

THE

# NEWSLETTER

Bulletin of the Income Tax Gazetted Officers' Association, WB Unit  
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7th - 31st December 2012

## Editorial

Dear Friends

I extend warm greetings to all of you as we start a new year, a new term for this unit of ITGOA, and the launch of a new edition of our Newsletter.

The massive turn-out of 97.66 % of our members on 3rd December emphatically demonstrated the degree of involvement which our members feel with this association. We are honoured and humbled by the totality of the trust you have placed in our team.

We have started on the tasks at hand at right earnest right from the word go, as you might appreciate from the elaborate plans that we have laid out at our very first meeting, details of which we have reported below. But crises do not allow you to plan for it. The Board has surreptitiously scuttled the DPC for promotions to the grade of ACIT at the very last minute, dashing the hopes of our comrades even after the already unbearable wait. We lost no time in reacting to this, and have got in touch with several other state units, in an effort to orchestrate an united response. Unfortunately, the All India Leadership has not decided on anything as yet. We are travelling to Delhi on 8th January to meet them as well as other state unit leaders, to discuss and devise an appropriate strategy.

Undesirable incidents have not only occurred in our sphere of work; they also darken the outer world. We condemn every atrocity perpetrated on women, whether in Delhi or Bengaluru, in Kolkata or Barasat. We express our solidarity with every victim of prejudices, whether they bear gender, or racial, or caste overtones. And we cannot afford to be shortsighted: we are alarmed by the same biases which are also visible within our own sphere of work and life.

With warmth and solidarity,

Bhaskar Bhattacharya  
(General Secretary)

### BGM OF ITGOA, WB UNIT

The Biennial General Meeting of ITGOA, WB Unit was held on 7th December, 2012 at the rooftop of Aayakar Bhawan, Kolkata. The BGM was preceded by the elections for new executive committee for the term 2012-2014 on 03.12.12 and counting was held on 05.12.12. More than 500 members from Kolkata, North Bengal and South Bengal attended the meeting with great vigour and enthusiasm.

The meeting was also attended by several luminaries of the All India organization, including Com Rajesh. D. Menon, Secretary General, Com. Diwakar Singh, Joint Secretary & General Secretary of Bihar & Jharkhand, Com Amitava Dey, Zonal Secretary(East) & General Secretary of NER as well as Com. Arvind Trivedi, General Secretary of UP( West), all of whom addressed the August House. Secretary General in his address highlighted the progress on the all India issues.

Congratulatory messages and greetings received from several state units like UP(East), Delhi, Gujarat, M.P & Chhattisgarh, and Nagpur were read out.

The meeting was presided over by Sri Tanuj Kumar Neogy, President. At the outset the leaders of the fraternal organizations like ITEF-Gr.C, ITEF-Gr.D, Income Tax Casual Worker's Association and Income Tax Retired Officers' Forum also addressed the gathering. They highlighted the discrimination meted out to the central government employees in general and the income tax employees in particular and appealed for further strengthening of the JCA. The President of Central Excise Superintendent Association in his speech stressed on the need for the revival of the COC of the associations in the Department of Revenue.

The General Secretary's report and the audited accounts were placed before the house. The members responded to the report and offered valuable suggestions. The Presidents of both the North Bengal and South Bengal units also participated in the discussions. After due deliberations, both the report and the accounts were unanimously approved.

The General Secretary in his reply accepted the suggestions from the general members and promised that the new committee will be more inclusive and strive to confront all the problems head on with the active involvement of all the members. He made a special mention on the need on improving the work-condition of the AO/PS members. The House also resolved to co-opt the Presidents and Secretaries of North Bengal and South Bengal Units as Ex-officio EC Members thereby increasing the strength of Executive Committee to 29 members. The meeting ended with the introduction of the newly elected 25 members of the Executive Committee.

