



I.T.G.O.A. ZINDABAD

Income Tax Gazetted Officers' Association

President

AJAY GOYAL

(09013853783)

ajoygoyal@gmail.com

Secretary General

BHASKAR BHATTACHARYA

(08902198888)

secgenitgoachq@gmail.com

Circular No. 04
Dated: 03-08-2016

To

**The Members of CHQ,
Presidents/General Secretaries of all Units,
The Members,
All Units of ITGOA.**

Dear Comrades,

The MCM at Bengaluru, Karnataka & Goa region, on 15th & 16th of July, 2016 discussed the issues concerning our members at length and the following decisions were taken:

1. Promotions

a. ITO to ACIT

1. Promotion Order for the Vacancy Year 2015-16 is to be passed at the earliest.
2. The dossiers for the Vacancy Year 2014-15 is to be sent to the UPSC alongwith the comments of the DoPT & DoLA immediately for the regular promotion.
3. The regularization of promotions for the Vacancy Year 2015-16 is also to be taken up subsequently.
4. The completion of deficient APARs for the Vacancy Year 2016-17 is to be taken up on war-footing. The Unit leadership were requested to extend all the necessary help in this regard.
5. The promotion for the Vacancy Year 2016-17 may also be effected on ad-hoc basis also if it is felt that the regular DPC will take more time.
6. The training program in the NADT, Nagpur for the newly promoted ACsIT of 2015-16 batch is not to be conducted before 01-01-2017.

b. AO Gr.II to Pr. AO

1. The promotion to the cadre of Pr.AO is to be effected as early as possible.
2. All India Seniority List of AO, Gr.II is to be prepared at the earliest.
3. All Units are requested to ensure that the regional seniority list of AO, Gr.II is kept ready and is sent to the Ad-VI Section immediately on being asked for.

2. NRP

1. Preparation of All India Seniority List of ITOs, as per the implementation of NRP Judgment, to be initiated immediately.
2. CHQ to request the CBDT to direct the Pr.CCIT, UP(W), to implement the NRP Judgment at the earliest.

3. Jayadevan Committee will examine the list submitted by all Units and will advise if any correction is required. The respective Units will act accordingly and if required, with the help of the CHQ.
4. Member (P & V) will be requested to write DO to the Pr.CCsIT of UP(W), WB and B & J regions to complete NRP exercise immediately and in a time-bound manner.
5. All the Units are required to send the data relating to the bifurcation of vacancy for the years 2001-01 & 2001-02 to the Jayadevan Committee to verify whether the bifurcation of vacancies in all regions has been done following the guideline of the CBDT. Com. R.S.Meel is to provide the data of actual bifurcation communicated by the CBDT in 2002. All the units, more specifically AP, Delhi, NWR and Pune Units are to send the data as fast as possible as they have made some recent changes in the Seniority Lists of ITOs by holding review DPCs.
6. All the Units are required to send the data relating to revision in seniority (lists of both old and revised seniority in the proforma prescribed by the Jayadevan Committee for both ITO & ITI grades), if not already sent.
7. Application of provisions of Para 2.2.4 in NRP implementation, prima facie cannot be objected to. Correctness of application of Para 2.4.4 for any under-reporting in a particular region will be examined by Jayadevan Committee. Gujarat region has applied it and the Jayadevan Committee will examine whether it has been applied correctly. Any other region can apply it also if the requisite criterion of OM of DoPT is fulfilled.
8. The ITGOA will ask for further corrigendum in Advisory, if pointed out by any Unit, but only after the finalization of All India Seniority List of ITO based on the existing Advisory.
9. Implementation of NRP Judgment for arriving at a revised seniority list and effecting of normal promotion on the basis of the existing seniority list will be done side-by-side and parallelly. Any Unit, including the Gujarat Unit, will not object to regular promotion based on the existing Seniority List of ITOs. However, every effort shall be taken by the CHQ for early implementation of NRP judgement to arrive at the revised seniority list.
10. Com. Shailendra Lodha will help the Jayadevan Committee in speedy implementation of NRP Judgment.

3. AO/PS Court Case

1. The Second Opinion has been taken in favour of filing appeal in HC, Delhi. It has been decided to file the case in HC, Delhi, as early as possible. **As decided, the expenditure of filing appeal will be borne by the CHQ.**

4. Transfer & Placement

a) AGT, 2016

1. The parameters/calculation for declaring a region deficient zone is to be provided by the Board to the ITGOA **before AGT.**
2. The ACsIT for the R.Y. 2015-16 are to be retained in their respective regions as far as possible.
3. Discriminatory treatment with regard to the 'Spouse Ground' in the case of DR and PR in AGT is to be addressed.
4. Directorate postings within a Region are to be done by the respective Pr.CCsIT and not by the CBDT.
5. A model calendar to be published and circulated by the CBDT for All India and Regional T & P in all cadres to facilitate time-bound AGT every year.
6. The B & J Unit has the peculiar problem of not having willing officers to serve in this region. This, and other similar issues, will be taken up by the CHQ in the forthcoming T & P.
7. The ITGOA, Pune Unit has been advised to launch agitation against the Pr.CCsIT, Pune for the whimsical and discriminatory local T & P of Pune region.

