(TAMILNADU & PUDUCHERRY UNIT)

GENERAL SECRETARY'S REPORT & STATEMENT OF AFFAIRS

REPORT OF THE GENERAL SECRETARY TO THE BIENNIAL GENERAL MEETING OF THE INCOME TAX GAZETTED OFFICERS ASSOCIATION, TAMIL NADU & PUDUCHERRY

TO BE HELD AT CHENNAI ON 5th OCTOBER 2017

Dear Comrade President and Comrade Delegates,

I, on behalf of the Executive Committee of the Income Tax Gazetted Officers Association, Tamil Nadu & Puducherry Unit, present this report for the period 2015-17 along with the audited statement of accounts for the period 2015-16 and 2016-17 for the consideration and approval of the Biennial General Meeting of the Income Tax Gazetted Officers Association, TN&P Unit, being held at Chennai on this day,5th October, 2017.

We are meeting at a critical juncture in this Biennial General Meeting when the entire membership of the organization is under threat due to indifferent attitude of the Board. Efforts are on from various vicious circles not only to curtail the career prospects of the promottee officers but also to deny the legitimate demands resulting in total demoralization of the rank and file. In order to enable the delegates to have a deeper analysis of the issues, we have in this report, present the happenings at local and all India level covering both Departmental as well as other issues having a bearing on us.

At the beginning, on behalf of the Reception Committee as well as on behalf of the Income Tax Gazetted Officers Association, TN&P Unit we extend our warm welcome to all the Guests and the Delegates coming from all over Tamil Nadu and Puducherry to Chennai to attend the BGM and hope that we will benefit out of deliberations and interaction with other members and Office Bearers of both State Unit and CHQ. The Reception Committee has, to the best of its ability, made an excellent arrangement to conduct the BGM in a successful and fruitful manner.

Before we proceed further, let us take few minutes to pay our respectful homage to those eminent personalities and also dip our banner in memory of those who laid down their lives for the cause of humanity. Our members Com S Swaminathan, Addl CIT and Com. P. Madhu, Asstt. Secretary, ITGOA, CHQ and General Secretary, ITGOA, AP & TS Unit passed away during the period under report. The demise of all these personalities symbolise irreparable loss to the society as a whole. We also pay our respectful homage to the thousands of people who perished due to natural calamities like earthquake, floods, etc, and also terrorist violence throughout the world.

1. HAPPENINGS AT UNIT LEVEL

1.1. GENERAL BODY MEETING:

Our last General Body meeting was held on 27th November 2015 in Chennai and more than 180 members from various parts of the State participated. The General Secretary's Report and Statement of Accounts for period 2013-2015 were presented and approved. Sri AK Srivatsava IRS PrCCIT inaugurated the BGM and Comrade Bhaskar Bhattacharya, the Secretary General ITGOA(CHQ) addressed the gathering.

1.2. EXECUTIVE COMMITTEE MEETINGS:

The Executive Committee of our Unit has been meeting at regular intervals to discuss various issues and the guidance and direction of the EC helped the Office bearers in formulating strategy and taking forward the matters with the Administration and CHQ. Apart from the regular meetings, issues are discussed regularly in a whatsapp group consisting of Office bearers, EC members and Branch secretaries

1.3. FAREWELL MEETINGS:

It has always been our desire to accord a befitting farewell to all our esteemed retiring members after their long years of service to the Department. Accordingly, this was one of the thrust areas and towards this end, efforts have been taken. It is very heartening to note that all the functions were well received and well attended thereby conveying a sense of honour to the retiring members. A written word of acknowledgment and appreciation to the retiring member was considered most appropriate and thus, a letter has been conceived and is being presented to all the retiring members placing on record the association's good wishes for all times to come. As for as the mofussil stations are concerned, a memento and the letter of appreciation are sent to the Branch Units and the retiring members are honoured through the Branch Secretaries.

1.4. CONTINUING EDUCATION PROGRAMME:

The need for updation and enrichment of professional knowledge and skills has been constantly felt and conveyed by all the members. In this direction, we have endeavored to present a regular series of education and professional enrichment in the form of lectures on issues related to assessment etc., during the lunch hour. Sessions conducted on various topics of interest and relevance to members are:

S.No.	Topic	Faculty
1	Assessmemts made easy, e- assessments easier	Com J X Peter DCIT
2	Penny Stocks	Shri A M Sridharan, Company Secretary
3	Seminar on Finance Act	Shri Shaji Jacob, Addl CIT
4	Panel discussion for issues in assessment	Coms.R Viswanathan, Addl.CIT S Swaminathan Addl.CIT and Guru Bashyam JCIT
5	Role of Defence Assistant (Full day seminar)	Com M Narayanan, Addl CIT(Retd)
6	Assessment of Penny stocks	Com.Ravi shankar, ACIT
7	Newly promoted ITOs meet	Com Md Mustafa DCIT
8	7th CPC issues	Com S Mohan Secy Gl, CCGGOO
9	Organisational issues	Com Bhaskar Bhattacharya SG

10	7th CPC issues (JCA Organised)	Com Ashok Salunke Former SG ITEF
11	Organisational issues(JCA Organised)	Coms Bhaskar Bhattacharya and Rupaksarkar
12	May day special session(JCA Organised)	Dr Damodaran

Further, in memory of Com S Swaminathan Addl. CIT, a full day memorial seminar/speech was organised on 28-1-2017. Hon'ble Justice Chandru, Comrade Md Mustafa, Dr Kailash and Dr Damodaran delivered their speech for the betterment of our social and official life.

Similarly, for the benefit of the newly-promoted Administrative Officers, elaborate sessions on Fundamental, Supplemental Rules and General Financial Rules were held by an accomplished faculty. An interaction session for the AOs with ZAO Officials was also arranged after the implementation of 7th Pay Commission. The JCA also conducted training classes for the JCA members appearing for departmental exams for ITI/ITO. The JCA conducted training classes for the wards of our members appearing for ITI/TA and MTS exams conducted by the Staff Service Commission. Further JCA also arranged a function at our auditorium to publish the SSC Exams Guide authored by Com M Veerabaghu. We thank all the comrades and speakers for accepting our invitation and taking sessions in their specialised topics.

1.6. ORGANISATIONAL TOUR:

During the turbulent period of continuous agitation viz., October 2015 to Septermber 2016, your President and treasurer along with Gen. Secretary, ITEF, Com. M.S. Vengatesan visited various places to prepare the cadres for the agitations. Almost, all the stations in our Region were covered by JCA leaders. We salute and convey our sincere thanks and gratitude to all the office bearers. Only because of their tireless efforts, we could ensure cent percent participation by our members in the continuous agitation programs and in strikes conducted on 2-9-2016 and 16-3-2017. Earlier we proved our solidarity in the all India strike on 08-08-2015. The President Com G Kannan and your General Secretary along with our treasurer Com J Kirubakaran undertook an organizational tour to Coimbatore to disseminate information on various initiatives as well as issues relating to the members and their career prospects. Com G Kannan along with Com M S Venkatesan General Secretary visited Tirupur and Trichy to update our members with regard to agitations organized under the banner of JCA. Your General Secretary participated in the BGM of ITEF at Coimbatore along with our Addl. Secretary Com M Srinivasan and along with the President attended all the State level Executive committee meetings of ITEF and expressed our views on various issues. The condolence meeting for our demised leader Com P Madhu General Secretary AP&TS Unit at Hyderabad was attended and homage on behalf of our Unit was paid by our General Secretary.