**Sri Swapan Routh**, A.O to CIT-XVI/Kol was appointed as **the Auditor** for the next two year term.

**We take this opportunity to thank the Chairman and the members of the Election Commission for the painstaking efforts taken by them for conducting the election.**

### New Committee

Name of the Officer	Designation	Portfolio	Tarang No.
Mrinal Kanti Chanda	D.C.I.T., Hqrs.-VIII, Kolkata	President	+91 9477331010
Amitava Sen	A.C.I.T., Circle-18, Kolkata	Vice President	+91 9433207572
Sumit Roy	A.C.I.T., Circle-15, Kolkata	Vice President	+91 9433776270
Bhaskar Bhattacharya	TRO-8, Kolkata	General Secretary	+91 8902198888
Monalisa Pal Mukherjee	ITO, Exemption-II, Kolkata	Joint Secretary	+91 8902195612
Sayantana Banerjee	ITO, Ward - 56(3), Kolkata	Joint Secretary	+91 8902197979
Sujit Kumar Singh	ITO, Ward - 31(3), Kolkata	Treasurer	+91 8902197100

Tapan Kumar Guha	A.O., Building, Bamboo Villa, Kolkata	E.C. Member (A.O.)	+91 9831304715
Rabi Ranjan Ray	Sr. P.S. to CCIT-X, Kolkata	E.C. Member (P.S.)	+91 9477051020
Abhijit Ghosh	A.C.I.T., Hqrs. (Finance), Kolkata	E.C. Member	+91 9830075362
Arindam Mukherjee	ITO, Ward - 34(4), Kolkata	E.C. Member	+91 8902196578
Bhaskar Deb	ITO, Ward - 29(3), Kolkata	E.C. Member	+91 8902199466
Biplab Gangopadhyay	Asst. Addl. DIR, RTI, Kolkata	E.C. Member	+91 8902198603
Bishnu Pada Mondal	TRO-13, Kolkata	E.C. Member	+91 8902198099
Debasish Biswas	ITO, Ward - 8(1), Kolkata	E.C. Member	+91 8902199900
Debasish Sau	ITO, Ward - 45(4), Kolkata	E.C. Member	+91 9432867488
Gautam Shome	ITO Audit, IAP, Hqrs.-1, Kolkata	E.C. Member	+91 8902196600
Goutam Kumar Mandal	D.C.I.T., Hqrs. (Personnel), Kolkata	E.C. Member	+91 9477331000
Sabyasachi Chakraborty	ITO, Ward - 2(1), Kolkata	E.C. Member	+91 8902196990
Sanjay Kumar Pandey	ITO, Hqrs.(Admin.-II), Kolkata	E.C. Member	+91 8902196305
Sanjay Mukherjee	JCIT, Hqrs., Technical, Kolkata	E.C. Member	+91 8902198248
Sanjeeb Roy	TRO, Central - II, Kolkata	E.C. Member	+91 8902195020
Sanmay Dasghosh	ITO, Ward - 55(1), Kolkata	E.C. Member	+91 8902196515
Shyamal Kumar Das	TRO-24, Kolkata	E.C. Member	+91 8902198895
Subrata Sil	ITO, Hqrs.(Personnel), Kolkata	E.C. Member	+91 8902195139
Kalyan Kumar Ghosal	ITO, Ward - 2(1), Asansol	E.C. Member(Ex Officio)	+91 8902199118
Sandip Ganguly	ITO, Ward-TDS,Durgapur	E.C. Member(Ex Officio)	+91 9475131745
Sona E.F. Ramsong	ITO, Inv., Siliguri	E.C. Member(Ex Officio)	+91 9002631912
Dhiraj Singha	ITO, Technical, Jalpaiguri	E.C. Member(Ex Officio)	+91 8902199830

### FIRST EXECUTIVE COMMITTEE MEETING

At the onset of this historic meeting held on 17th December, 2012, a resolution was passed unanimously to the effect that henceforth **all members of ITGOA, WB unit shall be allowed to attend and participate** in the meetings of the Executive Committee.