5. Laptops

1. Data card is to be provided to all officers, including the AO & PS cadres, who are entitled to Laptop.

2. The Tarang scheme is to be reviewed and if required, to be discontinued and replaced by new trouble-free connections, may be from the private vendors as is being done in case of ITD/ITBA/Indian Railways.
3. All officers are to be provided with landline connections with broad band connectivity at residence.
4. Wifi Connection is to be installed at every office building of the Department, owned or hired.

6. Examination in ITO cadre

1. The members of ITGOA will be asked not to appear in the proposed examination after the completion of the training programme for the newly promoted ITOs.
2. This measure of the CBDT is not acceptable to the ITGOA and the JCA will be requested to launch nation-wide Agitation against this.
3. The ITGOA will also file a case against this proposal if the issue is not sorted out at the level of CBDT.

7. NADT issue

1. To pass a strong Resolution against the attitude of the Pr.DGIT(NADT), Nagpur.
2. The ITGOA to hold a meeting with the trainee officers in Nagpur, organized by the Nagpur Unit and attended by the CHQ, before every training programme for newly promoted ACsIT.
3. The issue is to be discussed in the next PGRC meeting and action against the Pr.DGIT(NADT), Nagpur is to be demanded.
4. In case, the CBDT does not take any action, agitation to be launched in the NADT, Nagpur before the retirement of the Pr.DGIT(NADT), Nagpur in September, 2016. The members of the CHQ and 15 members from each Unit will participate in it. The agitation should be launched, preferably, on the day of her retirement.
5. Most of the trainee members (promoted in R.Y. 2014-15) didn't attend the Lunch-hour Demonstration at NADT which was organized by the JCA, Nagpur on 16-06-2016 at the call of the Central JCA. Many of the members also refused wearing the Black-badge. The house of MCM condemned this act of our members and the Unit leadership are requested to talk to the members in their respective regions in this regard.

8. Review of CRC, 2013

1. The focus of ITGOA is to revive the 398 additional posts of ACIT/DCIT as was primarily proposed in the CRC, 2013.
2. A committee to suggest measures for "Removal of Stagnation in the cadre of ITO" will be constituted to help CHQ in handling this issue.
3. Com R.S.Meel to head the Committee. The other members are Com. J.B.Singh, Com. Amitava Dey and Com. P.Madhu. The Committee has been empowered to include any other member of ITGOA as the Member of the Committee.
The CHQ will bear the cost of travel required for smooth functioning of the Committee, if any.

9. Communication

1. The Unit leaders expressed the need for the Units to be updated periodically about the developments at the CHQ level.
2. In addition to the existing mode of communication of the CHQ with the Units and members, one Whatsapp group consisting of all CHQ members and Unit Presidents/General Secretaries of all Units is to be created and managed by the CHQ for periodical updates. The communications in this group will be only on Association matters.

10. Other Issues

1. Regional Recruitments in the cadres of TA and MTS are to be re-introduced to address the problem of acute shortage of staff in some regions.
2. MSTUs to come under the Administrative control of DTRTI in place of the Pr.CCIT.
3. Associations are to be allowed to take part in Video-Conferences, as was being done earlier.
4. The Income-limit for jurisdiction of ITOs to be enhanced to facilitate equitable distribution of Scrutiny-workload between DCsIT/ACsIT and ITOs.
5. The nomenclature of AO and PS are to be changed to facilitate the issue of change in their present grade pay and commensurate posts of these cadres as with the higher cadres of CCIT/CIT.
6. Reservation under Physically Challenged quota to be applied in promotion as per the verdict of various Court cases.
7. The Income Tax Welfare Fund OF Rs.100 Crores created out of VDIS Scheme collections to be made operational for the benefit of members of department.
8. Internet connections to be provided to all the DDOs for smooth functioning.
9. Online APAR facility to be extended down to the level of ITOs immediately.
10. All employees are to be allowed access to the 'irs-officersonline' website.
11. The issue of pending Court case regarding 01-01-1996 is to be taken up with all sincerity.
12. The new format of APAR is to be withdrawn.
13. The Department should arrange for imparting proper training in NMS before assessing the performance of officers in APAR.
14. The CHQ will take up all issues relating to infrastructure with the competent authorities, if intimated by the Units.
15. Adequate training is to be provided to the officers and officials for e-assessment.
16. The issue of allotment rules in respect of Type-IV Quarters in Mumbai is to be taken up with the CBDT.
17. The CoC is to be revived to fight against the retrograde recommendations of the 7th CPC.
18. The network system is to be made ITBA compatible and the issue of slow speed of network is to be taken up immediately.
19. The pending Vigilance proceedings in respect of the members of ITGOA are to be completed as early as possible.
20. Extension of time-limit for the submission of Asset & Liability Statement as per the Lokpal & Lokayutkas Act is to be demanded through CCGGOO & JCM.
21. The issue of pending applications for the Compassionate appointment in the regions is to be taken up with the competent authorities.
22. Compulsory Annual Health Check up facility to be extended to all officers and staff members.

