



# Income Tax Gazetted Officers Association

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To,  
All Members of I.T.G.O.A,  
(Through: President/General Secretary of all Units)

*Comrades,*

## *'Cadre Restructuring – 2013'*

Our efforts & strategy to highlight the injustice in the CRC-2013 especially to career prospects of ITO, due to staggering the filling-up of 1349 ACIT posts in to 5 years, have been informed vide circular dated 20-7-2013. Till date around 50 Hon'ble MPs and 10 Union Ministers have been apprised on the subject and who in turn have written letters to Hon'ble PM & FM.

2. Besides, ITGOA explained the issue in detail to Hon'ble Minister of State (Finance) on 9<sup>th</sup> July. A brief meeting with Hon'ble Finance Minister was also had in his constituency 'Sivaganga'. The above efforts finally resulted in a meeting with Hon'ble Finance Minister on 06-09-2013 which was for around 40 minutes, when the Revenue Secretary and Chairperson & Member-CBDT and DGIT & DsIT (HRD) were also present. The meeting was organized by our Comrades from UP (West), particularly from Ghaziabad.

3. The issues arising out of Cadre Restructuring was discussed threadbare and Hon'ble Finance Minister was categorical as under :

- a. Filling-up of posts in the grade of ACIT will be as per Recruitment Rule and Direct Recruitment Quota cannot be diverted to Promotion quota as this will lead to plethora of litigations which will never ending. Hon'ble Finance Minister, quoted that some Departments got struck in litigation between DRs/PRs for 25 years including the case of our own Department. He was categorically that one more relaxation will create further future litigation for which he is against.
- b. Hon'ble Finance Minister, overruled the suggestion of the CBDT that the 620 posts in Reserves can be created on functional requirement basis. He directed that all the reserve posts shall be created forthwith and they have to be filled up.

- c. Vacancies in the grade of ACIT shall be continued to be filled up @ 50% by Promotions and 50% by Direct Recruitment and the number of Promotion shall not be restricted to number of Direct Recruitment, by any rule/strategy.
- d. CBDT was directed to expedite the promotions to the grade of ACIT for R.Y. 2013-14 for both regular and Cadre Restructuring vacancies.

4. ITGOA considers this as a vital opening for further negotiation and will continue to pursue further such as to address the stagnation of our members. However, some of the facts with regard to number of ACIT vacancies and their periodicity of arising due to CRC are placed hereunder :

- It is unlikely that 204 posts at the level of Commissioners of Income-tax are filled up at one go due to the fact that supporting staff will not be available immediately.
- Even if, 204 posts of CIT are filled at one go, the consequential vacancies at the level of Addl./JCIT including 322 new posts of CRC, totaling to 527 will not be filled up as eligible number of Deputy Commissioners with minimum 8 years of service are not available. At present there are already about 300 **regular** vacancies of Addl./JCIT for non availability of eligible officers. In effect, these vacancies can be filled up only during F.Y 15-16, F.Y 16-17 and F.Y 17-18 by the DCsIT of 2007, 2008 and 2009 batches which will result in consequential vacancies at the level of ACIT in the respective years.
- The actual posts that are created at DC/ACIT level in CRC are 202 new posts + 620 reserve posts. Considering the fact that the Hon'ble FM categorically directed for creation of 620 reserve posts to be filled up during F.Y 2013-14, itself and also he held out that PR quota have to be filled up without linking to the Direct recruitment, our quota of 411 posts shall be filled up this year.
- In the above background, another letter was addressed Hon'ble Finance Minister with the following request :

*“50% of 822 (620 Reserves & 202 new posts of ACIT/DCIT) is 411 and Regular Promotion for R.Y. 2013-14 and ACIT Promotion against these posts needs to be expedited immediately, which will alleviate stagnation in the level of ITO and reduce the vacancy in the grade of ACIT/DCIT to*

*some extent. This will help in maximizing Revenue. Union Cabinet which on 23-5-2013 (in case no. 165/20/2013) approved Finance Ministry's proposal as per para 11 of its note dated 8-5-2013, will have no qualms in approving any amendment for filling up posts of ACIT/DCIT.*

*In the present trying times faced by our economy, negative impact on Revenue Collection will have to be avoided at all costs and first & most significant strategy will be to fill-up vacant posts in the grade of ACIT/DCIT, the cutting edge level directly responsible for collecting of around 80% of direct taxes. Similarly, Administrative Officers (Gr.III/II/I/Pr.AO) and PS/SrPS/PPS/SrPPS matching with Officers in SAG/HAG/HAG+/Apex Scale is required for smooth functioning of the Department and maintain the morale of these officers by ensuring a reasonable career progression during their service period."*

5. ITGOA will continue to pursue the matter with the same vigour with all the authorities concerned, till an acceptable resolution to the said problem is achieved. All Unit Leadership is requested to give wide publicity to this communiqué and make each member aware of the uphill task faced by our members. It is clarified here that while ITGOA will be highlighting the extant situation i.e. Less than optimum working strength of cutting edge level officers in ACIT/DCIT grade, but our strategy will not be aimed at affecting the Budget Collection, with a view to maintain the good-will with Hon'ble F.M., MOS(Finance) & Revenue Secretary. We are confident that the adverse consequence of Cadre Restructuring in the present form, as highlighted by ITGOA, will be realized by the authorities and then remedial action, will not be far-away, but we must remain united and raise our issues till our goals are met.

**LONG LIVE ITGOA ; LONG LIVE OUR UNITY ; LONG LIVE ITGOA**

Yours comradely,



**(Rajesh D. Menon)  
SECRETARY GENERAL**