It was further proposed and accepted that **EC meetings will be held by rotation in different buildings at Kolkata so that General Members of each building** may find it more convenient to participate in the deliberations. This would make it possible to take up the specific issues of each building with greater focus. As no EC member is currently posted in three buildings, namely Uttarapan, Poddar Court & ITAT, it was suggested that building committees are to be formed in these buildings and the Convener of these building committees should be allowed to attend the EC Meetings as permanent invitees till the next Annual General Transfer.

It was also decided that Notices of EC meetings will, in general, be circulated 7 days in advance and displayed in all the office buildings in Kolkata. **Any urgent issue suggested by any general member will also be taken up, if a request is made to the President or General Secretary at least 3 days in advance.**

However, since smaller buildings may find it difficult to hold the EC meetings due to infrastructural problems, members of these buildings will be invited to attend the EC meetings of a nearby major building. Further, teams of Office Bearers/EC members will visit such smaller buildings separately to sort out the building-specific problems faced by the members.

The General Secretary's suggestion was unanimously accepted that there should not be any water tight compartment between the Executive Committee and the Office Bearers, and that O.B. meetings may be attended by all EC members. All EC members were also encouraged to attend the JCA meetings & contribute their opinions. Further, the EC resolved that the **Auditor will be an integral part of the EC** and he will act as an EC member for all practical purposes.

It was also decided that the Association Room in Aaykar Bhawan shall remain open during lunch hours and after office from 5.00 p.m. onwards.

After detailed discussions, the EC decided to organize the regular work of the association as well as extend the activities of the association into areas which remained largely untouched till now. For this purpose, a number of committees were set up which would undertake various work on regular basis and provide necessary support and assistance to the members as and when required. Each committee was authorized to include any general member whom they might find effective for executing the job at hand. **All general members are also requested to volunteer their services** and contact the convener of the committee in which they would like to contribute.

#### a) Transfer & Posting Sub committee :

Shri Sumit Roy – Convener  
Shri Sanjay Pandey  
Shri Tapan Guha  
Shri Rabi Ranjan Ray  
Shri Swapan Routh  
Shri Sanjoy Mukherjee  
Shri Arindam Mukherjee  
Shri Bishnupada Mondal  
Shri Sanjib Roy

#### b) Website Maintenance & Newsletter Sub Committee :

Smt Monalisa Pal Mukherjee -Convener  
Shri Sandip Mondal  
Shri Goutam Shome  
Shri Debasis Biswas  
Shri Sanmoy Das Ghosh  
Shri Abhijit Ghosh  
Shri Partha Pratim Burman  
Shri Sanjoy Mukherjee  
Shri Jibanta Kumar Das

#### c) Infrastructure Sub committee

Sri Sanmoy Dasghosh - Convener  
Shri Arindam Mukherjee  
Shri Bhaskar Deb  
Shri Bishnupda Mondal  
Shri Biswapriyo Majumder  
Shri Debasish Sau

#### d) Sub-Committee for AO/PS

Sri Tapan Guha - Convener  
Shri Rabi Ranjan Roy  
Shri Pradip Barori  
Shri Mrinal Kabiraj  
Shri Babun Nath  
Shri Sarbadaman Shome  
Shri Soumen Da  
Smt Mousumi Biswas

Five committees were formed for Technical Assistance to the members. These committees will organize a panel of experts from among the members of ITGOA, whose guidance and expertise will be used for the benefit of the general members at large.

The conveners of these committees are:

#### (1) Investigation and Law Sub Committee

- Sri Amitava Sen

#### (2) Service Matter Sub Committee

- Sri Goutam Kumar Mondal

#### (3) ITD matter Sub committee

- Sri Sumit Roy

#### (4) Vigilance Sub committee

- Sri Sabyasachi Chakraborty

#### (5) Workshop Sub-committee

- Sri Subhamay Dutta

Sri Sujit Singh was entrusted with the primary responsibility of Finance Sub Committee who should work in close coordination with Sri Abhijit Ghosh. It was decided that Sri Subrata Sil will look after the work of office management in the Association Room in Aayakar Bhawan.