1.7. NEWSLETTERS & PAMPHLETS:

During this period, many newsletters/circulars/booklets were issued to all the memers of ITGOA and ITEF under the banner of JCA. Annual calendars were printed and distributed to

our members. Further, to use the communication revolution for the betterment of our memers, all the communications received from the ITGOA (CHQ) and JCA have been uploaded in our website itgoatnp.in and the details of such updations in the website are informed to the members through mass sms system AD-ITGOAN maintained by our Unit. Further, your General Secretary maintains many whatsapp groups to disseminate the information to our members . We have a plan to introduce an app for our members and the same will be launched on 5-10-2017. The app will contain our regional telephone directory, messaging system and a tax forum to discuss tax matters. We have a dream that all our members would see our site / app every day so that they could closely observe and get updated on happenings at State and national level.

2. All India Events

23.

Com. K KNath

2.1. All India General Body Meeting:

During the period, the ITGOA NER Unit hosted the 43rd All India Biennial General Meeting at Guwahati from 20.12.2015 to 22.12.2015. More than 200 Delegates across India had attended the BGM. The 43rd Biennial General Meeting had elected/selected the following as Office Bearers for the term 2015-17.

- Zonal Secretary

1.	Com. Ajay Goyal	- President
2.	Com. AmitavaDey	- Vice President
3.	Com. Raj Singh Meel	- Vice President
4.	Com. ShailendraLodha	- Vice President
5.	Com. Bhaskar Bhattacharya	- Secretary General
6.	Com. ArvindTrvedi	- Addl. Secretary
7.	Com. Ashok Malhotra	- Joint Secretary
8.	Com. G.H. Raghav	- Joint Secretary
9.	Com. S. Chandramouli	- Joint Secretary
10.	Com. K. Suresh	- Joint Secretary
11.	Com. Atul Ahuja	- Asstt. Secretary
12.	Com. Binu Vimalan	- Asstt. Secretary
13.	Com. J. Kirubakaran	- Asstt. Secretary
14.	Com. Vijay Bhaskar	- Asstt. Secretary
15.	Com. Sashidhar Seth	- Asstt. Secretary
16.	Com. Vijay Bhaskar	- Asstt. Secretary
17.	Com.Ravishankar	- Asstt. Secretary
18.	Com. P. Madhu	- Asstt. Secretary
19.	Com. SanjibBabbar	- Asstt. Secretary
20.	Com. Raghavendra Singh	- Treasurer
21.	Com. J.B. Singh	- Zonal Secretary
22.	Com. Vijender Kumar	- Zonal Secretary

24. Com. V M Jayadevan - Zonal Secretary25. Com. J Y Chavan - Zonal Secretary

26. Com. Ritesh Kumar - Auditor

It is a historical moment for our Unit to have two representatives from our Unit to serve our organization both State and all India level. The first Managing Committee Meeting after the 43rd BGM was held at Bangalore in the month of July, 2016, Second Managing Committee Meeting at Lucknow on 24th and 25th February, 2017 and the third Managing Committee Meeting at Pune from 04.08.2017 to 05.08.2017. We participated in all the above MCMs and other meetings such as Secretariat meeting, extended Secretariat meeting and the meeting of Central Joint Council of Action.

2.2. Joint Council of Action

The functioning of the Central Joint Council of Action during this period is very much satisfactory. All the issues whether pertaining to ITGOA or ITEF were taken up under the banner of JCA and also pursued jointly. During the period under report, agitation programs were undertaken under the banner of JCA including strike actions. Even in our Managing Committee meetings, the leaders of ITEF participated and expressed satisfaction and solidarity over the functioning of the JCA. The details of agitation programs undertaken during this period are as under:-

- Lunch-hour demonstration held on 09-09-2015 in all Pr. CCIT and other CCIT/CIT offices nation-wide
- 2. Non-cooperation movement from 09-09-2015 in the following manner:
 - i) Stoppage of work relating to widening of tax-base.
 - ii) No work relating to I & CI job like uploading of CIB data, disposal of verification of cases, etc.
 - iii) Artificial deadlines for completion of scrutiny assessments would not be adhered to.
- 3. Black-flag Demonstration before the Chairperson and Members of CBDT on their visit in any office outside the North Block.
- 4. Not to attend Protocol Duty;
- 5. Not to attend/assist in conducting the Video Conferences of CBDT.
- 6. Stop outsourcing of any official nature of work e.g. Data Entry Work, Secretariat Assistant in entire Tax-India.
- 7. Lunch hour demonstration on 30.06.2016 against the acceptance of the retrograde recommendation of 7th CPC.
- 8. Lunch hour demonstration on 20.10.2016
- 9. Lunch-hour Demonstration on 18-04-2017.
- 10. Black-flag Demonstration against any official of the CBDT on their visit in any office outside the North Block from 01-05-2017.
- 11. Day-long Dharna in front of all Pr. CCIT offices on 04-05-2017.

Further, the Joint Platform of Central Trade Unions of the country along with Independent National Federations of employees of different industries and services had decided to organize All India General Strike on 02.09.2016 against the anti-people, anti workers policies and authoritarian attitude of the Government. The ITGOA graciously decided to join the strike action demanding inter-alia retrograde recommendation of the VII-Pay Commission, merger of DA etc. The strike was 100% successful in all parts of the country.

The CCGEW in their National Secretariat meeting decided to call upon the employees to carry out agitation program as there was no tangible progress in the issue of minimum wages and multiplication factor and also other related issues of 7th CPC recommendations. The Central JCA had decided to carry out 1st phase of agitation program of lunch hour demonstration on 20.10.2016. Further as per the call of the CCWEW we also participated in the March to Parliament on 15.12.2016 to protest against non finalization of the staff side demand on the revision of the 7th CPC recommendation. As per the decision of Lucknow Managing Committee Meeting we participated in the one day strike action on 16.03.2017. We are committed to be part of the struggle of the entirety of the Central Government officers and employees and accordingly we participated in all the programme chalked out by the Central leadership and we are sure that in future also we will be participating actively in all such agitation programmes.

2.2.1. State Joint Council of Action

The situation is same in the state level JCA. Relationship of mutual respect among the two constituents of the JCA in TN&P Region was well maintained during the period under report. We carried out all the programmes of Central JCA with cent percent participation. During the period under report, we have taken up many issues under the banner of State JCA such as issues relating to implementation of cadre restructuring, creation and abolition of posts, implementation of N.R Parmar judgement, amendment of transfer policy, PGRC meeting etc. . We also issued a Press statement on 09.12.2016 highlighting various issues that are being faced by our members. It is worthwhile to mention here that various issues concerning the members of our charge like infrastructural and various other issues were taken up jointly with the Authorities successfully under the banner of JCA. We are sure that the incoming body will maintain the same relation with our esteemed partner ITEF and continue to be torch bearer of this movement.

