



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

Dated: 21-07-2025

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

Respected Sir,

Sub: Persistent apathy and lackadaisical approach toward pressing issues -Intensification of agitation programme-regarding

We would like to draw your kind attention towards our letter dated 12.06.2025, where we have already ventilated the disgruntlement among our members because of the persistent apathy of the CBDT towards resolving the long-pending issues, adversely affecting 97% of the Department's workforce. This chronic indifference of the administration towards our pressing issues has compelled us to initiate a protest in form of Lunch Hour Demonstration across all 18 Regions of Income Tax Department on 24-06-2025. We have already highlighted the seven crucial areas where the urgent intervention of your good office was sought.

2. Your re-appointment to the post of Chairman, CBDT had created a lot of expectation among our fraternity. We sincerely hoped that long-awaited justice would finally be delivered. Unfortunately, our anticipations were belied. The corrigendum orders of AGT issued on 16-07-2025 in the cadres of A/DCIT and J/Addl. CsIT have only aggravated the prevailing discontent as the most deserving cases among PR officers involving genuine compassionate grounds were ignored. Besides, these orders have not rectified the aberrations in AGT orders which were in violation of Board's own Transfer & Placement Guidelines, 2010, as well as the long-standing norms. The well-established practice of transferring back the officers in the JCIT/ACIT cadres to their home regions after completing their cooling-off period, consistently followed till AGT 2024, has been abruptly discontinued on flimsy reasons. This sudden change has led to widespread unrest and uncertainty among officers across all cadres.

3. Besides this, another point of dissatisfaction of our members is the inordinate delay in implementing the overdue Cadre Review and Restructuring exercise, which we believe, is the only way to remove acute stagnation across different Group C & B cadres. Further, a report has been submitted before CBDT by the 'Committee for Career Progression of Non-IRS Cadres' ignoring the proposals of JCA (main stakeholders), which requires modification as per the submission of JCA.

4. We would also like to reiterate the following unresolved issues which continue to cause widespread resentment among our cadres:

- **Regularization of ACsIT (2024 batch):** The proposal remains pending for submission to the UPSC, even after more than six months since the ad-hoc promotion order.
- **Ad-hoc promotions in MP & CG regions (VY 2024):** The ad-hoc promotion of ACsIT against VY 2024 for left out ITOs of MP & CG Region are also due after final verdict of the concerned Court case.

- **All-India ITO Seniority List:** The post-2013 draft All-India Seniority List of ITOs is yet to be prepared casting a serious doubt on future promotions to the cadre of ACIT.
- **STS and JCIT promotions of 2014–2018 Batches of PR Officers:** The issue of considering the ad-hoc period of functioning for the 2014–2018 batches of PR ACsIT as regular work and bringing subsequent promotions at par with their DR counterparts shows no sign of any resolution.
- **NFSG for 2008–2011 PR batches:** It is same for the case of NFSG to 2008 to 2011 batches of PR officers, which was granted notionally resulting in denial of arrears payments from the date of granting NFSG.
- **Permanent Civil Code & Seniority fixation:** Allotment of Permanent Civil Code and fixation of seniority of 2019 Batch to 2023 Batch of PR ACIT are yet to be taken up.
- **Finalization of proposed modifications in IRS RR and the RRs of ITI/OS:** The modifications of RRs of IRS, ITI and OS are pending and to be resolved early to avoid un-necessary litigations and to overcome stagnation on promotion

5. Another persistent grievance is the frequent and duplicative requests for data and reports from field formations on a daily basis, along with directions to complete tasks such as rectifications, grievance redressal, and passing Orders Giving Effect to appellate decisions — all while imposing artificial deadlines that completely disregard the time limits prescribed under the Act. Despite our flagging the matter, the incessant requisition of duplicating reports and data from the JAOs on one pretext or the other has shown no sign of stopping.

6. Despite our repeated submissions for the immediate Reorganization of JAO charges, our requests have been ignored, and the recent PCCIT Conclave minutes make no specific mention of this issue, too. These JAO charges were created during introduction of faceless scheme by merging up to 10 to 15 pre-faceless jurisdictional charges in one jurisdiction and there are unmanageable and uneven workload in these offices which need urgent reorganization.

7. Again, on the 01.01.1996 issue, due to the “applicant-only” OM issued by the HRD despite clear judicial rulings, the basic expectation of extending settled legal relief to all similarly placed employees now appears to be a distant dream. In similar cases like granting Rs.7,450/- to pre-01.01.2006 employees, the Pay-anomaly, the MACP benefit or grant of GP 5,400 after 4 years of GP 4,800, no positive action was seen from the Board even after favourable Court case verdicts.

8. The ICT issue is yet another example of the lackadaisical attitude of the CBDT, an unresolved concern left to languish without even a token initiative. Revival of ICT policy, according to the Judgements of Hon’ble Courts of Law considering the practical problems faced by the members, is required immediately.

9. The minutes of the PCCIT Conclave highlight the Board’s ambitious plans for upgrading digital platforms- Taxnet 2.0 (by 25.08.2025), ITBA 2.0, Insight 2.0, IEC 3.0, CPC-TDS 2.0, PAN 2.0, etc., which clearly necessitate matching hardware and software support. But there is no initiative on the part of the CBDT for inspection of the ground reality of insufficient desktop computers and non-availability of the funds for purchasing new ones. As the Hon’ble Finance Minister was present in the meeting your good office should have raised the issue of persistent fund crunch. We apprehend that the field offices will once again face the problems of a major rollout without complementing infrastructure at ground level. Delays in replacement of laptop for officers and procurement of new laptops for Inspectors is a matter of serious concern as over a thousand newly promoted ITOs are now being forced to work without departmental laptops.

10. The continued indifference, saga of broken assurances and persistent disregard of our legitimate concerns have left us with no alternative but to escalate our programme of agitation.

As a part of the escalated form of our ongoing agitation, all members of JCA across the country will observe:

- Lunch-hour demonstration on 23-07-2025 [Wednesday] in all Pr.CCIT/CCIT/Pr.CIT stations;**

- b) Boycott any program related to Income Tax Day celebrations on 24-07-2025.

The programmes to be observed on and from 29-07-2025 by all members of JCA across the country:

1. Half-day Dharna, followed by Demonstrations, in all Pr.CCIT/CCIT/Pr.CIT stations [from 02.00 PM to 06.00 PM];
2. Stop giving all reports except reports to starred and unstarred Parliamentary questions and requisitioned by Hon'ble Courts;
3. Stop participating in the Outreach Programmes;
4. Stop attending Official Meetings, both in physical and virtual modes;
5. Demonstrate with black flag if the members of CBDT visit offices outside North Block, New Delhi.

The programmes to be observed on and from 05-08-2025 by all members of JCA across the country:

- 1) Half-day Dharna, followed by Demonstrations, in all Pr.CCIT/CCIT/Pr.CIT stations [from 02.00 PM to 06.00 PM] for all the days from 05-08-2025 to 07-08-2025;
- 2) Stop participating in Search & Survey operations, including TDS Surveys;
- 3) Full-day walkout on 08-08-2025.

We sincerely hope that the Board will take immediate corrective measures before the situation deteriorates further.

This is for your kind information and necessary action.

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. Respected Member (Admn.), CBDT