



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

Dated: 17th May, 2025

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

Respected Sir,

Sub: Timely completion of APAR by Group A and Group B (Gazetted) officers-reg.

Your kind attention is drawn to the communication issued by the Directorate of HRD on 15.05.2025 regarding the above captioned subject. It states that the self-appraisal filed by the ORUs (Group A and Group B Gazetted) upto 18th May, 2025 will not be viewed adversely by the Reporting/Reviewing/CR sections in respect of the due date of submission of the self-appraisal. While this clarification offers marginal relief, especially in light of the persistent pathetic performance of the Income Tax SPARROW portal over the past several days, it is disconcerting that the communication is framed as though an extraordinary concession has been granted. This limited reprieve scantily acknowledges a systemic failure that has caused widespread disruption and anxiety among officers attempting to comply with the deadlines.

It is pertinent to mention that the current situation was entirely predictable and, in fact, we had raised a clear and timely concern. In our letter dated 30-03-2025, we strongly recommended that the competent authority may kindly be approached for a reasonable extension of the self-appraisal submission deadline. This suggestion was made with full awareness that a significant number of employees would be accessing the SPARROW portal for the first time. We also highlighted serious shortcomings in preparedness, such as delays in generating SPARROW IDs and passwords for new users (AO/PS/newly promoted ITOs/all non-Gazetted employees), unavailability of forms, and access limitation associated with newly created IDs (eauth.gov.in), which have resulted in an unnecessary and frustrating dependence on existing users. These were unmistakable signs that the directorate was ill-prepared for timely and smooth execution.

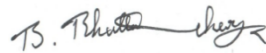
Subsequently, we submitted another letter dated 07-05-2025 clearly apprising your honour of the persistent difficulties faced by the ORUs, once again urging a rational extension of the self-appraisal deadline. In our communications, we unequivocally emphasized that the demand for an extension, particularly in light of the massive onboarding of new users, is the only logical and necessary step, considering that the DoPT has

routinely granted such extensions *suo motu* in previous years. Furthermore, during our meeting with the Pr. DGIT (HRD) on 08.05.2025, it was conveyed that a proposal recommending a reasonable extension had already been moved for approval of the competent authority. Against this backdrop, the issuance of such marginal relief fails to reflect the ground realities.

In view of the above, it is once again requested that the matter be actively pursued with the competent authority and that approval for a reasonable extension may kindly be secured without further delay. Additionally, it is strongly requested that there should not be any posturing of penalizing ORUs for delays in submission until such an extension is formally granted. Every officer (yet to submit self-appraisal) is making an earnest and committed effort to complete the self-appraisal despite persistent technical constraints. Under these circumstances, any appearance of punitive intent would be both unjustified and demoralizing.

This is for your kind consideration and necessary action.

Yours sincerely,



(Bhaskar Bhattacharya)



(Rupak Sarkar)

Joint Convenors

Copy for information to:

1) Pr. DGIT (HRD). CBDT