from West Bengal charge and the said committee has submitted its report to the Board. The staff side further intimated that they were not in agreement with the findings of the committee and had given dissent note. The staff side requested Member (P & V) to reconsider the matter afresh. The Member (P & V) had informed that the issue would be examined again and necessary action would be taken accordingly after discussion with the JCA within a short period of time
- (b) It had been informed that the issue of re-allocation of posts of Inspectors to deficient charges would be examined and necessary action would be initiated.
- (c) The representative of JCA had informed that after the submission of proposal of Cadre restructuring, the posts proposed in the cadre of AO/PS did not get approval of the DoPT. Now since the post in the Apex level got approved, the commensurate posts in the cadres of AO/PS also need to be created as per the proposal submitted by the Department. The official side asked the Staff side to submit a detailed fresh proposal within 10 days which will be forwarded to the DoPT by the Department.

Item No. 3 Relaxations:

- (a) **One time relaxation for appointment on compassionate ground, who are really in distress, in the cadre of MTS, where huge number of DR vacancies are available. Also to modify norms issued by the Department regarding selection for appointment.**
- (b) **One time transfer of vacant posts of Stenographer quota to the Ministerial quota for promotion in the post of Inspector for want of eligible candidates.**
- (c) **Relaxation of eligibility condition to fill up vacant posts in higher cadres of AO/PS.**
- (d) **Staff Car Drivers may be merged with the main stream Cadres, with relaxation.**

- (a) It had been informed that the proposal for one time relaxation for appointment on compassionate ground was sent to DoPT for approval but the DoPT refused to accord relaxation. The representatives of JCA had informed that in some of the Central Government Departments such relaxation are available. The representative of ITEF was requested to submit a note in this regard for examination and necessary action. As regard point based criteria the staff side had requested to include the criteria of physical verification. The Member (P & V) had stated that the present point based criteria was proposed to maintain the transparency and requires no change at present. The staff side also highlighted the huge pendency of compassionate appointment at Board's level. The staff side had stated that there was no requirement of sending the belated cases to the CBDT for approval as per DoPT clarifications. The Member (P & V) had assured to re-examine and look into the matter.
- (b) It had been informed that the issue of transfer of vacant posts of Stenographer quota to the Ministerial quota in the cadre of Inspector will be examined for appropriate decision.
- (c) It had been informed that the issue of relaxation of eligibility condition to fill up vacant posts in higher cadres of AO/PS will be examined for appropriate decision.
- (d) The representative of ITEF was requested to submit again a detail note in this regard for examination and necessary action.

Item No. 4: Regularisation of Casual Workers against the MTS posts sanctioned in the Cadre-restructuring.

It had been informed to the staff side that necessary particulars had been called from the Pr. CCsIT in this respect and appropriate action would be taken after the receipt of the reports.

Item No. 5: Examination of newly promoted ITOs at the end of their training.

The representative of JCA demanded that the recent instruction for withholding increment for the newly promoted ITOs for non qualification of examination to be held after the end of their training needs to be withdrawn. It had further been stated that passing of examination should not be linked with increment and to increase the efficiency, incentive increment may be given to those who gets higher percentage of marks in the examination instead of stopping the increment. The representative of JCA further submitted that measures for enhancing efficiency was always a welcome, but that are applicable for all cadres and incentives for better performance, instead of punitive measures, would actually serve the purpose. The Member (P & V) had assured to consider the issue on the basis of submission made by the staff side. The Member (P & V) further stated that the July, 2016 letter regarding withholding of increment will be examined and if necessary clarification would be issued.

The representative of JCA also submitted that in the recently concluded Departmental examination some questions in the ITO's examination were from the out of syllabus and also the standard of questions was very high. In the Ministerial staff examination prescribed books were also not produced. The representative of ITEF was requested to submit a note in this regard so that a separate meeting could be held to discuss the same.

Item No. 6: The stand of NADT against convening meetings by the recognised service association.

It has been informed that the issue will be discussed separately.

Item No. 7: Implementation of following schemes approved by the Board and still pending for the approval of IFU/DoE.

- (a) Laptops to the Gr.A & Gr.B officers.**
- (b) Laptops to the Inspectors under the 1% Infrastructural Incentive Scheme.**
- (c) Mobile hand set to all officials**
- (d) Increase in the reimbursement of local travel expenses to Inspectors and Notice Servers.**

- (a) It has been informed to the staff side that the proposal for Laptops to Gr. A & B officer has got the approval of the Hon'ble Finance Minister on 10-02-2015. The same has been sent to the DoE for approval but returned the file on the plea that the proposal was not approved by the Competent Authority. Now the file has again sent to the IFU. The Member (P & V) had informed the staff side that the matter would be taken up with the Secretary Revenue for early settlement of the issue.
- (b) The representative of ITGOA and ITEF was informed that the file containing the proposal of Laptops for Inspectors under the 1% Infrastructural Incentive Scheme had been submitted to the DoE on 30-07-2015. Recently, the file had been sent back to the CBDT with some minor objection. It had been informed by the official side that after meeting up the objections, the file would be resubmitted for the approval of IFU. The Member (P & V) had assured to intervene in this matter and talk to the Revenue Secretary, if required.
- (c) It had been informed that the proposal alongwith detailed answer and justification for mobile hand set to all officials had been submitted to the IFU on 09-08-2016. The Member (P & V) had assured to look into the matter.