The developments on various issues since the MCM, Bengaluru till the issuance of this communication is given below:

1. Promotions

- a. ITO to ACIT
 1. The file for promotion for the Vacancy Year 2015-16 was sent to the Hon'ble FM on 19-07-2016.
 2. The vigilance clearance and the gradation have been asked for by the Ad-VI section on 19-07-2016 for sending the proposal to the UPSC for regular promotion for the Vacancy Year 2014-15.

3. The Hon'ble FM approved the promotion for left-out officers for the Vacancy Year 2014-15 on 19-07-2016 and for the Vacancy Year 2015-16 on 20-07-2016.
4. ITGOA met the Chairman & Member(P), CBDT on 20-07-2016 demanding no training of the promotees of the 2015-16 batch till 31-12-2016 and minimum displacement of this batch in the T & P, 2016. After the discussion, the Member(P), CBDT agreed to both the proposals and it had been decided that there would be no training of the promotee officers of the 2015-16 batch till 31-03-2017.
5. Orders of regular promotion of Chakrapani Dilip Warriar and adhoc-promotions of 2015-16 (196 officers) and left-out officers of 2014-15(18 officers) were issued on 22-07-2016.
6. Options for postings have been sought for from the newly promoted ACsIT on 26-07-2016.
7. The CHQ is pursuing the collection of vigilance clearance and the grading required for the proposal of regular promotion for the Vacancy Year 2014-15. The vigilance clearances of South Zone and East Zone have reached the o/o of DGIT(vig.) till 03-08-2016 and the rest two zones are yet to comply. The requisite grading has been completed by the o/o DIT(PR, PP & OL).
8. In regard to the deficient APARs required for the ACIT promotion of Vacancy Year 2016-17, more than 300 deficient cases are still pending as on 03-08-2016. The number of deficiency is likely to increase as the o/o DIT(PR, PP & OL) has just initiated the job of finding the deficiencies in those cases where the dossiers were kept by the CBDT for the promotion of R.Y. 2015-16.
9. A delegation of JCA met the Member(P), CBDT on 02-08-2016 and demanded that the calculation of vacancy for the R.Y. 2016-17 to be done immediately.

b. AO Gr.II to Pr. AO

- a. The Ad-VI Section has sent a query to HRD on 26-07-2016 with regard to the Model RR for the AO cadre and the need of ad-hoc promotion in the cadre of Pr.AO.
- b. The CHQ is pursuing with both HRD and Ad-VI for holding the DPC early.

c. Regularisation of ad-hoc JCsiT

- a. The DPC for regularisation of 2003 batch officers in the cadre of JCIT will be held by the UPSC on 04-08-2016.
- b. The updated deficiency list of the 2004 batch officers was uploaded on 14-07-2016.

2. NRP

- a. A delegation of JCA met the Member(P), CBDT on 02-08-2016 and demanded for immediate implementation of NRP Judgment across all 18 regions of Tax-India and finalisation of all India Seniority list of ITOs. Member(P) has agreed to it and stated that a Task Force, comprising of members of HRD wing of CBDT and the Ad-VI Section, would be formed immediately to prepare the revised all India Seniority list of ITOs.
- b. Member(P), CBDT had also informed that the opinion of DoLA in the UP(W) issue had been obtained and the DoLA had opined that the NRP Judgment was to be implemented in UP(W) region. The JCA requested her to communicate the same to the Pr. CCIT, UP(W) asking him to complete the implementation within a fixed time-frame.
- c. A delegation of JCA also requested the Member(P), CBDT on 02-08-2016 to write DO to the Pr. CCsIT of the WB and B & J regions asking them to complete the implementation of NRP Judgment within a fixed time-frame.

3. Transfer & Placement – AGT 2016

1. One corrigendum has been issued in ACIT cadre on 26-07-2016. Almost no representation made by the ITGOA, including the T & P Guideline violations, was considered.

2. Letter submitted to the Chairman, CDBT on 28-07-2016 protesting the corrigendum order dated 26-07-2016 and demanding further corrigendum considering the officers in whose case the T & P Guidelines were violated (**the copy of the letter is attached herewith**).
3. The minimum displacement for the newly promoted ACSIT of 2015-16 batch in the T & P, 2016 has been demanded by the CHQ to the Member (P & V) on 28-07-2016. The same has again been demanded by the delegation of JCA to the Member (P & V) on 02-08-2016 a letter in this regard has been submitted on 03-08-2016 (**copy of the letter is attached herewith**).

4. 7th CPC

1. Notification of Cabinet Decision and CCS (RP) Rules, 2016 were issued on 25-07-2016. (**attached herewith**).
2. JCA(Staff side) had given a letter to the FM, GOI, on 26-07-2016 requesting him to set up the proposed High-level Committee to "Review Minimum Wage and Fitment Multiplication Factor" as was promised by the Govt. in the meeting dated 30-06-2016 with the leaders of NJCA.
3. The OM regarding Fixation of pay and payment of arrears was issued by the DoE on 29-07-2016 (**attached herewith**).

5. NADT issue

1. The JCA, Karnataka & Goa Unit launched a massive protest Demonstration in the Training Institute, Bengaluru on 18-07-2016 while the Pr.DGIT(NADT), Nagpur was in tour at Bengaluru.