2.3. Rejuvenation of the C-o-C

To fight against the retrograde recommendations of the 7th CPC it was decided in the Managing Committee Meeting of the ITGOA at Bengaluru to revive the joint platform of the Coordinating Committee (C-o-C) of the Federations/Associations in the Department of Revenue and same has been reconstituted after a lapse of number of years to fight against the retrograde recommendation of the 7th CPC Report especially in respect of Department under the Ministry of Finance. The first preparatory meeting was held in the CR Building, New Delhi in the month of April, 2016. Then again the leaders of all these Associations met on 24th September, 2016 at Kolkata to discuss about pay anomalies of certain grades in the Department of Revenue in comparison with the other Departments. The C-o-C of the Revenue Department decided to submit a memorandum to the Hon'ble Finance Minister highlighting

the anomalies faced by the officers/officials of the Revenue Department requesting for his kind intervention for resolving the issues. Accordingly, a letter was submitted to the Hon'ble FM on 06-10-2016 highlighting the Charter of Demands. It was further decided in that meeting to resort to the path of agitation to exert pressure on the Govt. of India for favourable consideration of the demands. The said agitation programmes included lunch-hour demonstration in front of all offices of Revenue Department on 9th November, 2016. The issues in the 10 point Charter of demands submitted by the C-o-C to the Finance Minster, Govt. of India relate to basic demands of the members of Associations/Federations of the Revenue Department and are as under:

- a) To ensure Minimum five up-gradations to all officers in uniform Promotional Hierarchy across all departments/Ministries in Govt. of India.
- b) To settle the pay anomalies & cadre structure of Havilder & Head Havilder of CBEC with similar cadre of IB/CBI/Other Departments. Accordingly, Grade Pay of Havilder should be Rs.2400/- in place of Rs. 2000/-.
- c) To Settle the pay anomalies of Inspector (GP of Rs. 4800/- instead of Rs.4600/-) & Income Tax Officer/Superintendent (GP of Rs. 5400/- in PB3 instead of Rs. 4800/-) of Revenue Department with the same Grades/Cadres of IB/CBI/Other Departments.
- d) To bring in an identical pay structure & promotional hierarchy of the administrative wing in CBDT & CBEC which should also be at par with Hqrs. Organization i.e. Central Secretariat Office as mentioned in 7th CPC recommendations.
- e) To maintain the pay parity between the Auditors/Accountants of the Audit & Accounts Department and the Tax Assistants in Revenue Department and UDCs of other Central Govt. Departments, which have all along been in the same pay structure.
- f) To finalize and/or modify the Recruitment Rules (including the ones, already notified viz., Executive Assistant & Tax Assistant under CBEC) after taking into account the suggestions/views of staff Federations/Associations, representing the Stakeholders, immediately.
- g) To Hold DPCs immediately to fill up all the vacant posts in various cadres.
- h) To fill up all the vacant posts in direct recruit quota by way of special recruitment drive.
- i) To restore the sanctioned strength of drivers prior to cadre restructuring and purchase of more Govt. Vehicles. Merger of the cadres with main stream cadres in the same Grade Pay after suitable relaxation may be an alternative option.
- j) Restoration and revision of Rummaging Allowance and Diet Allowance paid to Customs Superintendents and Inspectors (Preventive Officer) in CBEC.

The 1st phase of the agitation programmes was observed by holding Lunch-hour Demonstration in front of all offices of Revenue Department on 9th November, 2016 and submitting Resolution containing the Charter of Demands to the Hon'ble Finance Minister, GOI by all organisations, including the ITGOA & ITEF, under the banner of C-o-C mobilizing their members to participate in the Lunch-hour Demonstration on 09-11-2016. Thereafter the C-o-

C decided that all members of the organizations under its banner would wear Black Badges on 07-12-2016 as the 2nd phase of agitation programs. The Central JCA, accordingly, appealed to all the State Units of JCA to request all members of ITGOA & ITEF to wear Black Badges on 07-12-2016 and the programme was successfully observed.

The Meeting of CoC was again held on 14-12-2016 in the CR Building, New Delhi. It was decided in the meeting that before launching further programs of agitation, a nation-wide campaign program would be necessary to make the members of all Associations aware of the situation. As the service associations of CBEC (specially of Central Excise & Service Tax faction) have been preoccupied with post GST service conditions, things haven't moved further since then. We hope that in the post GST scenario the struggle under the C-o-C will take its momentum and we will be able to reach to a logical solution.

2.4. Strengthening of Confederation of Central Govt. Gazetted Officers' Associations:

On13.5.05 history was created when the All India Convention of Central Govt. Gazetted Officers' Associations convened at the initiative of our Association, decided to form a Confederation of Central Govt. Gazetted Officers Associations. The Confederation has filled up the vacuum that existed since independence and provides a common platform for the Gazetted Officers to present their common problems to the Govt., through a body like JCM, and launch united agitations to achieve the demands, if required, in coordination with the Confederation of Non gazetted Central Govt. Employees and Workers.

During the period the CCGGOO pursued the following demands:

- (1) Settling the anomalies consequent to implementation of the 7th Pay Commission.
- (2) Setting up of Permanent Consultative Machinery to resolve the issues pertaining to Gazetted Officers.
- (3) Bonus for the officers irrespective of income based on the principle of deferred wages.
- (4) Uniformity of cadre and wage structure for Group B officers in all Central Govt.

 Departments
- (5) Withdrawal of the Contributory Pension Scheme and move to privatize pension funds

We attended the CCGGOO meetings conducted at AGs office and Shastri Bhawan. We also hosted a meeting in ITGOA Hall and more than 50 delegates from various Central Government departments participated in that meeting.

3. Departmental Issues

3.1. Promotion from ITO to ACIT

It has become a practice on the part of the CBDT t oadopt all means to ensure delay in holding DPC for the cadre of ACIT with a solitary aim to slow down or to block the career prospects of the promotee officers of the Department.

We are giving a chart showing the delay in promotion to the cadre of ACIT as below:

Panel Year	Month of Promotion	DPC to be held by	Delay (in Months)
1991-92	December 1991	January 1991	10
1992-93	June 1993	January 1992	16
1993-94	April 1994	January 1993	14
1994-95	January 1995	January 1994	11
1995-96	January 1996	January 1995	11
1996-97	February 1997	January 1996	12
1997-98	January 1998	January 1997	11
1998-99	January 2001	January 1998	35
1999-00	January 2001	January 1999	23
2000-01	November 2001	January 2000	21
2001-02	November 2001	January 2001	09
2002-03	November 2003	January 2002	21
2003-04	January 2005	January 2003	23
2004-05	November 2006	January 2004	33
2005-06	November 2006	January 2005	21
2006-07	May 2007	January 2006	15
2007-08	October 2008	January 2007	20
2008-09	October 2008	January 2008	08
2009-10	September 2010	January 2009	19
2010-11	March 2012	January 2010	25
2011-12	March 2012	January 2011	13
2012-13	April 2013	January 2012	16
2013-14	September 2014	January 2013	20
2014-15	April 2016	January 2014	27
2015-16	September 2016	January 2015	20
2016-17	Not given till date	January 2016	21

