



I.T.G.O.A. ZINDABAD

# INCOME TAX GAZETTED OFFICERS' ASSOCIATION

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Date: 09<sup>th</sup> August, 2017

To  
The Member (Admin.),  
Central Board of Direct Taxes,  
North Block,  
New Delhi.

Sir,

**Sub: Long Pending Issues – Redressal thereof- Reg.**

On behalf of the Income Tax Gazetted Officers' Association (ITGOA), we heartily welcome you on your assuming the charge of Member (Admin.), Central Board of Direct Taxes. The officers whom we represent, earnestly look forward for better prospect under your guidance.

As you are aware, we represent the entire Gr. B and promote Gr. A officers of the Department. Though we are aware that keeping the entire workforce responsive and contented is not an easy task, we expect that you, being at the helm of affairs, will be able to bring about a cordial atmosphere. You will appreciate the fact that despite many odds, our members extended fullest co-operation in all routine works and special schemes or initiatives that the Department had embarked upon in last one year. However, we are to bring to your kind notice that presently our members are greatly concerned of the fact that despite the best co-operation they have extended, many of their grievances have remain unresolved since long and it is very much required to address all those issues within a specific time frame to avoid unrest in the Department.

We invite your kind attention in the following long pending issues, a few of the whole lot, for immediate settlement:

- 1. Initiation of the process of ad-hoc promotion from ITO to ACIT for the vacancies of the R.Y. 2017-18-** Though the promotion from ITO to ACIT for the vacancies of the R.Y. 2016-17 got delayed due to Court cases, the long-awaited order of the Hon'ble High Court of Gujarat (already pronounced) is expected to be issued in a day or two, expectedly vacating the 'stay in promotion'. In the mean time, we requested the CBDT time and again to upload the list of deficient APARs required for promotion for the vacancies of the R.Y. 2017-18, which was due in March, 2017 as per the DPC Calendar of DoPT, and the o/o of the Pr. DGIT(HRD) uploaded only an incomplete list of the same on 29-06-2017. A complete list of deficiency may be uploaded at the earliest.
- 2. Promotion from ACIT to DCIT for the 2012 batch and the left-over officers of earlier batches-** Out of 42 officers of 2012 and earlier batches, who missed STS due to deficient APARs, complete dossiers for a good number of those officers are ready for holding DPC. The DPC may be held at the earliest.
- 3. NFSG for the 2004 batch and the left-over officers of earlier batches-** Complete dossiers for some of the officers of 2004 and earlier batches are ready for holding the Screening Committee Meeting for granting NFSG. The Screening Committee Meeting may be held at the earliest.
- 4. Ad-hoc promotion to the cadre of Pr.AO from AO, Gr.-II cadre –** The proposal for holding the DPC is pending. DPC may be held immediately so that the deserving candidates get their due before retirement.
- 5. Regularization of JCIT of 2005, 2006 & 2007 batches-** The proposal for regular DPC of 2005 batch, which is almost ready, may be sent to the UPSC immediately. The process of removing deficiencies in

APARs for the officers of 2006 & 2007 batches is to be initiated immediately as the DoPT has categorically mentioned to send the proposal for regular DPC of 2006 batch by 15-10-2017, as a pre-condition for extension of ad-hoc promotion.

