



JOINT COUNCIL OF ACTION
INCOME TAX EMPLOYEES FEDERATION &
INCOME TAX GAZETTED OFFICERS' ASSOCIATION
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No. JCA/2025-26

Dated: 12-06-2025

To
The Chairman,
Central Board of Direct Taxes,
North Block,
New Delhi.

Respected Sir,

Sub: Agitation against the inaction of the CBDT towards the pending issues, adversely affecting our members –reg.

The year 2025 began on a high note, marked by a sweeping wave of promotion orders across all Group A grades issued on the final day of the preceding year, setting the stage for consequential promotions and kindling hopes of a year filled with positive developments and renewed aspirations. Unfortunately, within the next five months period, palpable frustration and deep resentment among our members have given way to a state of despair, with no visible progress on pending pressing issues. In the interest of clarity and ease of reference, such pressing issues are briefly highlighted below:

1. Cadre Review & Restructuring Exercise: Almost 12 years have elapsed since the last restructuring exercise and the CBDT is yet to finalize the current proposal even after working on it for the past seven years. Our members are groaning under back breaking workload under the prevailing decade-old cadre structure besides facing a bleak career prospect. Only a new Cadre Restructuring could have helped our Department to meet the demands of fully digitized and faceless work environment, along with streamlining the working conditions of JAO and FAO charges. It is deeply disheartening to witness the continued indifference of the higher-ups in according the necessary approval to the Cadre Review & Restructuring Proposal of Income Tax Department.

2. AGT Orders: Though the All India AGT orders for ACIT/DCIT and JCIT/Addl. CIT were issued at the beginning of the FY, the orders have clearly fallen short of expectations. Genuine cases involving PwBD officers, serious medical conditions and other compassionate grounds were overlooked. Many PR officers with just one and a half years of service left were transferred out, while those who had completed over three years outside their home state continue to languish outside. In this year's AGT, the CBDT seems have adopted a 180 degree turn and ignored its own principles followed in the earlier years. Our plea for revising the outdated 15 years old IRS T&P Guidelines has found no positive response and the CBDT continues to sit over the aberrations with no sight of corrigendum orders even after two months of the AGT orders.

3. Promotions and related issues: The ad-hoc promotions to ACIT for VY 2024 were made on 31st December 2024, yet even after five months, the regular DPC proposal has not been sent to UPSC. Besides, the finalization of the All-India ITO Seniority List for Calendar Year 2014 has not progressed. It is learnt that a few of the PCCIT charges are happily ignoring the CBDT by not submitting their regional ITO Seniority Lists. As a result, the promotion process of ACIT cadre for VY 2025 has not even started when the orders should have been issued on 01.01.2025. The broader picture remains equally grim. The PR IRS officers of 2014 and onward batches continue to face systemic neglect due to inordinate delays in their regular ACIT promotions, through no fault of their own. This has led to the deeply unjust scenario where senior officers are compelled to serve under their junior DR officers, such as the 2015 batch of DR officers are working as JCIT whereas the PR officers of the same batch are not yet promoted and are bound to work as DCIT under their DR counterparts. The same happens for the STS promotion as 2019 & 2020 batches of DR officers are working as DCIT and the PR officers of same batches are still working as ACIT. The Authority has failed to rectify these glaring anomalies. Equally disheartening is the continued denial of timely NFSG to 2008 to 2011 batches of PR IRS officers, driven by flawed interpretations of rules. Yet, the Authority shows little urgency or will to correct these long-standing injustices. The ordeal continues, as no progress has been made on permanent Civil Code allotment for the PR ACsIT of 2019 and onward batches.

4. Implementation of favourable Service Litigation Orders: The Department is undermining the justice delivery system by refusing to implement favourable service-related verdicts on settled issues, even when upheld by the highest Court, citing objections from DoPT or DoE. Cases like the 01.01.1996 pay-fixation, Rs.7,450/- for pre-01.01.2006 employees, the MACP benefit or grant of GP 5,400 after 4 years of GP 4,800 are the glaring examples. Yet, these excuses fall apart when senior officers are summoned in contempt proceedings, leading to instant, case-specific compliances. Relief is, then too, made limited only to the petitioners, in complete disregard of the Hon'ble Prime Minister's repeated call for minimizing service litigation.