6. New APAR Format

1. CDBT has turned down the demand of the ITGOA for withdrawal of new APAR format and intimated vide its letter dated 25-07-2016 (**the copy of the letter is attached herewith**).

7. Communication

1. The Whatsapp group has been created including the CHQ members and Presidents/General Secretaries of all Units.

The leaders of all Units are requested to pay immediate attention and act upon/implement the following issues:

1. The deficiency in APARs of ITOs required for the ACIT promotion for the Vacancy Year 2016-17, is to be removed in war-footing.
2. The Jayadevan Committee is to be extended all support/cooperation so that the revision of Seniority List of ITOs may be done in a time-bound manner.
3. The members of ITGOA are to be requested not to appear in the Examination after the completion of the training programme for the newly promoted ITOs.
4. The regional seniority lists of AO, Gr.II are to be kept ready at regional levels and to be sent to the Ad-VI Section immediately on being asked for.
5. To send the data relating to the bifurcation of vacancy for the years 2001-01 & 2001-02 to the Jayadevan Committee. The AP, Delhi, NWR and Pune Unit are to send the revised data at the earliest as some changes have been effected in these regions in the Seniority Lists of ITOs by holding review DPCs.
6. To remove the deficiencies as per the updated deficiency list of the 2004 batch officers, required for regularisation in the cadre of JCIT, uploaded on 14-07-2016.

The leaders of all Units are requested to give views/opinions in the following matter to the CHQ:

1. The Joint Platform of Central Trade Unions (CTUs) of the Country along with Independent National Federations of employees of different industries and services have decided to organize All India General Strike on 2nd September 2016, against the anti-people, anti-workers policies and authoritarian attitude of the NDA Government. When the affiliates of the Confederation of Central Govt. employees organised a one-day strike on 12th December 2012 and 2nd September, 2015 on the above demands, ITGOA graciously decided to join the strike action demanding inter- alia, VII-Pay Commission, Merger of DA etc. On 27.07.2016 we have received a letter from ITEF requesting us to explore the possibility of participating in the said strike (**the letter of request from ITEF and the Circular of CCGWE are attached herewith**). We have requested CCGGOO to take a decision on the proposed strike action and it is likely that the CCGGOO will issue Circular in a day or two which will immediately be circulated to you all. All the Units of ITGOA are requested to have a deliberation in the issue, as per the decision of CCGGOO and the request of the ITEF, regarding our participation in the General Strike on 2nd September 2016 and to intimate their decision on the issue early.

Yours comradely,



(Bhaskar Bhattacharya)
Secretary General

Enclosures: 1 to 7



I.T.G.O.A ZINDABAD

Income Tax Gazetted Officers' Association

President

AJAY GOYAL

(09013853783)

ajoygoyal@gmail.com

*

*

Secretary General

BHASKAR BHATTACHARYA

(08902198888)

secgenitgoachq@gmail.com

Date: 28th July, 2016

To

The Chairman,
Central Board of Direct Taxes,
New Delhi.

Sir,

**Subject: Corrigendum Order of Transfer & Posting in the cadre of ACIT- Order No.140 of 2016-
regarding**

Kindly refer to the Transfer and Posting Order No. 140 of 2016 dated 26-07-2016 in the cadre of the ACIT. The Association vide letter dated 16-06-2016 has brought to the kind notice of Member(P & V) that some of the representations/options of officers were not considered though those cases were eligible as per the provisions of the existing T & P Guidelines including completion of cooling-off period, education ground, etc. In some other cases, the genuine hardships of the officers were brought to the notice of the CBDT with the request to consider the cases on sympathetic/humanitarian grounds. All such officers have given their representations/options again through the Representation-window by 13-06-2016. A list of these representations was also attached along with our request. Despite such facts being brought to the notice of the CBDT, no cognizance has been given to those cases while passing the order No. 140 on 26-07-2016 rectifying the earlier orders.

It is, therefore, requested that a further corrigendum order in the cadre of ACIT may be passed and the cases may be sympathetically considered for suitable modification. The list of cases is attached herewith once again.

Thanking you,

Yours faithfully,

(Bhaskar Bhattacharya)
Secretary General

Copy for information and necessary action to:

1. Member (P & V), CBDT



I.T.G.O.A ZINDABAD

Income Tax Gazetted Officers' Association

President

AJAY GOYAL

(09013853783)

ajoygoyal@gmail.com

*

*

Secretary General

BHASKAR BHATTACHARYA

(08902198888)

secgenitgoachq@gmail.com

Date: 03rd August, 2016

To
The Member (P & V),
Central Board of Direct Taxes,
New Delhi.

Madam,

Subject: The Transfer & Posting of the newly promoted ACsIT - Request regarding.

Kind attention is invited to the above and the discussion ITGOA had with you on the subject in your chamber on 02-08-2016.

