

**JOINT COUNCIL OF ACTION**  
**INCOME TAX EMPLOYEES FEDERATION &**  
**INCOME TAX GAZETTED OFFICERS ASSOCIATION**  
A-2/95, Manishinath Bhawan, Rajouri Garden, New Delhi-110 027

Joint Convenors  
Rajesh D Menon & K.P. Rajagopal

No. N-1/M-10/1/2012-15

Dated: 28<sup>th</sup> June, 2013

To  
The Chairperson,  
Central Board of Direct Taxes,  
North Block,  
New Delhi-110 001.

Madam,

Sub: **Formation of Core-committees and sub-committees for  
Implementing Cadre Restructuring proposals - regarding**

Please refer to the above. Also refer to ITEF's letter dated 7-6-2013 requesting to constitute a committee including representatives of three service associations in the department for implementing the Cadre Restructuring-2013 & ITGOA's letter dated 17-6-2013 requesting for a representation in the Core-Committee and all the sub-committees that were to be formed.

2. With regard to the above, we wish to draw your attention to the fact that on 19-6-2013 O/o HRD has constituted a Core Committee of 10 persons without any representation from ITEF and ITGOA which together account for more than 95% of the work-force in the department. Further it has been reliably learnt from the field formation that CBDT had instructed the Cadre Controlling Authorities to suggest the name of one Officer and one Official from each region for inclusion of their names in the Subcommittees at National level with a rider that such officer or official should not be a office bearer or having any connection with ITEF & ITGOA. Here, it is pertinent to highlight that when a Committee was formed in 2008 to suggest & formulate this very Cadre Restructuring Proposal, representatives of this ITEF & ITGOA was included not only in the main committee but also in all the sub-committees. Therefore, it is not only surprising but causing great anguish from the fact that the Board has chosen to ignore the JCA (comprising of ITEF and ITGOA) while constituting the committees for implementing the Cadre Restructuring – 2013, especially when a commitment was given to include representatives of ITEF & ITGOA in such committees, during the meeting of PGRM held on 22-2-2013.

3. Your good self will appreciate that the contributions of ITEF & ITGOA was significant, both in finalising the proposal and during the process of its approval by the Government. The order constituting the Committee was placed for a few hours in the Website of IRS Officers only ([www.irsofficersonline.org](http://www.irsofficersonline.org)) and not in department's official website ([www.incometaxindia.gov.in](http://www.incometaxindia.gov.in)) and its removal from the site **only strengthen our belief that the intention of the authorities is not bonafide and the implementation of Cadre Restructuring will be far-away from the spirit of the original proposal.** In this context, it may be kindly noted that before taking any policy decision relating to service matters, **formal discussion with recognized Service Association (ITEF & ITGOA) is a pre-requisite.**

4. We wish to bring to your kind notice that **the above decision of CBDT** i.e. to keep the recognized service associations viz. ITEF & ITGOA whose members constitute more than 95% of the entire work-force of the I.T. Dept., **is causing total discontentment in the rank and file of our members and this does not forebode well for a conducive working atmosphere** much needed for achieving the goal of the Department.

5. Your good self is therefore requested, to take immediate steps such as **to reconstitute the Core Committee at Board level with the inclusion of Representatives of ITEF & ITGOA** and also re-issue instructions to the Chief Commissioners (CCA) **to include only such members who are nominated by ITEF and ITGOA in Committees at all levels.** We would also like to mention that **in pursuit of our legitimate rights, JCA (comprising of ITEF & ITGOA) will not flinch from adopting any stand or step including non-cooperation** in general and in implementing Cadre Restructuring, in particular.

Thanking you,

Yours faithfully,



( Rajesh D Menon )  
Joint Convenor



( K.P. Rajagopal )  
Joint Convenor