- (d) It had been informed that the proposal for reimbursement of local travel expenses to Inspectors and Notice Servers had been rejected by the IFU. The file would be submitted after verification of the same again.

Item No. 8: Recruitment Rules of Gr. B & C cadres.

- (a) Finalisation of Recruitment Rules of Group-B & C Cadres. RRs of AO, PS, ITI, EA, Stenos are yet to be notified.**
(b) To modify MTS Recruitment Rules to be modified at par with the Deptt. Of Postal.

- (a) The representatives of the ITGOA and ITEF had requested to continue the existing conditions/facilities such as Residency period etc. that are available in the existing Recruitment Rule in the proposed Recruitment Rule also. It had been assured to examine the issue.
(b) The representatives of the ITGOA and ITEF had stated that in view of similarities, the conditions the Recruitment Rule of MTS needs to be modified at par with the Deptt. of Post. The Member (P & V) had assured to examine the same.

Item No. 9: Recruitment .

- (a) Zonal/Regional Recruitment in Gr.-C cadres to be resorted to tide over the huge vacancies.**
(b) Recruitment of MTS to be restored to the Department as done by the Postal Department or to the Employment Exchange.

- (a) The representatives of ITGOA and ITEF had stated that due to all India Recruitment in the cadre of Gr-C and subsequent ICT, huge vacancies were created in some regions in various cadres and to tide over the situation, it was necessary to resort back to the zonal/regional recruitment. The official side had also agreed with this issue in principle. It had also been informed that the Supreme Court verdict allows Regional Recruitment if the Deptt. so requires. The representative of ITEF was requested to submit detail note in this regard for examination and necessary action.
(b) It had been informed that the issue would be examined.

Item No. 10: On Pay Fixation matters.

- (a) Grant of fixation benefit to the Stenographer, Grade II (erstwhile) after promotion to Stenographer, Gr. I.**
(b) Instruction may be given to all the Pr.CCIT(CCAs) for fixation of pay for the Ex-serviceman who are joining in the Department against DR quota.

- (a) It had been informed that the proposal for grant of fixation benefit to the Stenographer, Grade-II (erstwhile) after promotion to Stenographer, Gr.I had sent to the DoE for approval.
(b) It had been informed to the representatives of ITGOA and ITEF that necessary instruction for fixation of pay for the Ex-serviceman who had joined the Department against DR quota was issued on 14-07-2016 and copy of the same was handed over to the staff side.

Item No. 11: Technical issues.

- (a) Accessibility of all officers/officials in the www.irsofficersonline.gov.in.**

- (a) It has been informed that the access to all officers/officials to the portal containing the Departmental circular/instruction etc. would be given through ITBA and that could be accessed through internet by using password. It had further been informed that implementation of the same would take another 2-3 months. It had further been informed that the problem of bandwidth in the ITBA was taken care of by upgrading bandwidth and the information in this respect had already sent to all the Pr.CsCIT.

Item No. 12: Proper handling of the Court case regarding Revision of Pay Scale from 01.01.1996 for ITO and ITI

The representatives of ITGOA and ITEF had informed that in spite of the direction issued from the Board, the ASG did not appear in the last hearing before the Mumbai High Court resulting postponement of hearing. It has been decided that the issue would be discussed separately.

Item No. 13: Misc.Items.

- (a) **The erstwhile Group-D employees aged more than 50 years may be considered for promotion to the higher grade by relaxing the Computer Skill Test.**
- (b) **Rectification of relaxation orders regarding promotion to the post of Stenographer Grade-II (erstwhile).**

- (a) and (b) It had been informed that both the issues would be examined and necessary action would be taken.

Apart from the above, the following issues were raised by the representatives of ITGOA and ITEF

- (a) Duty List
(b) APAR
(c) Infrastructure issues

The staff side had stated that it was necessary to amend Duty List after cadre restructuring of the Department in 2013 and necessary details had already been submitted. The Member (P & V) had assured to examine the matter. The representatives of ITGOA had stated that for small deficiencies such as not putting the official seal of the Reporting/Reviewing officers, the APAR should not be treated as deficient. The Chairperson assured to look into the matter. The representatives of the ITGOA were also requested to submit details on NRC.


The Chairperson of the meeting had assured the representatives of ITGOA and ITEF that wherever the files were sent to the outside Department and is/are pending more than a month the same would be taken up through the Secretary Revenue. The JCA representatives had requested to sort out/resolved long pending issues within a specified time frame. The Member (P & V) had assured that the issues would be redressed by the CBDT within a time frame.

Thanking you,

Yours comradely,



(Bhaskar Bhattacharya)



(Rupak Sarkar)

Joint Convenors