



JOINT COUNCIL OF ACTION
INCOME TAX EMPLOYEES FEDERATION &
INCOME TAX GAZETTED OFFICERS ASSOCIATION
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Joint Convenors
KP Rajagopal & Bhaskar Bhattacharya

No. N-1/M12/2014

Dated: 9th June, 2014

To
Shri R.K. Tewari,
Chairman,
Central Board of Direct Taxes,
North Block,
New Delhi-110 001.

Sir,

Sub: Charter of Demands & demands pending resolution at Board Level.

The Central JCA, in its meeting held on 02-06-2014 at New Delhi thread-barely discussed the issues/ problems remaining unresolved at the apex level for a long time and it appears that no sincere or discernible efforts have been taken by the Board to resolve these issues. The meeting further took stock of the situation in view of such long pending issues and rising resentment among the rank and file of its members. The meeting, therefore, chalked out an 11-point charter of demands concerning the welfare and career of its members for their immediate settlement by the Board to avoid any future industrial unrest in the Department. The said charter of demand is enclosed with this letter with the expectation that the Chairman, will sincerely address the issues on a priority basis within a reasonable period of time so as to avoid unpleasant situation in the department.

Thanking you,

Yours fraternally

(KP Rajagopal) (Bhaskar Battacharya)
Joint Convenors

CHARTER OF DEMANDS

PROMOTIONS:

A. ITO to ACIT

- (i) Immediate filling of Posts created in the cadre of ACIT/DCIT on restructuring of the Department through promotions only to reduce huge stagnation in ITO cadre.
- (ii) Promotions from ITO to ACIT for the vacancy year's 2013-2014 & 2014-2015 (regular as well as vacancies arising out of cadre review) are to be effected immediately.
- (iii) Promotions to the Group B & C Posts for RY 2014-15 on Model RR as directed by the Union Cabinet.

B. DCIT to JCIT

Promotion to JCIT for 2005 batch of IRS Officers should be effected immediately.

C. Grant of NFSG

Left out officers of 2001 batch should be granted NFSG immediately.

D. Regularization of Adhoc Promotions of JCIT's:

Promotions of JCIT's of the officers of 2002 to 2004 batches should be regularized immediately. Regularise 2000 and 2001 batch JCIT from the date of their Ad-hoc promotion.

1. **Amendments to the Transfer & Posting Policy for Group "A" officers considering unique problems of promotee officers as suggested by JCA.**
2. **Finalization of Recruitment Rules for Group "A" & Group "B" officers including A.O/P.S after consultation with JCA.**
3. **Payment of wages to Casual labours in view of the judgment of Pr. Bench of Central Administrative Tribunal and regularization of eligible persons against the MTS posts sanctioned in the Cadre Restructuring.**
4. **CADRE RESTRUCTURING & Related matters.**
 - i) Retrieval of posts lost in the CR in the cadres of Inspectors and Ministerial staff due to typographical error/erroneous reporting
 - ii) Posts of PPS/Sr. PPS and AO-Grade-I/AO-Spl. Grade must be created commensurate to the number of officers in SAG/HAG/HAG+/Apex Scale.
 - iii) Revival of additional 398 (600-202) posts in the grade of ACIT/DCIT as proposed in CR.
 - iv) Re-look on the allocation of CR posts and not to reduce any posts in future in any charge.
6. **ALL INDIA SENIORITY LIST OF ITO**

All India Seniority list of ITOs be finalized immediately. Guidelines may be issued for uniform implementation of the judgment of Hon'ble Supreme Court in the case of UOI vs. N.R.Parmar & Ors.
7. **Financial Benefit on promotion in the same grade pay and Advance Increment to Sr. Tax Assistants on passing ITI Examination.**

8. Implementation of following schemes approved by the Board and still pending approval at IFU/DoE.

- i) Six Air Conditioners per Range for staff rooms.
- ii) Laptops to Inspectors
- iii) Mobile handset to all personnel in the Department
- iv) Increase in the reimbursement of local travel expenses to Inspectors and Notice Servers.

9. GRIEVANCE RELATING TO TRANSFER POLICY & TRANSFERS:

- (i) Posting in the Directorates attached to CBDT be treated as outside Delhi and officers on transfer back to Delhi after cooling-off period should not be posted in Directorates without their consent.
- (ii) Officers opting to be retained in highly deficient region must be allowed.

- (iii) Principal Office bearers of ITGOA (both CHQ & UNITS) must be allowed to continue in the region from where they are elected, till their term of office and must not be transferred without their options.
- (iv) All pending Grievances and problems relating to Transfers of JCIT/DCIT/ACIT be resolved in AGT'2014.

10. UTILIZATION OF FUND OF 1% INCREMENTAL INCENTIVE SCHEME:

- (i) Laptops & data-card to AO & PS/Sr PS and all newly promoted ITOs.
- (ii) Replacement of Laptops to officers, where it was issued 5 years back with a provision to retain the old Laptops.
- (iii) Allotment of Operational Vehicle to be increased to 7 per Range so that vehicles should be available to all officers.

11. No outsourcing of departmental functions.

- i) No outsourcing for the sake of outsourcing.
- ii) Wherever shortage of manpower is found, ways and means including manner of outsourcing to be discussed with the JCA to cope up the situation.