We would like to submit once again that the newly promoted ACsIT of the R.Y. 2015-16, who have been asked to exercise option of posting, **may be retained in their present regions till the AGT, 2017**, if not opted otherwise. You will appreciate that the officers, if transferred out to other regions in the month of August, will find it difficult to get their children admitted to schools in the new place of posting and to shift their families in the middle of the year. Further, considering the advancement in the time-barring date for completion of scrutiny assessments in the current year and exhaustive preoccupation with IDS, 2016, any change of location in the middle of the second quarter of the Financial Year will slow down the pace of achieving the Action Plan Targets, apart from adversely impacting the performance of the officers.

We would also like to attract your kind attention to the letters submitted by the ITGOA on 16-06-2016 and 28-07-2016 requesting you to consider the representations/options of the officers, both in the cadres of JCIT/Addl. CIT and ACIT/DCIT, who hadn't been considered in AGT, 2016 in spite of being eligible for transfer as per the provisions of the existing T & P Guidelines including completion of cooling-off period, education or other compassionate grounds etc. **Further corrigendum orders in the cadres of JCIT/Addl. CIT and ACIT/DCIT** may kindly be passed and those left-out cases may be sympathetically considered for suitable modification.

This is also to bring it in your kind notice that as proposed by the JCA and accepted by the CBDT, the principal office-bearers of any Unit of ITGOA will be exempt from transfer out of the current/present region on promotion or otherwise. I furnish below the list of officers promoted as ACIT in the R.Y. 2015-16, who are among the **principal office bearers of different ITGOA Units**, for your kind consideration:

1. Shri.G Kannan, President, Tamilnadu & Puducherry Unit
2. Shri.Ravi Shankar, General Secretary, Mumbai Unit
3. Shri.Manish B Kasodekar, Treasurer, Mumbai Unit
4. Dr.Mahender Singh, Treasurer, NWR Unit
5. Shri.Surya Kant Mishra, Treasurer, UP (West) Unit

This is for your kind consideration and necessary action.

Thanking you,
Yours sincerely

(Bhaskar Bhattacharya)
Secretary General



Government of India
Directorate General of Income Tax (HRD)
Central Board of Direct Taxes
 ICADR Building, Plot No.6, Vasant Kunj, Institutional Area, Phase-II
 New Delhi-110070

F.No. HRD/PM/444/4/2014-15/Part-II / 2462

Dated 25th July, 2016

To,

All Principal Chief Commissioners of Income tax (CCA)
 / Pr.DGITs of Attached Directorates

Madam/Sir

Sub. Representation made by Joint Council of Action (Income Tax Employees Federation & Income Tax Gazetted Officer's Association) on the issue of New format of APAR for Assessing Officers released on 01.04.2016 - reg.

Kindly refer to the above.

2. Representation from Joint Council of Action (Income Tax Employees Federation & Income Tax Gazetted Officer's Association) has been received requesting Revenue Secretary to direct CBDT:
 - a. to do away with the new columns in the APAR of the Assessing Officers and continue with the earlier APAR form or
 - b. at least the new APAR form, if at all required, may be introduced for the reporting period 01/04/2016 to 31/03/2017 for all cadres who are given definite time bound targets for disposal in the Central Action Plan.
3. The request has been considered was the Revenue Secretary and not acceded to. Therefore, the new format of APAR for Assessing Officers released on 01.04.2016 will be applicable from the reporting period 2015-2016.
4. The above may be brought to the notice of all officers in your charge.
5. This issues with the approval of Competent Authority.

Yours faithfully,

Rajdev Kumar
 (Rajdev Kumar) 25/7/16
 JDIT (PMD & HRMS)

Copy to:-

1. The web Manager, for www.irs-officersonline.gov.in to upload it on the website.
2. Joint Council of Action (Income Tax Employees Federation & Income Tax Gazetted Officer's Association), A-2/95, Manishinath Bhawan, Rajouri Garden, New Delhi-110027

INCOME TAX

**EMPLOYEES
FEDERATION**



Since 1953

CENTRAL HEADQUARTERS
A2/95, Manishinath Bhawan,
Rajouri Garden, NEW DELHI-110027
Tel.011-2510 5324; 2593 7462
Website: www.itefchq.org
Email. itefcentral@gmail.com

Secretary General: *Rupak Sarkar*
8902198000

President: Ashok Kr Kanojia
90138 50795

No. M-12/2015-18

Dated, 27th July, 2016

Dear Comrade,

Sub: Secretariat meeting and the decisions taken therein with regard to strike of 2nd Sept., 2016 -

As you are aware that the Joint Platform of Central Trade Unions (CTUs) of the Country along with Independent National Federations of employees of different industries and services have decided to organize All India General Strike on 2nd September 2016, against the anti-people, anti-workers policies and authoritarian attitude of the NDA Government. Accordingly the Confederation of Central Government Employees and Workers, in its National Executive Committee meeting held on 24 July, 2016, which is also associated with all such common movement, has decided to join the one day Nationwide action programme by participating in the one day Strike projecting its 12 point Charter of Demands in Part A and 9 point Charter of Demands in Part B. You may recall that when the affiliates of the Confederation of Central Govt. employees organised a one-day strike on 12th December 2012 and 2nd September, 2015 on the above demands, your organisation graciously decided to join the strike action demanding inter-alia, VII-Pay Commission, Merger of DA etc.

