



**JOINT COUNCIL OF ACTION**  
**INCOME TAX EMPLOYEES FEDERATION &**  
**INCOME TAX GAZETTED OFFICERS' ASSOCIATION**  
A-2/95, Manishinath Bhawan, Rajouri Garden, New Delhi-110 027



**Joint Convenors :**

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No. N-1/2015-16

Dated: 04<sup>th</sup> November, 2015

**To,**  
**The Hon'ble Revenue Secretary,**  
**Govt. of India,**  
**New Delhi.**

**Respected Sir,**

*Sub: The Charter of Demands submitted by the Joint Council of Action - matter regarding.*

Kindly refer to the above.

At the outset, we express our sincere thanks for affording us an opportunity to meet you and discuss some of the issues of the employees and officers of the Income Tax Department on 03-11-2015. In appreciation of the decisions taken by you in the meeting, the Joint Council of Action has decided to suspend the ongoing agitations. We have already advised our members to bring about normalcy in the functioning of the Department forthwith.

We are grateful for your kind directions to the CBDT to resolve the issues, as below:

- (i) The stagnation in the cadre of ITO needs to be removed.
- (ii) The calculation of vacancy for the promotion in ACIT cadre has to be done keeping in mind that the stagnation in ITO cadre comes down to 12 years from the present position.
- (iii) The officers who were promoted as ITO till 2003 are to be promoted in ACIT vide DPCs of R.Y.s 2014-15, 2015-16 & 2016-17.
- (iv) The CBDT to obtain the necessary relaxations, if necessary, from the competent authority to ensure that all eligible persons promoted as Income tax Officers till 2003 are promoted as Assistant Commissioners and the proposal in this regard is to be sent to the Revenue Secretary soon.
- (v) The DPCs for ACIT for the R.Y.s 2014-15, 2015-16 and 2016-17 will be convened by 31<sup>st</sup> March, 2016.
- (vi) The number of vacancies for the R.Y.s 2014-15, 2015-16 and 2016-17 will be ascertained by the CBDT within a week's time, taking JCA into confidence.
- (vii) The formalities like removal of deficient APARs etc. for the vacancies till the R.Y. 2016-17 have to be initiated immediately.
- (viii) Necessary step to vacate the Stay-order in the Court Case pending before the Ernakulam CAT has to be taken.

- (ix) The representatives of JCA are told to appraise the Revenue Secretary directly in cases of non-settlement of the issues.

We are also happy to note that the Member(P & V), CBDT agreed to:

- (x) The CBDT will obtain the necessary permission from the competent authority to reduce the residency period by two years in the feeder cadres for promotion as Senior Tax Assistant and Tax Assistant ;
- (xi) The CBDT will keep in abeyance the letter issued on 16.10.2015 and will issue necessary direction to all Principal Chief Commissioners to regularise the casual workers who are eligible to be regularised as per the Supreme Court judgement in Uma Devi's case.

We are also enclosing herewith a copy of the submission made before your honour in the meeting wherein we have made suggestions and solutions in detail to address our problems in the long-run.

The Central JCA is of the opinion that the concern expressed by you will definitely help to reduce the stagnation in the cadre of ITO. However, we regret to inform you that the attitude shown by the CBDT in the issue of removing stagnation in the cadre of ITO is not encouraging and we do not have much hope and belief that the decisions delivered by you will be implemented properly without your direct supervision in the matter. We are also happy to note that the JCA can place the demands/grievances of its members before you, as and when not redressed by the CBDT. We fervently hope that the stagnation of the ITOs till 2003 will be addressed and other issues will be resolved immediately with your kind intervention. The entire workforce of 97% of the officers and employees of the Department will look forward for speedy implementation of the decisions delivered by you.

Thanking you once again.

Yours sincerely



**(Bhaskar Bhattacharya)**



**(Rupak Sarkar)**

*Joint Convenors*