In this regard, relevant historical background is narrated hereunder for the benefit of easy reference. In our last report we had reported that in the MCM held at Chandigarh on 26th July, 2015 it was decided that if the promotion to the post of ACIT for the Recruitment Year 2014-15 and 2015-16 did not take place immediately then we had to to go for agitation from 01.09.2015. Accordingly, the Central JCA met on 24.08.2015 at New Delhi and decided to embark upon the path of agitation on 5 (five) point demands. Amongst the 5 (five) point demands, the first one was the promotion in the cadre of ACIT upto the Recruitment Year 2015-16. As per the decision of the Central JCA, we had participated in the first phase of

agitation programme which commenced from 07.09.2015 and culminated to one day strike on 08.10.2015. The strike action was a grand success. After the strike action, the Central JCA decided to further intensify the agitation programme and to launch second phase of agitation programme from 15.10.2015. In view of the agitation launched by the Central JCA, the Board called a meeting and it was pressed for a meeting with the Secretary (Revenue). It was due to the pressure exerted through agitation, a meeting with the Secretary (Revenue) was arranged on 03.11.2015. In the meeting it was stressed by the JCA to remove the present stagnation from present 15 years to 10 years. After threadbare discussion, the Secretary (Revenue) agreed to bring down the stagnation to 12 years and directed the Board to promote all the ITOs, who were promoted to the cadre till the Recruitment Year 2003-04, by conducting 3 DPCs for Recruitment Years 2014-15, 2015-16 and 2016-17 by 31.03.2016. In view of this assurance of the Secretary(Revenue), the Central JCA suspended the agitation programme.

On the basis of this discussion, the Board sent the proposal for 2014-15 to UPSC on 11-12-2015. But the UPSC was reluctant to conduct the DPC due to pendency of various court cases in the matter of seniority of ITOs. Finally on 02-02-2016, the UPSC scrutinized the proposal sent by the CBDT and raised queries/objections. In the meantime, some of the members approached the CAT, Principal Bench against the CBDT and the UPSC seeking stay for promotion. The interim order of the CAT, Principal Bench was passed on 11.02.2016 directing the CBDT to intimate before any steps were taken towards promotion. The UPSC asked for the concurrence of DoPT & DoLA for effecting promotion. The CBDT requested the DoPT & DoLA on 19-04-2016 for sanction and the DoPT accorded sanction on 28-04-2016. The DoLA took a longer time to express its view and finally sent its opinion on 29-05-2016. But both the opinions were in favour of holding the DPC on the basis of the existing Seniority List, subject to further revision after implementation of NRP Judgment. In the meantime, the verdict of the MA filed by the Department and intervened by some of the affected officers in the Pr. Bench of CAT, in the case of K.S.Barad vs Union of India, was pronounced on 07-04-2016 in favour of holding of DPC in the existing Seniority List. The ITGOA, CHQ immediately demanded for the ad-hoc promotion of 400 officers against the vacancies of the R.Y.s 2014-15 & 2015-16. The approval of the RS was obtained for 200 promotions immediately and it was agreed that the next 200 would be done very shortly. Accordingly, the Screening Committee Meeting for the ad-hoc promotion of the 200 officers in the cadre of ACIT was held on 31-03-2016 and the order of promotion was passed on 07-04-2016. The order contained promotion of 181 officers and 18 cases were deferred keeping one slot vacant for Sri J.S. Meena as per the verdict of CAT, Ahmedabad. The CHQ immediately demanded to hold the Screening Committee Meeting for the ad-hoc promotion of another 200 officers against the vacancy of R.Y. 2015-16. Whereas the CBDT took more than 2(two) months' time for deciding the same and finally, the Screening Committee Meeting for the ad-hoc promotion of the 200 officers in the cadre of ACIT was held 20/21-06-2016. But, the order of CAT, Ahmedabad Bench in the case filed by Sri J.S. Meena was delivered at the same time which asked the CBDT to promote the officer even if he was not covered in the promotion zone as per his seniority in the existing list. The order was delivered exparte and the Hon'ble Court denied the very premise of seniority-cum-eligibility required for promotion. A Miscellaneous Application was filed by the CBDT in the same Court on 29-06-2016 requesting the Court to revise the verdict. In such a scenario, the promotion order of 18 deferred cases of R.Y. 2014-15 and 200 vacancies of R.Y. 2015-16 was delayed. Finally, the CBDT sent the file for promotion to the Hon'ble FM on 19.07.2016 and approval came on 20.07.2016. The much delayed promotion order for 196 officers including the left out 18 officers of the earlier Recruitment Years was issued on 22.07.2016

Immediately after the promotion for R.Y 2015-16, the Central JCA met the Member (P & V), CBDT on 02-08-2016 and demanded that the calculation of vacancy for the R.Y. 2016-17 to be done immediately. It was due to the constant persuasion of the Central JCA, the Board had ultimately updated deficiency list of 216 officers required for the promotion of R.Y. 2016-17 and uploaded to the Departmental Website on 19-09-2016. In the meantime DOPT issued an OM on 30-09-2016 directing that no further promotion would be held considering reserved category officers in the unreserved posts. In between the Ad-VI section proposed that the CBDT should refrain from holding any DPC for promotion in the cadre of ACIT till 22-11-2016, i.e. the date for expected final outcome of the Supreme Court case based on which the DopT OM was issued. But the verdict of the Hon. Supreme Court is still awaited. In such a scenario, the JCA demanded for an official meeting with the Chairman, CBDT and the meeting was convened on 26-11-2016 wherein it was decided the Department would seek the clarification of the OM to the DoPT in regard to the regular promotion for the R.Y. 2014-15, as per the direction of the UPSC, and would send the proposal for ad-hoc promotion for the R.Y. 2016-17 to the RS for approval. The JCA, once again, demanded that the ad-hoc DPC for R.Y. 2016-17 be held immediately as per CBDT's understanding of the OM and calculation of the vacancy. The CBDT ultimately sent the proposal to the RS on 08-01-2017 for approval for ad-hoc promotion against the 214 vacancies. The proposal of 2016-17 was signed by the RS on 16-02-2017 and the Hon'ble FM cleared it on 17-02-2017.

There was stay in DM Nimje case by Hon'ble Gujarat HC on promotion. Some of the officers pertaining to the zone of promotion in R.Y.2016-17 made a move to intervene in the Nimje and Solanki cases in Gujarat High Court and requested the Hon'ble Court not to stay the promotion of all officers for a claim of a very few in regard to their seniority. The Nimje case was finally heard on 09-03-2017 in the Gujarat High Court and the order (MCA No. 1150 of 2016) was passed by the Gujarat High Court on 14-03-2017 vacating the stay in promotion. Immediately, the procedure for holding DPC for the R.Y.2016-17 was initiated by asking for fresh vigilance clearance, as the previous clearance was obtained more than 3 months before, and completing the grading after removal of deficiency in APARs. In the meantime, the Hon'ble Gujrat High Court on an another application filed in the case of Mukesh kumar Mansukhbhai Solanki vs Union of India granted 'Stay on further process of promotion for the R.Y. 2016-17 on 03-03-2017. The order was issued on the ground of non-implementation of NRP and at a juncture when the preparation of draft seniority list as per the implementation of NRP judgement was at a final stage. All these developments took place when the DPC for 2016-17 was about to take place. Though the Department and the private petitioner tried to vacate the stay in promotion, the Gujrat High Court directed to continue the interim relief granted (the stay in promotion) in its order dated 04-04-2017. The Secretariat meeting of ITGOA, CHQ decided that all efforts must be made to get the stay in promotion vacated and hold the DPC for the R.Y.- 2016-17 and decided to propose to the CBDT to ask the Court for vacating the stay in promotion even on the condition that the officers falling in R.Y. 2003-04 in the revised seniority list of Gujarat may be considered for ACIT promotion in R.Y. 2016-17.