The Secretariat meeting of this Federation which held at New Delhi on 25th July, 2016 endorsed the above call. The Secretariat taking into consideration the joint movement by our two federations, decided to solicit the participation of ITGOA in the industrial action slated for 2nd September, 2016. I, accordingly request you to kindly explore the possibilities of your Association to join in the said action programme. I am enclosing the Circular of the Confederation for your reference.

With fraternal greetings,

Yours Comradely,

(Rupak Sarkar)

Secretary General

To
Com. Bhaskar Bhattacharya,
Secretary General,
Income Tax Gazetted Officers Association,
New Delhi.



CONFEDERATION OF CENTRAL GOVT. EMPLOYEES & WORKERS

1st Floor, North Avenue PO Building, New Delhi – 110001

Website: www.confederationhq.blogspot.com

Email: confederationhq@gmail.com

President

K. K. N. Kutty
09811048303

Secretary General

M. Krishnan
09447068125

Ref: CONF/SECTT/2016

Dated – 26.07.2016

IMPORTANT CIRCULAR

To

2. All National Secretariat Members (CHQ Office bearers)
3. General Secretaries of all state C-O-Cs
4. Chief Executives of all affiliated organisations
5. All Women sub-committee members

NATIONAL SECRETARIAT DECISIONS

The National Secretariat of the Confederation of Central Govt. Employees & Workers, met on 24.07.2016 at New Delhi under the presidentship of Com. K. K. N. Kutty, National President. The following important decisions are taken.

(1). 2ND SEPTEMBER 2016 – ALL INDIA GENERAL STRIKE:

The Joint platform of Central Trade Unions (CTUs) of the Country along with Independent National Federations of employees of different industries and services including Confederation of Central Govt. Employees and Workers, have decided to organize All India General Strike on 2nd September 2016, against the anti-people, anti-workers policies and authoritarian attitude of the NDA Government. Intensive campaign and preparation to make the general strike a resounding historical success is going on in full swing throughout the country. The attitude of the NDA Government is profoundly negative and hugely challenging to the working class including Central Govt. employees. The issues in the Charter of demands submitted by the Trade Unions to the Govt. relate to basic interest of the country's economy and also issues concerning the livelihood of the working people of both organized and unorganized sectors.

Govt. has not taken any meaningful step to curb price rise of essential commodities and to generate employment except making tall baseless claims. Govt. is mysteriously

silent on the question of retrieving the black money stashed abroad and recovering lakhs of crores of rupees of bad debts of public sector banks. Whole range of social security measures are under severe attacks including the pension of post – 2004 entrants in Central Govt. Services. Govt. has launched atrocious attack of drastic cut in interest on small savings deposits. Totally ignoring the united opposition of the working class, the Govt. has been moving fast to demolish existing labour laws thereby empowering the employers with unfettered rights to “hire and fire” and stripping the workers and trade union of all their rights and protection provided in laws. Alongwith the peasantry and agri- labourers are also under severe attack. Attack on public sector has been pushed to unprecedented height with Govt. announcing mega strategic sale and also allowing unlimited FDI in strategic sectors like Railways, Defence and financial Sector as complimentary to the move of privatization and Public Private partnership etc. The anti-worker and authoritarian attitude of the Government is also nakedly reflected in their refusal to implement the consensus recommendations of 43rd, 44th and 45th Indian Labour Conference for formulations of minimum wages, equal wage and benefits of regular workers to the Contract workers.

The neo-liberal economic policies pursued by the Govt. has landed the entire national economy in distress and decline affecting the working people the most.

Central Govt. Employees worst affected:

The policy offensives of the Govt. like downsizing, outsourcing, contractorisation, corporatization and privatization has affected the Central Govt. departments and employees in a worst manner. Ban on creation of new posts and non-filling up of about six lakhs vacant posts had increased the work load of the existing employees and adversely affected the efficiency of the services. The New Pension Scheme (NPS) implemented with affect from 01.01.2004, is nothing but a “**No Pension Scheme**”, as it is fully dependent on the vagaries of share market forces. The Govt. is not ready to grant civil servant status to Gramin Dak Sevaks and to regularize the services of causal, contingent and contract workers. The 5% ceiling on compassionate appointment is not yet removed. The bonus ceiling enhancement from Rs.3500/- to Rs. 7000/- is not made applicable to Central Govt. Employees. Govt. is not ready to modify the 7th CPC recommendations, which is worst ever made by any pay commissions. The assurance given to the staff side regarding enhancement minimum pay and fitment formula is yet to be implemented. All other retrograde recommendations like reduction in the percentage of HRA, abolition of 52 allowances etc. are yet to be modified. Overall the attitude of the Modi Govt. is totally negative towards the Central Govt. employees and pensioners.

The National Secretariat is of the firm opinion that unless the policy of the Govt. is changed, more attacks are likely to come on the Central Govt. employees and working class. To change the policy the united struggle of entire working class is required. It is in this background the Confederation of Central Govt. employees and workers has

decided to join the General Strike along with other sections of the working class of our country.