5. The Inter Charge Transfer (ICT) issue: This is an example of how hapless employees are left to lurch because of mishandling of ICT-related court cases by the authorities. To cover the lacunae, a stopgap "Loan Policy" was hastily introduced, despite full awareness of its inherent shortcomings. Yet, even after favourable court rulings and years of deliberations with the stakeholders, the authorities remain unwilling to implement meaningful policy corrections. The CBDT replaced the ICT policy with a new policy of 'loan basis temporary inter-charge transfer' which clearly defeats the very purpose of transfer on different compassionate grounds. Despite being the sole representative of the affected employees, we have never been consulted before introduction of such "Loan Policy". Since then, we have continuously requested CBDT to revert back to old ICT policy and if the same is not possible for any reason, a new policy may be framed afresh in consultation with us to address the needs of those employees in best possible manner. Further, we requested CBDT to consider all applications filed till the date of issuance of the new policy (i.e., 22-12-2020) favourably as per old policy, but to no avail. Looking into all aspects, this long pending issue is required to be resolved at the earliest.

6. Reorganization of JAO charges: The rollout of the Faceless Assessment Scheme, executed in haste, led to a chaotic consolidation of multiple charges into single units, even merging an entire range to 8–9 circles/wards into one, resulting in grossly uneven and unsustainable workloads for JAOs. The stark imbalance has placed an unsustainable strain on many and though the concern has been consistently raised since 2020, it has yielded little beyond repetitive data collection, with no substantive progress. The continued delay, even after five years, only reinforces the unfortunate reality that this issue is being conveniently disregarded. The patience has run its course; this matter demands immediate and decisive resolution.

7. Calling for overly frequent and often non-essential or irrelevant reports: Despite near-total digitization and instant report access on Departmental Digital Platform at senior levels, the persistent and excessive demand for reports remains unabated. The latest wave, under the guise of the Pr. CCIT Conclave, saw reports sought late in the evening with impractical deadlines by next morning, often shrinking to 1–2 hours by the time they reach the JAO level. Most frustrating is that much of the data is either already available with senior officers or easily retrievable through their credentials. Many reports are often found to be unnecessary or irrelevant, seemingly aimed at justifying the expanding roles of Directorates or senior officers in verticals with significantly reduced operational responsibilities in the Faceless regime. The irony peaks with HRD being tasked to develop a “Performance Portal,” despite having no real linkage with performance metrics. This misuse of field resources may be avoided.

As evident from the above brief, even a modest initiative from the concerned authorities could have brought about a fair and meaningful resolution, if not a complete one. Unfortunately, the continued inaction and indecisiveness have only prolonged the stalemate, testing the patience of the entire cadre. This position is no longer tenable. The persistent apathy, compounded by the negativity and inertia within certain sections of the administration, is leaving us with no option but to resort to agitation. **As a first step, it has been unanimously decided that the members of JCA across the country will hold a lunch-hour demonstration on 24th of June, 2025 [Tuesday] in all Pr.CCIT/CCIT/Pr.CIT stations, demanding immediate and just resolution of the longstanding issues highlighted above.**

The situation will be closely monitored thereafter and the agitation will be escalated as deemed necessary. Nevertheless, we continue to place our trust in your leadership and the sincerity of your intent. We remain open to meaningful dialogue, but it is now incumbent upon the authorities to act decisively and engage, before the agitation programme is intensified further.

Thanking you,

Yours sincerely,



(Bhaskar Bhattacharya)

(Rupak Sarkar)

Joint Convenors

Copy for information to:

1. Hon'ble Revenue Secretary, Gol, North Block, New Delhi
2. Member (Admn.), CBDT