The CHQ was in constant persuasion with the CBDT for getting the stay in promotion vacated. Accordingly, requested the Chairman, CBDT on 17-04-2017

- to convene ad hoc DPC for RY 2016-17 after seeking immediate relief from the court, by appointment of ASG / a senior counsel to establish the administrative exigencies.
- to draw panel for RY 2017-18 in a time bound manner (the due date has already lapsed).
- to file transfer petition in all the pending litigation in the matter relating to implementation of N R Parmar decision to a centralized Court like Delhi High Court / CAT, Principal Bench, Delhi.

The case in the Gujrat High Court was adjourned in the hearing dated 05-05-2017 and the next date of hearing was fixed on 28-06-2017 and subsequently, rescheduled on 05-07-2017. In the meantime, the department published the draft revised seniority list of ITOs for the RY 2000-01 to 2005-06 on 23/05/2017. The Court did not take up the case for hearing on that date and gave a short adjournment of the case on 12-07-2017 for final hearing and again adjourned to 19-07-2017 for final arguments on the basis of urgency petition moved by the counsels. The case was not heard on 19-07-2017 and was adjourned for 20-07-2017 for final arguments. The Department counsel requested time for filing a detailed affidavit. But the Hon'ble Court was very caustic on the Department for not implementing the NRP Judgment yet and was not in a mood neither to vacate the stay in promotion nor to accept any affidavit. However finally after hearing the arguments of the counsels, the Hon'ble court passed a speaking order on 20-07-2017 and the final order was deferred till 25-07-2017 giving an opportunity to the departmental counsel for filing affidavit. The Department submitted an Affidavit on 25-07-2017 to the Court and the court adjourned the hearing to 28/07/2017 for pronouncement of final judgment.

The Gujrat High Court finally pronounced their judgement and gist of the judgement is as under:-

- (i) The Court directed the Department to finalize the revised seniority list in the cadre of ITO within a period of 8 weeks from the date of pronouncement of judgement and to complete the entire process of finalization of revised seniority list in the cadre of ITO within the period of 2(two) months without fail.
- (ii) The Department is restrained from filing up of the post of ACIT on promotion on ad hoc basis on the basis of select list of pre- N.R. Parmar decision.
- (iii) It is open to the Department to grant ad hoc promotion to the post of ACIT in the meantime and till revised seniority list in the cadre of ITO is finalized, by operating the draft revised seniority list and thereby to consider the case of the respective petitioners for promotion to the post of ACIT on ad hoc basis, as was done in the case of applicant of OANo. 376 of 2015 Shri Jatashankar Meena

We are hopeful that the Board will take appropriate steps for finalization of the seniority list in the cadre of ITO within the time frame set by the Gujrat High Court and will settle the issue of seniority once for all.

3.2. Regularisation of ACITs of 2014-15 & 2015-16 batches

As we have indicated above, the proposal for regularization got delayed due to late receipt of vigilance clearance from the DGIT(Vig.). The requisite grading was completed on 03.08.2016 and the vigilance clearances received by the Board from the DGIT(Vig) on 12.09.2016. In between, the CBDT has given its approval for sending the proposal for regularization of the 2014-15 batch to the UPSC and the proposal was sent to the UPSC on 29.09.2016 in the SWS. The UPSC accepted the proposal but on 30.09.2016 the DoPT issued an O.M directing that no further promotion would be held considering reserved category officers in the unreserved posts. The UPSC sent back the proposal for regularization with a direction to obtain views of the DoPT in the matter which is still awaited. The ITGOA, CHO had written to Hon'ble Finance Minister, GOI with a request to ensure that the promotee officers of 2014-15 batch should not suffer any loss in career progression for not being regularized in time. Members from WB and Sikkim charge filed a case in the CAT, Kolkata in the last week of March, 2017 seeking direction for regularization of ad hoc promotion and protection of further career prospect to the cadre of STS. The next date of hearing was fixed on 14-08-2017. The ad hoc promotion for R.Y. 2014-15 took place on 07.04.2016 and the extension of ad hoc status will expire on 30.09.2017. The ITGOA has taken up the issue for further extension of ad hoc promotion. Both 2014-15 & 2015-16 batches are under threat as any delay would affect the career prospects of our member causing irreparable losses.

3.3 Ad-hoc promotion for the 2017-18 batch

The ITGOA met the HRD on 02-08-2017 and demanded that though a deficiency list of officers pertaining to this vacancy year had already been circulated but it was not a complete/sufficient one and so, a more comprehensive deficiency list was to be published. The HRD agreed to it and also agreed to the proposal of ITGOA that in the line of creation of email ids for removal of deficiencies (batch-wise) for the IRS officers as on 27-07-2017, email id would be created for the 2017-18 too to facilitate the removal of deficiencies in APARs. The matter was taken up with the Board for immediate calculation of vacancies. But in view of the judgement of Gujrat High Court, the issue needs to be taken up by the ITGOA afresh with the Board.

3.4 Promotion from ACIT to DCIT

The left-out officers of 2010 batch were promoted to the cadre of DCIT on 18-02-2016. The deficiencies of 2011 batch officers were uploaded on 26-02-2016. Though all the deficiencies could not be removed, the DPC for promotion was convened on 18.03.2016 and the Order was issued on 31.03.2016 after obtaining sanction of the Hon'ble F.M. The Screening Committee meeting for the left out officers of the 2011 batch was convened on 28.06.2016 and the Order was issued on 06-07-2016. The DPC for 2012 & earlier batches (left over cases) was held on 17-03-2017. As complication arose in the issue of passing of the confirmation order of the DRs of 2012 batch, the ITGOA had to intervene immediately. Finally, the Minutes of the DPC was sent

to the RS on 22-03-2017. The promotion order for 2012 batch to STS was passed on 29-03-2017. The deficiency list of left-over officers of 2011 batch was uploaded on 29-05-2017 and that of 2012 batch officers on 08-05-2017. The Chairman, CBDT in the meeting dated. 27-05-2017 assured that the DPC for the left-over officers of 2012 and earlier batches would be held within next one month. That commitment was not honoured by the CBDT. The deficient APARs of only 18 officers out of 42 left-over officers of 2012 & earlier batches could be removed till now. Currently, the dossier is lying with the DGIT(HRD) for sending the proposal to the CBDT to hold DPC.

3.5. Promotion from DCIT to JCIT

The proposal for regularization of 2003 batch was submitted to the UPSC on 07-03-2016. The UPSC raised some queries including the incomplete APARs of a few cases. Though most of the queries were replied immediately, removal of deficiencies in the APARs led to delay of more than 2 months. Finally, the complete dossiers were sent to the UPSC. The DPC for regularization of 2003 batch was convened by the UPSC on 04-08-2016 and the regularization order of 2003 batch was issued on 22-08.2016.