The Confederation National Secretariat calls upon the entirety of Central Govt. employees to make intensive campaign and preparation for making the 2nd September 2016 strike a grand success. Along with the 12 Point charter of demands of the working class, the Confederation has decided to submit the demands pertaining to the Central Govt. employees also as Part-B of the Charter of demands to the Govt. The Charter of demands (Part A and B) is furnished below:

2016 September 2nd General Strike 12 Point Charter of Demands of Joint Platform of Central Trade Unions submitted to government:

PART – A

- c. Urgent measures for containing price rise through universalization of public distribution system and banning speculative trade in commodity market.
- d. Containing unemployment through concrete measures for employment generation.
- e. Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measures for violation of labour laws.
- f. Universal social security cover for all workers.
- g. Minimum wage of not less than 18000/- per month with provisions of indexation (for unskilled worker).
- h. Assured enhanced pension not less than 3000 p.m for the entire working population (including unorganized sector workers).
- i. Stoppage of disinvestment in Central/state public sector undertakings.
- j. Stoppage of contractorisation in permanent/perennial work and payment of same wage and benefits for contract workers as that of regular workers for the same and similar work.
- k. Removal of all ceilings on payment and eligibility of bonus, provident fund and increase in quantum of gratuity.
10. Compulsory registration of trade unions within a period of 45 days from the date of submitting application and immediate ratification of ILO conventions C-87 and C-98.
11. No FDI in Railways, Defence and other strategic sectors.
12. No unilateral amendment to labour laws.

PART – B

Demand of the Central Govt. Employees

1. Avoid delay in implementing the assurances given by Group of Ministers to NJCA on 30th June 2016, especially increase in minimum pay a fitment formula. Implement the assurance in a time bound manner.

2. Settle issues raised by the NJCA, regarding modifications of the 7th CPC recommendations, submitted to Cabinet Secretary on 10th December 2015.
3. Scrap PFRDA Act and New Pension System (NPS) and grant Pension/Family Pension to all Central Government employees under CCS (Pension) Rules 1972.
4. No privatization, outsourcing, contractorisation of Government functions.
5. (i) Treat Gramin Dak Sevaks as Civil Servants and extend all benefits on pay, pension and allowances of departmental employees.
(ii) Regularise casual, contract, contingent and daily rated workers and grant equal pay and other benefits.
6. Fill up all vacant posts by special recruitment. Lift ban on creation of new posts.
7. Remove ceiling on compassionate appointments.
8. Extend benefit of Bonus Act amendment 2015 on enhancement of payment ceiling to the Adhoc bonus/PLB of Central Govt. employees with effect from the financial years 2014-15. Ensure payment of revised bonus before Pooja holidays.
9. Revive JCM functioning at all levels.

All affiliated organisations and C-O-Cs are requested to plan phased campaign programme during the month of August 2016 by conducting squad work, general body meetings, conventions, and printing and circulating notices, pamphlets and posters. **Each affiliated organization** should issue their own separate circulars and instructions to all their units endorsing the decision of the Confederation National Secretariat.

Serve Strike Notice on 12.08.2016

Strike notice should be served to all Departmental heads by the affiliated organisations on 12th August 2016. On that day demonstrations should be conducted in front of all offices and copy of the strike notice may be served to all lower authorities also. Confederation CHQ will also serve strike notice to Cabinet Secretary on 12th August 2016.

Campaign Programme

National Secretariat decided to organize campaign programme of National Secretariat members during August 2016 as follows:

CAMPAIGN PROGRAMME OF NATIONAL SECRETARIAT MEMBERS

Sl.	Place	Date	Name of National Secretariat members
1.	Trivandrum	28.08.2016	M. Krishnan, M. S. Raja
2.	Bangalore	23.08.2016	M. Krishnan, K. P. Rajagopal
3.	Chennai	25.08.2016	M. Krishnan, Nageshwar Rao, T. Narasimhan, Durai Pandian
4.	Hyderabad	23.08.2016	K. V. Jayaraj, T. Satyanarayana, Sommaiah N. Mani Achary.

5.	Ahmedabad	11.08.2016	Giriraj Singh, T. Satyanaryana, Venkatesh Subramanian
6.	Bhopal	11.08.2016	R. N. Parashar, T. K. R. Pillai, Yashvant Purohit
7.	Mumbai	11.08.2016	K. K. N. Kutty, R. P. Singh, M. S. Raja, Ashok B. Salunkhe
8.	Bhubaneshwar	22.08.2016	Vrigu Bhattacharjee, Giriraj Singh
9.	Ranchi	22.08.2016	Pijush Roy, R. N. Parashar
10.	Kolkata	23.08.2016	R. N. Parashar, Pijush Roy, Rupak Sarkar
11.	Guwahati	26.08.2016	Pijush Roy, Rupak Sarkar
12.	Agartala	11.08.2016	Pijush Roy, R. Seethalakshmi
13.	Patna	29.08.2016	Vrigu Bhattacharjee, Giriraj Singh
14.	Chandigarh	22.08.2016	K. K. N. Kutty, R. Seethalakshmi
15.	Ambala	26.08.2016	M. S. Raja, Giriraj Singh
16.	Jaipur	23.08.2016	K. K. N. Kutty, P. Suresh
17.	Dehradun	22.08.2016	Arup Chatterjee, R. N. Parashar
18.	Raipur	29.08.2016	R. N. Parashar, P. Suresh
19.	Delhi		K. K. N. Kutty, Vrigu Bhattacharjee, Giriraj Singh, R. N. Parashar, Ashok Kanojia
20.	Nagpur	07.08.2016	M. Krishnan, Nilesh D. Nazare
21.	Lucknow		R. N. Parashar, K. K. N. Kutty
22.	Shimla		R. N. Parashar, M. S. Raja