Other issues which were addressed at the meeting :

- (i) The EC decided that a demand for providing **computers with broadband connections for all the DDOs** should be placed before the CCIT(CCA) immediately.
- (ii) It was noted that some confusion had arisen on account of a letter issued by the CCIT-I regarding completion certificate with regard to **verification of arrear demand uploaded in CPC**. EC felt that a circular needed to be issued by the ITGOA, W.B. unit to clarify the matter.
- (iii) It was also suggested at the meeting that a strong letter needed to be sent to CHQ demanding timely holding of DPCs for **promotion from ITO to ACIT** and regularizing of the ad-hoc promotions of JCSIT.
- (iv) Building Committees are to be formed in all the buildings immediately.
- (v) All the EC members, in turn, will take part in the delegation to meet authority, when required.
- (vi) EC felt that the **Phalguni Mukherjee Memorial Lecture** should be held as before in the month of the late leader's untimely demise; it was decided that the next programme will be organized in Sept., 2013.
- (vii) A **website of ITGOA(W.B.) Unit** was decided to be designed and made operational within January 2013. Minutes of the EC meetings as well as all important issues, circulars, related discussions, newsletters etc. will be uploaded there.
- (viii) Publication of bi-monthly **Newsletters** to be resumed immediately, and the first issue to reach members in the beginning of the New Year.
- (ix) An **annual calendar** showcasing photographs of leading photographers within our membership will be published and distributed within the first week of the New Year.

### **ALL INDIA STRIKE OF CENTRAL GOVT. EMPLOYEES & WORKERS ON 12.12.12**

A call for an all India strike on 12.12.12 was given by Confederation of the Central Government Employees & Workers (CCGEW) on a 15 point charter of demand. ITGOA participated in the strike, along with JCA. An all out effort was made in West Bengal to reach out to all the members and to make them aware of the issues at hand. The demands in the 15 point charter that are of serious concern to us are:

1. Immediate filling up of vacant posts in the central government offices.
2. Stopping outsourcing of regular work, which is jeopardizing the security of our office work.
3. Restraining the abnormal price rise.
4. Setting up of 7th Pay commission.
5. Setting up of Pay commission after every 5 years like in PSUs
6. Merger of 50% of D.A with basic pay.
7. Scrapping of new pension scheme that deviates from the principle of defined pension.

The strike received limited media coverage; yet it was very successful with almost 10 lakhs central government employees & officers participating. The strike was total in the Income Tax offices of West Bengal with the officers/employees under the banner of JCA actively participating in stage outs in front of the entrances of the offices in West Bengal & Andamans. We hope the thunder of the striking employees and officers will wake the Central government from its slumber.

### **DEMAND MANAGEMENT & CIRCULAR DATED 19.12.2012**

As per a direction of CBDT, a Demand Management Fortnight was to be observed upto 5th of October, 2012. We had taken up the issue to impress upon the CCIT(CCA) and also the Zonal Member(East), CBDT that there should not be any pressure exerted on the Range Heads for issue of any certificate declaring completion of the clean up job. We had further submitted a written memorandum on the Standard Operating Procedure for the cleanup job highlighting the short comings in the procedure as well as difficulties faced by the officers who had tried to do the job on hand. In the memorandum it was also suggested that:

- (i) Demand Management is not a task to be completed in a fortnight or month or quarter.
- (ii) The arrear demand figures reported in CAP-I are not sacrosanct and they need to be rectified from time to time.
- (iii) Outstanding demands should be cleaned and a target of certain number of cleaned demand may be uploaded in each month/quarter.

The CCIT(CCA) appreciated and endorsed our approach & forwarded our suggestions

to DIT(Recovery) and DIT(System)-III, New Delhi.

Since the procedure of cleaning up of fictitious/duplicate demands was found to be quite cumbersome and the members faced innumerable difficulties in doing the job in absence of proper practical training, the CCIT(CCA), on our suggestion, has given a direction to CIT(CO) for initiating hands-on training on the subject for the assessing officers as well as for the Range heads.

