

# JOINT COUNCIL OF ACTION OF INCOME TAX ASSOCIATIONS WEST BENGAL

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Joint Convenors : Bhaskar Bhattacharya, Rupak Sarkar & Manmohan Nayak

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Date:14.01.2015.

To  
The Hon'ble Chairman,  
VII th Central Pay Commission,  
New Delhi.

Respected Sir,

**Sub: Memorandum to the 7 th Central Pay Commission on issues of Officers and Staff of Income Tax Department -matter regarding**

At the outset we take this opportunity to welcome you and your fellow members on your visit to Kolkata.

On behalf of the Joint Council of Action of the Associations in Income Tax department(JCA), West Bengal of which Income Tax Employees Federation and Income Tax Gazetted Officers' Association is a part, reiterate that we unanimously endorse the memorandum submitted by our all India Central JCA before you(copy enclosed).

Further we are totally in agreement with the quantum minimum wages and other pay/allowance demanded by the JCM staff side and demand of granting of interim relief /merger of DA etc. by the JCM (staff side).

2. The Union Cabinet approved Cadre Restructuring in Income Tax Department on 23.05.2013. As a result two new tiers of scales/grades were introduced in Indian Revenue Service (Income Tax) and even certain upgradations of existing pay scales were taken place which is as on the next page:

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PRE-RESTRCUTURING SET UP			POST-RESTRCUTURING SET UP	
Sl. No.	Post	Scale	Post	Scale
1	<b>Chief Commissioner of Income Tax</b>	Rs. 67000-79000	Principal Chief Commissioner of Income Tax	Rs. 80000 (fixed)
			Chief Commissioner of Income Tax	Rs. 75500-80000
2	<b>Commissioner of Income Tax</b>	Rs. 37400-67000 + GP of Rs. 10000	Principal Commissioner of Income Tax	Rs. 67000-79000
			Commissioner of Income Tax	Rs. 37400-67000 + GP of Rs. 10000

However, tiers of scales/ grades for Officers of common categories in Administrative Officer (A.O.) and Private Secretary(PS) Cadres in Income Tax Department, who actually cater the higher officers of Indian Revenue (Commissioner onwards) remain the same. For AO Cadre, there are three grades of A.O. Grade-III, A.O. Grade-II and Senior A.O. In case of P.S. Cadre there are only two grades of P.S. and Senior P.S. So in order to maintain complete parity between the common categories officers working in Ministry (CSSS) and Field as well as to upgrade existing posts in AO-PS Cadres in Income Tax Department to higher grades commensurate with those in IRS Cadre, we plead for certain upgradations in AO-PS cadres as under:

Sl.No.	IRS Cadre	A.O. Cadre to cater	P.S. Cadre to cater
1	Principal Chief Commissioner of Income Tax	Principal A.O.	Senior PPS
2	Chief Commissioner of Income Tax	Senior A.O./A.O. Grade-I	PPS
3	Principal Commissioner of Income Tax	A.O. Grade-II	Senior P.S.
4	Commissioner of Income Tax	A.O. Grade-III	P.S.

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Kind attention is drawn to the recommendation of 6<sup>th</sup> Pay Commission in respect of upgradation of 15% of existing Central Secretariat Stenographer Service (CSSS) to PB-3 15,600-39,100, GP-7,600, designated as Principal Staff Officer (Para 3.1.11.; Page 162 of 6<sup>th</sup> CPC Report), which was eventually accepted by the Government. The Post of PSO was created vide DOPT's O.M. 20.03.2009. We are also pleading for the same kind of upgradation for AO-PS cadre in Income Tax Department. As only upgradation (not creation of new post) is involved, the matter is well within the terms of reference of 7<sup>th</sup> CPC.

3. After acceptance and implementation of 6<sup>th</sup> CPC Report by the Union Government, the reality is that there is hardly any financial benefit for Group B Officers on being promoted to Group A (Junior Time Scale). Moreover the maximum financial benefit lies in the promotion from Junior Administrative Grade (JAG) to Non-functional Selection Grade (NFSG), which is rather an upgradation. It may be appreciated that most of the remote officers end their career by just entering into Group A Service (JTS). In very few Departments, there is a faint chance for remote officers for entering into JAG scale. So for betterment of all the remote officers, we submit that there should be substantial financial benefit in promotion to the grade of JTS and JAG, instead of to the grade of NFSG. Better financial benefit in case of former two promotions actually allows the remote officers to carry the benefit even while drawing their pension (being the last promotions for almost all remote officers). On the other hand NFSG promotion is actually the domain of direct recruit (DR) officers, who have already been blessed with 6-7 promotions in their service career. Naturally the quantum of jump in pay on promotion from JAG to NFSG hardly matters for them.

So we reiterate our submission already filed through our memorandum:

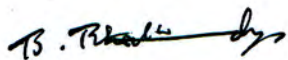
4. PB-2 5400(GP) for all entry level Group B officers and upgradation to PB-3 5400(GP) after completion of 4 years; Thereafter PB-3 6600(GP) on promotion.

ii) Substantial Financial Benefit for promotion from Senior Time Scale (STS) to JAG instead of JAG to NFSG.

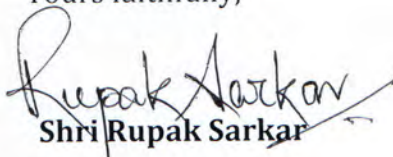
4. We are obliged that the 7<sup>th</sup> CPC has already paid attention to the fact of arbitrary upgradation of pay scale by certain Departments defying the *mantra* of successive pay commissions of analogy/ parity between pay and nature of work ( Letter of 7<sup>th</sup> CPC No. 7CPC/99/RR/2014/1 Dated: 8<sup>th</sup> September, 2014). Officers/Officials of Income Tax Department are the worst sufferer. Similarly placed or even subordinately placed Officers/ Officials of Central Bureau of Investigation, Department of Revenue Intelligence, Enforcement Directorate, Intelligence Bureau, Central Secretariat Service, DANICS & DANIPS, Audit & Accounts Department etc. have been surpassed us in terms of Pay scale bypassing the recommendations of successive Pay Commissions. We have strongly urged before the Commission in

our memorandum (Page-19-20) that this practice should be stopped. We once again plead that the Commission should take such a strong stand in its recommendation against this backdoor upgradation creating anomaly, so that DOPT and DOE shall discourage the Departments to undertake such bypassing Act. It may be appreciated that the first and foremost sovereign duty of any Government is to collect tax, as that only fuels the other two sovereign duties of governing and protecting own territory. Being the Highest Revenue Collector for Government of India, only we deserve performance based upgradation the most, if at all any such move takes place.

Yours faithfully,



Shri Bhaskar Bhattacharya  
General Secretary, ITGOA  
WB Unit



Shri Rupak Sarkar  
General Secretary,  
ITEF, Bengal Circle



Shri Manmohan Nayak  
General Secretary,  
ITEF, WB Circle Gr.D

Encl: As above