(2). (a) REVIEW OF THE DEFERRED INDEFINITE STRIKE FROM JULY 11TH 2016

The National Secretariat conducted a detailed review of the July 11th deferred indefinite strike and took the following decisions:

1. In order to ensure that the assurances given by the Group of Ministers to the NJCA leaders especially regarding enhancement of minimum wage and fitment formula, the unity of the NJCA should be kept intact.
2. If the Govt. adopt delaying tactics in appointment of High level committee, then agitational programmes should be announced by NJCA to compel the Govt. to honour the commitment within the time frame. In any case, the National Conference of Confederation shall announce the agitational programmes either jointly with NJCA or independently by Confederation if the Govt. fails to expedite action to honour the commitment.
3. If the Govt. is not ready to honour the commitment within the time frame, Confederation shall go on strike, either jointly under the banner of NJCA or independently.

(b) GOVT. ISSUED NOTIFICATION AND REVISED PAY RULES ON 7TH CPC RECOMMENDATIONS

On 25.07.2016, the Govt has issued notification for implementation of 7th CPC recommendations, as approved by the Union Cabinet on 29th June 2016. Revised Pay

Rules are also notified. NJCA has decided to write to the Home Minister and Finance Minister to expedite action for constitution of High Level Committee, as assured by Group of Ministers.

(3). 25TH NATIONAL CONFERENCE OF CONFEDERATION – CHENNAI – 16, 17, 18 AUGUST 2016

The National Secretariat reviewed the preparations for the 25th National Conference to be held at Chennai from 16th to 18th August 2016. The inaugural session will be held on 16.08.2016 at 10 AM. Com. A. K. Padmanabhan, National President, CITU will inaugurate. Com. Shiv Gopal Misra, General Secretary, AIRF & Convenor NJCA, Dr. N. Raghavaiah, General Secretary, NFIR & Chairman, NJCA, Com. C. Sreekumar, Secretary General, AIDF and member NJCA, Com. A. Sreekumar, General Secretary, All India State Govt. Employees Federation, Com. P. Abhumanyu, General Secretary, BSNLEU, Com. S. Mohan, Secretary General, Confederation of Central Govt. Gazetted officers organisations, Com. K. Ragahavendran, Deputy Secretary General, NCCPA etc. will address the inaugural session. All India Women's Convention will be held on 17th August at 10:00 AM. Dr. Vasanthi Devi, former Vice Chancellor, Manonmaniam Sundaranar University Tirunelveli & Former Chairperson Women's Commission, Tamilnadu will inaugurate the Womens's conventions. The venue of the Conference is "Dharmaprakash Kalyana Mandapam", No. 10, Raja Annamalai Road (Opp: to Dashprakash Poonamallee Purasawalkam) Chennai – 600084.

Contact Numbers of Reception Committee:

1. Com. J. Ramamurthy, Chairman C-O-C	-	09843370580
2. Com. M. Durain Pandian, General Secretary, C-O-C	-	09789833522
3. Com. S. Sundaramurthy, Financial Secretary	-	09445955554
4. Com. R. B. Suresh, Accommodation	-	09444074470
5. Com. M. S. Vengatesan, Souvenir	-	09445955553
6. Com. A. Balasundaram, Souvenir	-	09080791266
7. Com. Samraj	-	09940061291
8. Com. Kannan, P4	-	08903515285

PLEASE HELP THE RECEPTION COMMITTEE BY COLLECTING MAXIMUM ADVERTISEMENTS:

As the Diamond Jubilee Year National Conference is being organized in a grand manner by the C-O-C Tamilnadu alongwith the National Women's Convention and as Chennai is a metropolitan city, the overall expenditure will come to 25 to 30 lakhs. The Reception Committee is finding it difficult to mobilise the finance for the Conference. It is once again requested to all affiliated organisations and C-OCs to collect maximum advertisements and sent it to the Reception Committee immediately.

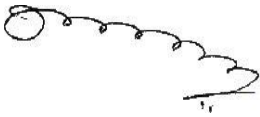
Inform the Number of delegates/visitors and Women comrades attending the conference on or before 05.08.2016.

All affiliated organisations and C-O-Cs are requested to intimate the number of delegates/visitors attending the National Conference and also their arrival particulars (travel details) to Reception committee by e-mail or over phone without fail. The information should be given on or before 05.08.2016.

E-mail ID – dpandian416@gmail.com

Phone Numbers see above

Fraternally yours,



(M. Krishnan)

Secretary

General

Confederation

Mob: -09447068125,

09968898009 E-mail:

mkrishnan6854@gmail.com