We urge upon the members, including the Range heads, to attend such trainings to be conducted at various buildings at Kolkata and initiate the cleanup job. The CCIT(CCA) has agreed that **no certificate of completion of the job need be submitted** but Range heads may submit a **monthly progress report of work done** so far. Priority may be given in those cases that are named in the list forwarded by CCIT(CCA) office, where CPC has already processed the returns & generated refunds, but has not been able to issue the refunds as there are outstanding demands shown in CPC portal for A/Y 2010-11 & 2011-12.

### **ITO TO ACIT PROMOTIONS: THE DELAY & THE FRUSTRATIONS**

#### ***Brief History***

As we are all aware, CBDT has effected as many as three batches of ad-hoc promotions to the grade of JCSIT involving as many as 536 vacancies (295 promotions vide order dt 30/03/2011; 133 vide order dt. 27/10/2011; 108 vide order of 27.06.12). However, the consequential vacancies arising in the grade of ACIT/DCIT due to such promotions were not filled up on one pretext or another. Even regular vacancies for the recruitment year 2012-13 have not been filled up. The apathy of CBDT in the matter of granting promotions to promotee officers has been well known for long; however though much other things change, this aspect of our careers remain exactly the same.

The position of promotions to the grade of ACIT is illustrative as below:

## TIME BARRING DATE

	Recruitment year	Promotion effected	Date of promotion	Delay in promotion
1	2008-2009	50	17/09/2010	29 months
2	2009-2010	103	17/09/2010	17 months
3	2009-2010	5	28/03/2012	35 months
4	2010-2011	109	28/03/2012	23 months
5	2011-2012	88	28/03/2012	11 months

It is a matter of great concern that though the Department can secure dates of DPC from the UPSC for the posts of CIT or CCIT so very frequently, it invariably fails when it comes to promotion to the grades of ACIT or JCIT.

It is unfortunate that the issue relating to regularization of the JCIT promotions was stuck in the court for a long time. However, though the much-awaited order was passed in the month of July, 2012 by the Hon'ble Court, paving the way for regularization of the above promotions, no fruitful step has been taken by the CBDT till date.

In fact, the approach of the CBDT simply appears dilatory. It is evident that in view of the Hon'ble Delhi High Court order, there is no legal impediment before the CBDT in regularization of 295 JCIT promotions effected by order dt 30/03/2011 immediately, since the regular DPC had already been completed for those posts. Yet, nothing has transpired. Steps could have and certainly should have been taken in the right earnest for DPC of the residual ad-hoc promotions but nothing has been done in this regard till date.

It is needless to say that due to non-regularization of these promotions, consequential vacancies are being denied by the CBDT and therefore almost 275 promotions which were supposed to be effected from ITO to ACIT have not been given and the officers are retiring from service without their due promotions.

But while we are fully aware of the bias in the attitude of CBDT towards promotee officers, it is the inaction on part of CHQ in pursuing the issues of the largest segment of members which remains unexplainable.

Going by the sentiments of the large number of members, we requested the CHQ to pursue CBDT to regularize all the ad-hoc promotions by January'2013 and fill-up consequential vacancies by March'2013. It is needless to say that the promotion in the cadre of ACIT for recruitment year 2012-13 should have been effected by December'2012.

In case the CBDT is not inclined to accept our demand and is not ready to take proactive approach for redressal of the same within the stipulated time, we have urged the CHQ to take immediate steps of non-co-operation and other such programmes, as the officers are feeling frustrated on the step-motherly treatment of the Board towards issues of promotee officers.

### **Our Action**

**An emergency meeting of Executive Committee** of West Bengal unit of ITGOA was held on 19/12/2012 in which following resolutions were passed:

1. We demand for an immediate Extra Ordinary General Body meeting to be convened by the CHQ to discuss the above issue or any other issues.
2. We demand that the CHQ should pursue the CBDT to ensure promotions to the Grade of ACIT for the recruitment year 2012-13 to be effected by December'2012.
3. We demand that the CHQ should pursue the CBDT to ensure regularization of all adhoc promotions of JCIT and the consequential vacancies to be filled up by March 2013.