The deficiency list of 2004 batch for regularization was uploaded on 14-07-2016. The issue of regularization of 2004 and 2005 batch was raised in the PGRC meeting held on 23.08.2016. The proposal for regularization of the 2004 batch was finally sent to the UPSC and DPC was held on 05-01-2017. The order for regularization of 2004 batch was issued on 25.01.2017

As regards the eligibility list of 2005 batch officers, it was uploaded on 27.01.2017. The ITGOA met the Member(P&V) and requested for immediate regularization of 2005 batch officers. Again on 02.03.2017, latest deficiency of 29 officers of 2005 batch was uploaded. Further on 10.04.2017 and again on 30.05.2017 the deficiency list of 2005 batch officers was published in the Departmental Web site. The deficiency of the APAR was over and the proposal for regularization is complete and the same will be sent to the UPSC within a very short time for holding the DPC.

The order for adhoc promotion from DCIT to JCIT for the 2006/2007 batches, who were eligible for promotion as on 01.04.2016, was passed on 21.03.2016 but unfortunately 42 officers of the same batches were left out due to the reasons of withholding of vigilance clearance, below benchmark APARs and deficient APARs. The issue was immediately taken up with the CBDT and a Screening Committee meeting was again convened on 31.03.2016 and the order was issued immediately.

The deficiency list of 2008 batch officers was uploaded on 29.05.2017 and again on 10.07.2017, another list of deficiency of 20 officers of 2008 batch was uploaded. In the meantime proposal for relaxation of residency period was sent by the CBDT to the DoPT. Initially the DoPT did not agree to the proposal but subsequently allowed the 2008 batch and left over portion of 2007 batch to be promoted to the cadre of JCIT w.e.f. 01-01-2018. We are hopeful that the left over portion of 2007 batch and 2008 will be promoted to the cadre of JCIT w.e.f 01-01-2018.

3.5. NFSG

The NFSG was granted to the 2002 batch officers, w.e.f. 31-12-2015 vide order dated 05.02.2016. Unfortunately, some of the officers of this batch missed the NFSG due to deficient APARs. The deficiencies in some of these cases were removed and were granted NFSG subsequently. The updated deficiency list of 2003 batch, required for the NFSG, was uploaded on 31-08-2016. The Screening Committee Meeting for granting NFSG to the 2002 and the earlier batches was held by the CBDT on 07-09-2016. The Screening Committee Meeting for granting NFSG to the 2003 batch was held by the CBDT on 30-09-2016. The order of NFSG for the 2003 batch was issued on 14-10-2016. The officers of 2003 batch were granted NFSG w.e.f. 22-08-2016. The order of NFSG for the 2001/2002 batch left-over officers was issued on 23-11-2016. They were granted NFSG w.e.f. their date of eligibility. As the Order of regularization of the 2004 batch was issued on 25-01-2017, the ITGOA immediately pursued to the process of granting NFSG to this batch. The Screening Committee Meeting for NFSG to 2004 batch and left-over officers of earlier batches was held on 25-04-2017. The NFSG order of 2004 batch was passed on 30-05-2017. The proposal for NFSG of left out officers of 2004 and earlier batches is ready and waiting for the CBDT to declare the date for the Screening Committee Meeting and hope that the same will take place without any further delay.

3.6. NR Parmar judgement and the Seniority List in the cadre of ITO

The Advisory for uniform implementation of N R Parmar was issued by the CBDT on 29-09-2014, followed by a few corrigenda. One more corrigendum was asked by the ITGOA on 14-10-2015 which was denied by the HRD vide its letter on 29-01-2016. A Committee was formed by the 43rd BGM of ITGOA at Guwahati to supervise the speedy and uniform implementation of NRP Judgment across all the 18 regions under the Chairmanship of Com. V.M. Jayadevan. The committee has analysed the data related to Gujarat in which certain discrepancies regarding bifurcation of vacancies in the RY 2000-01 and 2001-02 were noticed. It was also noticed that the Gujarat Unit has followed Clause 2.4.4 of OM dated 3.7.1986 for certain years.

On verification, it appeared that many units have not considered the abolition of posts in some years and diversion of quotas from DR to PR and vice versa as per Board's orders on various dates etc. There were also disputes about the bifurcation of CRC, 2001 posts for the RY 2000-01 and 2001-02. A delegation of JCA met the Member (P), CBDT on 02-08-2016 and demanded for immediate implementation of NRP Judgment across all 18 regions of Tax-India and finalization of all India Seniority list of ITOs. Member(P) agreed to it and stated that a Task Force, comprising of members of HRD wing of CBDT and the Ad-VI Section, would be formed immediately to prepare the revised all India Seniority list of ITOs.

As regard the implementation of N R Parmar judgement in the UP(West) Region the Member (P), CBDT had informed that the opinion of DoLA was obtained and the DoLA had opined that the NRP Judgment was to be implemented in UP(W) region. A delegation of JCA also requested the Member (P), CBDT on 02-08-2016 to write DO to the Pr. CCsIT of the WB and B & J regions asking them to complete the implementation of NRP Judgment within a fixed time-frame. The Task Force was created on 31-08-2016 with JS(Admin.) as the Chairperson of it. The Task Force immediately issued a letter to all Pr.CCsIT asking for the detail of Court cases in all regions. The JCA met the Member (P) on 26-09-2016 and demanded that the work of the Task Force was to be expedited.

The Task Force did not take up the issue of completion of all India Seniority List of ITOs as per the implementation of NRP Judgment and did nothing except asking for the detail of Court cases from all regions. The issue was again raised in the meeting with CBDT dated 26-11-2016 and it was decided that the JS(Admin) would publish the revised all India Seniority List of ITOs soon. The Central JCA had a meeting with the DIT(HRD) in this matter on 31-01-2017 and the HRD wing had asked for the hard and soft coy of regional Seniority List of ITOs of all regions on the same day. The Pr.CCIT charges were asked to submit report by 08-02-2017 and 15 regions barring the Mumbai, UP(E) and TN & P regions have submitted the same till then. The committee had a sitting on 06-02-2017, in which the data relating to Inspector's seniority was analysed and the following report was submitted. It was pointed out that the analysis had been done only from the Exam Year 1991 where the HRD had suggested the correct RY in respect of the DRs.

S.No.	NAME OF THE UNIT	Remarks on Inspectors Seniority List
1	ANDHRA PRADESH	Inspectors Lists is available up to RY 2011-12. Advisory is seen followed correctly
2	KARNATAKA & GOA	Inspectors Lists is available upto RY 2013-14. Advisory is seen followed correctly
3	GUJARAT	Detailed submission already made to CHQ on 2.4.4 on ITI list and bi-furcating of vacancies for the RY 2000-01 and 01-02 in respect of ITOs list. Now the revised list of ITOs sent which is yet to be analysed.
4	KERALA	Inspectors Lists is available upto RY 2013-14. Advisory is seen followed correctly
5	TAMILNADU	Year of Exam of DR ITIs not available and hence, analysis could not be done
6	MP & CG	Revised list of ITIs with Exam Year is not available. Hence, analysis could not be done
7	MUMBAI	Inspectors Lists is available upto RY 2011-12. Advisory is seen followed correctly
8	NER	Inspectors Lists is available up to RY 2012-13. Advisory is seen followed correctly
9	ORISSA	Year of Exam of DR ITIs not available and hence, analysis could not be done
10	PUNE	ITI s list is available from RY 2000-01 to RY 2014-15. Exam Year is not available. Analysis could not be done.
11	RAJASTHAN	Year of Exam of DR ITIs not available and hence, analysis could not be done

12	WEST BENGAL	Year of Exam of ITIs after 1999 is not available. Up to this period advisory is seen followed correctly.
13	NAGPUR	Inspectors Lists is available up to RY 2012-13. Advisory is seen followed correctly
14	DELHI	Only data supplied is ITI s list from 2001 onwards in which there is no mention of year of exam of DRs. No analysis could be done.
15	NWR	Inspectors Lists is available upto RY 2012-13. Advisory is seen followed correctly
16	BIHAR	List not yet submitted
17	UP EAST	Inspectors list not available. No analysis could be done
18	UP WEST	List submitted after the meeting. Analysis is yet to be done as the file could not be opened.

