

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:12.01.2015..

To

Sri Shakti Kanta Das, IAS,  
Hon'ble Revenue Secretary,  
Government of India,  
Ministry of Finance, North Block  
New Delhi- 110001

Respected Sir,

Sub:- Discrimination meted out to West Bengal Region in distribution of additional posts arising out of Restructuring of Income Tax Department and other issues-matter reg.

At the outset, we wish you a very Happy New Year and warmly welcome you to Kolkata. At the same time we pledge our full effort in achieving the budget target under your able leadership.

We would like to take the opportunity of your august presence to place the following pressing issues, agitating our members, at this moment:

i) **Phasing out of 1,633 Existing Posts from West Bengal charge following Cadre Restructuring, 2013:** You may recall that the cadre restructuring in Income department was notified by the Union Government on 31.05.13 whereby **20,751** additional posts in different cadres were created. While 17 out of 18 regions were allotted additional posts out of the newly created posts (a gain varying from 20% to 80% of their pre-restructuring strength) **not a single additional post has been allocated to West Bengal region.** Rather **1,633** existing posts i.e. 23% of pre Cadre Restructuring staff strength, **has been proposed for phasing out from West Bengal** in the coming four Financial Years, starting from 2014-15( as per CBDT's Scheme for Distribution of Posts dated 04.04.2014). The proposed curtailment is in addition to large number of posts already diverted from

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this region in the recent past [2 Nos. of CCsIT, one DGIT (Exemption), 2 nos. of CsIT(Administrative) and 22 CsIT(Appeal)]. Even in the Mini Restructuring ' 2006 not a single post was allotted to this region out of newly created 7,051 posts. The above examples add to our apprehension that a section of the CBDT is working against the interest of Income Tax Department, West Bengal in spite our performance being at par with the National Average in all these years.

Cadre Restructuring in Income Tax Department has recently been implemented for betterment of career progression cutting across all cadres and to provide better tax payer service, besides augmentation in Revenue Collection. All these purposes will be defeated in this region because of non allocation of new posts , instead proposed phasing out of 23% of the existing staff strength. When in other parts of the country the Department is endeavoring to substantially increase its presence in order to provide better tax payer services, some of the smaller offices across the districts in West Bengal may have to be closed for lack of manpower. While the staff members of this region are already facing acute stagnation in their career progression; some newly allocated posts in other 17regions can't be filled up in absence of eligible candidates. The frustration prevailing among our members, endlessly waiting for their promotion to the posts of Inspector and ITO has created a demoralized lot which is the last thing any vibrant organization expects.

Following vigorous protest from the staff and officers of the region a High Power Committee was constituted by the CBDT to re-examine the proposal for phasing out of **1633** existing posts but it is yet to submit its report. We request your kind intervention against the discrimination meted out to West Bengal and reiterate our legitimate demands for your affirmative action:

1. Stop diversion/ phasing out of existing posts, in any cadre from West Bengal Region. The Scheme of Distribution of posts released by the Board on 04.04.2014., which is clearly biased against West Bengal region, must be immediately rectified.
2. Ensure allocation of only the additional posts created in the Cadre Restructuring as mandated by the Union Cabinet, so that the West Bengal Region is given its legitimate share out of those posts.

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ii) **Pentafurcation of ACIT Posts**: In the Cadre restructuring Notification issued by CBDT on 31.05.2013., it has been proposed to fill the newly created posts and the consequential vacancies (1,349 in total) in the grade of Assistant Commissioner of Income Tax in five (5) years, that too maintaining the Quota of 1:1 between Direct Recruitment and Promotion ( unlike in cadre restructuring'2001). Whereas in all other cadres it was decided to be give the entire promotion in one year .As a direct result, hundreds of posts in the grade of Assistant Commissioner / Deputy Commissioner, who are the main assessing officers responsible for collection of more than 80% of Direct Tax Revenue, are lying vacant all over India. With each passing day the vacancies in this cadre is increasing. On the other hand, waiting period for promotion for ITOs has already touched 14 years and may soon rise to 18-19 years. We cannot expect worthy performance from an officer who has got only one promotion in his entire service career of 25-28 years and their demoralization is bound to affect revenue collection. Hence, the very intention of the Union Cabinet behind according approval to the cadre restructuring proposal (better career progression and higher revenue collection) is being defeated. Surprisingly, the CBDT has so far refused to review this matter . In doing so, the CBDT is clearly overlooking its own example of relaxing Rota-Quota Rule for filling up the ACIT posts in the earlier Cadre Restructuring of 2001. Then, filling up all ACIT posts at one go, and only by promotion had actually paved the way for tremendous revenue collection growth in Income Tax Department in the following years. We reiterate that replication of same relaxation scheme this time too, is the only way thereby the Department can keep its promise of garnering additional revenue of Rs. 25,000 Crore annually over and above the normal target.

iii) **IRS Recruitment Rule**: We have come to know that the proposed Revised IRS Recruitment Rule, 2013 is presently pending before the DOPT. After initial discussion in the sub-committee, JCA/ITGOA was never taken to confidence while drafting the Rule, though our members constituting 40 % of this organized Group A Service are a major stake holder. Our suggestions have been consistently ignored and several changes in the existing Rules were proposed, which are clearly detrimental to the interest of our members. Even the recently issued OM of the DOPT has been given a pass by not displaying the draft Rules in the Public Domain and inviting suggestion from all the stakeholders.

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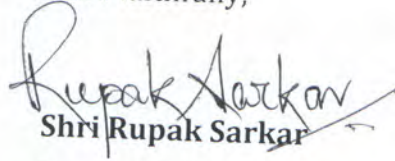


We demand that CBDT must make the proposed Rule public, invite suggestions from all stakeholders and amend the proposed Rule suitably to protect the interest of all stakeholders before resubmitting the same to the DOPT.

iv) **Ensuring Payment of wages of DPL workers:** The issue of non-payment of wages of DPL workers of this region is a matter of concern for us. The regular payment of wages to these people was halted in 2014 because of an uncalled for instruction from CIT(Vigilance),CBDT which was later restarted after our intense agitation. However, they have been deprived of their payment since last 4-5 months in spite of rendering their service due to non-allotment of fund by CBDT. This has been brought to the notice of the competent authority, time and again but without any positive result. We demand your kind intervention for immediate release of fund by the CBDT to enable the local CCIT(CCA) to pay arrear as well of regular wages to the hapless DPL workers.

Once again we request your honour to kindly consider all the above issues and ensure justice is done to our members and West Bengal region.

Yours faithfully,

  
Shri Rupak Sarkar

General Secretary,  
ITEF, Bengal Circle



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

**Joint Conveners**

Copy to:

1. Hon'ble Chairperson, Central Board of Direct Taxes, New Delhi.
2. Hon'ble Member (Revenue), Central Board of Direct Taxes, New Delhi.