In furtherance to the above scenario, the Board issued an instruction to all the Cadre-controlling CCITs to examine the effect of the Hon'ble Supreme Court judgement dated 27-11-2012 in their respective regions. As the matter is of grave concern, the Association, in its OB meeting dated 28-12-2012, had constituted a committee comprising of Sri Sanjay Mukherjee (Convenor), Sri Goutam Mandal, Sri Sanjay Pandey, Sri Sanmoy Dasgosh, Sri Debasish Sau and Sri Goutam Som which will undergo a thorough and in-depth study of the basis and content of the seniority list of ITOs.

As we go to press, we've just received news that the CHQ has convened a Secretariat meeting on 08.01.2013, inviting representatives from all states. We will be there and will forcefully argue the case for strong and immediate action.

Preponing the date of completion of time barring assessment is bound to create undue haste among the Assessing Officers resulting in certain compromise in the quality of Assessment. The manpower and infrastructure constraints are also against the scheduled target. The administration as well as visiting Members were implored upon to modify the direction in order not to cause undue pressure on the field officers.

The Hon'ble Member (East Zone), CBDT responded positively on the issue and made the commitment that **Board would not take any exception in case officers are not able to complete T.B. Assessment within 31-12-2012**. The Chairperson, in the Video Conference on 30-11-2012, confirmed this.

At the same time, we advise all members to dispose cases of lesser importance early, and leave only the more complex cases requiring deeper study and investigation for the latter part of the financial year. This would result in reducing year-end tensions as well as yield a better quality of work in the cases that matter.

## LIST OF SENIOR DRs

The administration had placed the burden of handling cases at the ITAT on a handful of officers in the grade of Addl.CsIT/JCsIT, almost all of whom were our members. In order to **reduce their workloads and rationally divide it equitably** among all, we had represented their cases to the CCIT-I, Kol. As a direct result of our action, the list of visiting Sr. DRs has been fully revised, and the same workload has now been divided among a much larger number of Addl.CsIT/JCsIT. We have further suggested case-specific allotment to specific Sr.DRs, to create continuity and ease of handling.

## Computers for DDOs.

As decided by the EC in its very first meeting, we have placed the demand for **immediate allotment of desktop computers along with net connections to each DDO**. The administration has agreed in principle, and has initiated steps to providing them shortly.

## e-payment of salary.

Since November 2012, several reports were received that the ZAO is insisting on e-payment mandates in respect of all salary bills. The matter was taken up with the administration as well as with the ZAO. It has been settled that in case of salary, **e-payment is only optional, not compulsory**. Any officer not wishing to opt for the same can continue to receive salary by cheque. However, DDOs must ensure that separate bills are drawn for e-payment and for payment by cheque.

On the other hand, the ZAO authorities also emphasized that e-payment is a considerably faster mode of payment, in which salary will be credited into the officers' own bank accounts within the morning of the payday of each month. We encourage members to consider the benefits and take options accordingly.

## NEW PROMOTIONS

With great pleasure we congratulate and welcome the 4 newly promoted ITOs and the 6 new Administrative Officers, who got their promotions in December 2012, within the folds of ITGOA. We also congratulate our PS member who has been promoted to Sr. PS on 17.12.12.

## FAREWELL

The following members of ITGOA will retire from the department on 31st December, 2012. We wish them a healthy and peaceful time ahead and hope to continue our bonding attachment with them as usual.

1. Shri Nirmal Oraon, ITO
2. Shri Sambhu Guha, AO
3. Smt. Poly Ghatak (Lahiri), AO
4. Birendra Nath Das, AO
5. Tapan Kumar Bhattacharya, AO

**We deeply mourn the death of the braveheart of Delhi and pledge to keep the fight for justice alive as a salute to her undying spirit.**