6. **Finalization of the Seniority List in the cadre of ITO in consequence to the implementation of Hon'ble SC verdict in the case of Union of India & others vs. N. R. Parmar** - The CBDT had circulated the letter of objection submitted by the ITGOA in regard to the 'draft all India seniority list of ITOs' to all Pr.CCsIT (CCA) for action within 7 days. Though the letter was circulated vide Board's letter dated 30-06-2017, no compliance has been received from any charge till date. The Pr. CCsIT (CCA) may be asked to dispose of/comply with the objections raised by ITGOA and as communicated by the CBDT immediately.
7. **Withdrawal of the Instruction linking of examination at the end of training of newly promoted ITOs with the executive posting**- The CBDT issued the Instruction on 28-02-2017 vide F.No. ADG/Exam/ITODE/16-17/4517 stating that the officers would not be given executive posting involving assessment work unless the examination at the end of training of newly promoted ITOs was cleared. This instruction was immediately objected upon by the Central JCA on various grounds, vide its letters dated 14-06-2017 & 26-07-2017 and also in all official meetings with the CBDT since then. Moreover 'stay on conducting the said examination' was granted by various benches of Hon'ble CAT, namely Chandigarh, Allahabad, Mumbai, Kolkata and Bhopal in due course. In such a scenario, the Central JCA has given a call to its members all over the Country, who are/ will be participating in the Orientation Course for the newly promoted ITOs, not to appear in the said examinations at the end of the Course till the Instruction dated 28-02-2017 is withdrawn. We would therefore like to request you once again to kindly withdraw the Instruction dated 28-02-2017 immediately.
8. **Mutual Inter-State Transfer of Gr. B officers**- The Gr. B officers, being a cadre entitled for transfers within the region only, are facing hardship for want of transfer out of the region for long, wherever required. The issue of Inter-State Transfer of Gr. B officers (mainly ITOs) was discussed with your predecessor in office a number of times in last 8 months and she agreed to do the same on mutual basis. Though a draft policy was also framed, at her instruction, and the ITGOA submitted its suggestion to the said draft as per her wish, the policy is yet to be finalized and our members are waiting for the same for years. The Mutual Inter-State Transfer of ITOs, as submitted by the ITGOA vide its letter dated 13-06-2017, may be allowed immediately.
9. **Postponement of International Attachment of ACsIT promoted against vacancies of the R.Y. 2015-16**- The proposal for the International Attachment of the newly promoted ACsIT (2015 batch) was sent to the CBDT in May, 2017 by the NADT, proposing 5 days attachment from 03-07-2017 to 07-07-2017 to Malaysia. However the same was rescheduled to 11-09-2017 to 15-09-2017, as the earlier proposal didn't get the sanction of the competent authority in time. But to our utter surprise, the said International Attachment has now been postponed sine-die. It has been learnt that the said postponement is on account of paucity of funds.  
However, it is more disheartening to know that the funds for International Attachment of the 2016 batch DRs have been sanctioned despite the fact that the proposal was sent subsequent to the proposal for the International Attachment of newly promoted ACsIT and the destination of the DRs is Europe whereas that of our members is proposed to be Malaysia. Further, the duration of the said International Attachment of DRs is much more than that of promote officers. This is a clear case of discrimination meted out to PR officers, as it has always been emphasized by the faculty members of NADT.  
In this connection, we demand immediate sanction of the proposed International Attachment of the newly promoted ACsIT (2015 batch) in Europe at par with DR Trainees.
10. **Deviations in AGT, 2017 from mutually agreed upon T&P norms, as followed during the last AGT** - It is to submit that in the All India AGT Order for ACIT/DCIT and Addl. CIT/JCIT, issued in April, 2017 and the subsequent corrigendum orders, deviations from the mutually agreed upon T&P Norms, as followed during the last AGT, have taken place. In our opinion, the issues like transfer only for the sake of transfer, transfer of the lady members not opting for transfer, transfer of the Principal Office

Bearers of Local units of ITGOA etc. could have easily been avoided. Your kind attention is drawn to the fact that a Committee for proposed 'Amendments to the T & P Guidelines, 2010' for IRS officers was constituted by the Board, in which the representatives of ITGOA submitted certain proposals. Some of those proposals were accepted by the Committee. Though the Board is yet to finalize the amendments in the existing T & P Guidelines, 2010 by obtaining approval of the competent authority, the proposals accepted by the committee had been honoured in the last years' AGT orders. Exemption of the Principal Office-bearers of Local Units of ITGOA in All India AGT Order is one such agreed upon proposal, which has been ignored in the AGT, 2017 orders.

We have objected on the issue so many times and submitted the details of principal Office-bearers of Local Units of ITGOA who want retention in the same region as per their representations. We would like to request you to retain the principal Office-bearers of regional units of ITGOA, as mentioned in our letter dated 13-07-2017, alongwith other cases of policy violation/ deviation from agreed upon norms and/or in humanitarian grounds like the case of critically ill Dilip C. Warrior, the ACIT of 2015 batch.

**We also submit this with reference to holding of the Personnel Grievance Redressal Committee (PGRC) meeting.** The scheme of PGRC was set up in the Department with a view to have a permanent mechanism for the purpose of addressing the grievances of employees at all levels of Administrative hierarchy of the Department, through Office Memorandum dated 16<sup>th</sup> November, 2012. According to the Scheme, the Committee at the apex level is headed by the Member (P&V), [presently the Member (Admin.)] and Member (Revenue) and have to meet once in a month i.e. the first Tuesday of every month.

The last meeting of this committee was held on 23-08-2016. We therefore request your goodself to convene the meeting of the PGRC at the earliest convenient date. As a number of issues require the immediate attention of the CBDT that has been accumulated within the interim period, the meeting may be scheduled for a slot of not less than 2(two) hours. The proposed agenda items from our end will be submitted as and when asked for.

It is earnestly requested to kindly address the pending issues discussed above immediately, which may be resolved easily with your little initiative. It is further requested to kindly convene the PGRC meeting at the earliest convenience.

Thanking you,

Yours sincerely,



**(Bhaskar Bhattacharya)**  
**Secretary General**