In the meantime, the CBDT had given affidavit to the Hon'ble High Court, Gujarat, in the Nimje case (contempt petition) that the finalization of all India seniority list of ITOs would be done within next 6 (six) months and the Court accepted that vide its order dated 14.03.2017. The committee informed that the data regarding inspectors seniority list is not yet received from Bihar & Jharkhand and Orissa regions. The Jayadevan Committee had prepared a draft seniority list of its own, along with some mistakes in various regions including Gujarat. The ITGOA had a meeting with the Member (P) on 25-04-2017. Even after repeated efforts by the CHQ and after a series of meetings with the Chairman & Member (P & V), CBDT, the said objections as found out by the Jayadevan Committee and submitted by the ITGOA on 07-04-2017, the letters asking clarifications could not be sent from the CBDT to the respective Pr.CCsIT including Gujarat.

A draft all India inter-se seniority list of ITOs after implementation of the Judgment of Hon'ble SC in N.R.Parmar case from the R.Y. 2000-01 to 2005-06 has been prepared by the CBDT on the basis of inputs received from all Pr.CCIT charges and the same was uploaded in Departmental website on 23-05-2017. The issue was made one of the subject matter in the agenda item of the meeting of Central JCA with the Chairman, CBDT on 27-05-2017. The JCA demanded for rectification of regional seniority lists prepared after implementation of NRP Judgment as per the deficiencies detected and pointed out by the ITGOA and the CBDT agreed to it.. The Jayadevan Committee prepared a draft objection, on behalf of the ITGOA, on the draft all India inter-se seniority list of ITOs which was submitted to the CBDT on 14-06-2017. Finally, the CBDT forwarded the letter of CHQ to all 18 Pr CCITs calling for their explanation and comments. With regard to TN&P Region, the moment we received the information as to the defects as reported in the chart above , we contacted the administration and gathered the required details and forwarded to CHQ for necessary actions by HRD , New Delhi. We palace on record our sincere thanks to Comrades S Sriram and M Raja who accompanied Com S Chandramouli Joint Secretary (CHQ) to Delhi in connection

with NRP related works and also to Comrades P Parmasivam, S Krishnamurthy and Shoba Kanagaraj who extended their help to administration as well as our association in completion of seniority of ITOs.

3.7. Issues relating to AO

The issues relating to the cadre of A.O are as under:-

- i) Finalisation of Recruitment Rule
- ii) Change of nomenclature
- iii) Court cases for upgradation of pay
- iv) Promotion to the cadre of Pr. A.O

As regard the Recruitment Rule of different grades of A.O, the status is as under:

CADRES	PAY BAND & GRADE PAY	QUALIFYING SERVICE PROPOSED BY CBDT (Column No. 11 as per Schedule of RR)	QUALIFYING SERVICE suggested by the Committee No.6 of CBDT of CRC	QUALIFYING SERVICE As per Existing RRs	QUALIFYING SERVICE Proposal of the JCA
Admn. Officer Grade III	9300- 34800 GP Rs.4600/-	Executive Assistant in the pay scale of Rs.9300- 34800 with GP Rs.4200 with FIVE years regular service in the Grade	Executive Assistant in the pay scale of Rs.9300- 34800 with GP Rs.4200 with THREE years regular service in the Grade	Executive Assistant in the pay scale of Rs.9300- 34800 with GP Rs.4200 with THREE years regular service in the Grade	Executive Assistant in the pay scale of Rs.9300- 34800 with GP Rs.4200 with THREE years regular service in the Grade

As regard the change of nomenclature, it was observed that the increased pay for the cadre could not be clinched due to classification as common category. The issue was discussed in various Managing Committee Meetings. In the Managing Committee Meeting held at Pune, it was decided to propose for change of nomenclature of the A.O as under:-

- 1. Administrative Officer, Grade-III Assistant Executive Officer
- 2. Administrative Officer, Grade-II Executive Officer
- 3. Principal Administrative Officer Principal Executive Officer

It was also decided in the Managing Committee Meeting that while proposing the change of nomenclature some additional duties will be assigned to justify the change of nomenclature.

With regard to pay parity, a court case was filed before the Principal Bench of CAT for upgradation of pay of officers of AO and PS. The Order of the Principal Bench of CAT, New Delhi for up-gradation of Grade Pay was pronounced on 31.03.2016. Unfortunately the verdict of the said Court has gone against the interest of the AO and PS of the Department. The matter was immediately discussed with the members who were handling the said Court case and again in the Secretariat Meeting of the ITGOA, CHQ on 02.06.2016 and it was decided to obtain a second legal opinion whether an appeal should be filed in the Upper Court or not. The second opinion obtained was positive. Though the draft was prepared, the case was not filed till date. The issue was discussed in the Managing Committee Meeting held at Pune and the members who are associated with the case were requested to file the case immediately. Further, the cadre strength of Principal A.O was increased from 5 to 21 in the last cadre restructuring. The ITGOA requested the CBDT on 26-11-2015 to fill up the 21 posts including creation of 16 new posts in the CRC, 2013 and also to prepare All India Seniority list in the cadre of A.O Grade-II for this purpose. The matter was again discussed in the QRM dated 17-03-2016 and it was decided to take steps for preparing the all India seniority list of A.O. Grade-II and promote the eligible officers, at least on adhoc basis to the post of Pr. A.O till the finalization of RR. In the PGRC Meeting dated 23-08-2016, the JCA demanded for preparation of the all India seniority list of AO, Gr.-II to facilitate the promotion in the cadre of the Pr.AO as soon as possible. Accordingly, a letter was issued from the Board on 02-09-2016. The proforma for AO, Gr.-II seniority to be sent to the CBDT was again circulated on 05-10-2016. The draft all India Seniority List of AO, Gr.-II cadre was uploaded in the irsofficersonline on 21-12-2016 asking for any objection/representation to be filed on or before 30-12-2016. Though the draft all India Seniority List was uploaded on 21-12-2016, the objections of all regions reached the Board only on 03-02-2017 only. Moreover 2(Two) regions mentioned that the seniority list of their charge were prepared after implementation of the NRP Judgment and rest of the regions didn't mention any such thing. The Board again issued a letter on 13-02-2017 to all Pr.CCsIT requesting them to send the required seniority list after implementation of NRP Judgment in that particular region, if not already done. The regions were asked to send the final list by 03-04-2017. The same is yet to be complied as the some Regions are yet to send their seniority list to the Board. In this context, it may be mentioned that as per the draft Recruitment Rule circulated by the Board as well as the Model Recruitment Rule of the DoPT, only 2(two) AO, Gr.-II officers across the country would fulfill the criteria of having the required mandatory residency period in the feeder cadre to be considered for promotion to the post of Pr.AO while the number of vacant posts are 21(twenty one) and so it was demanded that the promotion on purely ad-hoc basis could be given to these eligible officers even before finalization of the all India seniority list of the AO, Gr.-II cadre. The CBDT agreed to the proposal of ITGOA and it was decided in the meeting of Chairman, CBDT on 27-05-2017 that ad-hoc promotions to these eligible officers would be given as early as possible. Accordingly, the letters regarding collection of APARs and Vig. Clearances of the eligible officers were issued by the Ad-VI section on 05-06-2017 to the respective Pr.CCIT charges. The complete APARs and Vig. Clearances of the eligible officers reached CBDT on 30-06-2017. Our Comrade J Kirubakaran in his capacity as Asst Secretary CHQ has been pursuing the matter right from the beginning and the tireless efforts ultimately yielded results and Com Pramod Goel of Rajasthan Unit has got his promotion as Principal A.O. We place on record our sincere thanks to Com J Kirubakarn , Com Ajoy Goyal and Com Bhaskar Bhattacharya for the historical achievement. Com J Kirubakaran had been consistent in his efforts and raised the issues of AOs in all India BGMs, MC and Secretariat meetings and discharged the duties cast on him. Our beloved Comrade J Kirubakaran will retire in March 2018 whereas his contributions will be remembered by our members for ever. It has to be mentioned here that our Unit was one among the Units that insisted for creation all India posts to represent the matters related to AO and PS. Considering the involvement of AOs and PSs belonging to our Unit, the CHQ and other State Units ensured the selection of Comrade J Kirubakaran as Assistant Secretary(AO) and as narrated everything goes well in the career history of Administrative Officers.

3.8. Issues relating to PS

3.8.1. Pay Parity with CSSS:

The pay parity of Stenographers/PS of field office and Stenographers/PS of CSSS was disturbed by an OM of DoPT in No. 20/29/2006-CS.II dated 25/09/2006. This OM upgraded the pay scale of PAs of CSSS but omitted to upgrade the pay scale of Stenographer Grade-I, an equivalent post in field office. This has resulted in anomaly in the pay scales of PS/SPS of CSSS and field office. This disparity is all the more glaring because of the fact that PAs of CSSS and Stenographers of field office are recruited through the same examination conducted by Staff Selection Commission based on the same eligibility criteria. Further, these two cadres have same roles and responsibilities as mentioned in the SOP. The request for restoration of pay parity is reinforced by the decisions of the Hon'ble Supreme Court, in the case of UOI Vs Dhananjay Singh ordering the pay parity between CSOL and OL of field offices on the basis of similar 'functional requirements' and Hon'ble Delhi High Court in the case of D.G.O.F. Employees Association , wherein the importance of maintenance of pay parity between CSSS and filed offices based on the principle of 'equal work for equal pay' was emphasized.

3.8.2. Commensurate posts

In the Cadre restructuring of 2013 two new tiers of scales/grades were introduced in Indian Revenue Service (Income Tax) and in the report of the "Committee on Cadre Review of IRS & Restructuring of the IT Department" recommended commensurate tiers of scales/grades for Officers of common categories in Administrative Officer and Private Secretary, who cater the higher officers of Indian Revenue Service, were also proposed as:

Proposed IRS Cadre	Proposed Commensurate PS Cadre (number of posts proposed)	Proposed Commensurate AO Cadre (number of posts proposed)
Principal Chief Commissioner of Income Tax	Senior PPS(43)	Principal AO(43)
Chief Commissioner of Income Tax	PPS(73)	Senior AO (73)

Principal Commissioner of Income Tax	Senior PS(333)	AO Grade-II(333)
Commissioner of Income Tax	PS(602)	AO Grade-III(935)

Though the demand of introduction of additional two tiers and upgradation in existing tiers in IRS cadre could be achieved in CRC-2013, the proposal for commensurate upgradation in AO/PS cadres didn't materialize. The ITGOA demanded, vide its letter dated 10-02-2015, to upgrade existing posts in AO & PS cadres in Income Tax Department to higher grades. The number of posts in the upgraded cadres was proposed in commensurate with the upgradation in IRS Cadre as below:

SI.No.	IRS Cadre	A.O. Cadre to cater & the replacement scale demanded	P.S. Cadre to cater & the replacement scale demanded
1	Principal Chief Commissioner of Income Tax	Principal A.O. PB-3, GP-6600/-*	Senior PPS PB-3, GP-6600/-*
2	Chief Commissioner of Income Tax	Senior A.O./A.O. Grade-I PB-3, GP-5400/-*	PPS PB-3, GP-5400/-*
3	Principal Commissioner of Income Tax	A.O. Grade-II PB-3, GP-4800/-*	Senior P.S. PB-3, GP-4800/-*
4	Commissioner of Income Tax	A.O. Grade-III PB-2, GP-4600/-*	P.S. PB-2, GP-4600/-*

The Board in its meeting with the ITGOA dated 12-10-2015 informed that the DoPT/DoE rejected the proposal for the commensurate posts in these cadres as submitted by the CBDT in the CRC proposal and some new rationale had to be made in favour of this demand to get it through from DoPT/DoE. The Board requested ITGOA to send some more inputs in regard to the said proposal so that a comprehensive proposal can be sent to the DoPT by the CBDT. We would like to urge upon the ITGOA, CHQ to take up the issue seriously so as to ensure justice to the cadre of P.S. Our Comrades, R. Chitra and T.M. Hemalatha presented the above issues, alongwith other issues relating to provision of laptop, data card, infrastructure facilities like separate room for secretaries, etc., in the MCM at Lucknow and they ensured highest body of ITGOA to hear and deliberate the issues for nearly three hours. In the MCM Pune, materials prepared by team of office bearers representing PS cadre were presented with the help of Com. Sanjeev Babbar, Assistant Secretary (PS). We place on record our sincere thanks to Comrades G. Gunavathy, Asst. Secretary, A.L. Venkataraman, R. Chitra and T.M. Hemalatha for their efforts towards settling the genuine grievances of the PS cadre.

3.9. Notional Effect from 01.01.1996

The pay scale of Income Tax Officers and Inspectors of Income Tax was upgraded from 21.04.2004 and parity was restored with other Central Government employees especially with the CBI. The said parity was restored only from 21.04.2004 and not from 01.01.1996 as

was done in the case of CBI. Against this injustice an appeal was filed by the ITGOA, Mumbai Unit before the Hon'ble CAT, Mumbai. The CAT, Mumbai had pronounced judgment on 17.01.2012 by allowing the prayer of ITGOA for notional fixation w.e.f. 01.01.1996. The Hon'ble CAT, Mumbai also allowed the members of the ITGOA of their entitlement for arrears w.e.f 01.01.1996 and directed the respondent i.e. Central Board of Direct Taxes to implement the judgment within a period of eight months. However, the Central Board of Direct Taxes instead of implementing the verdict of Hon'ble CAT Mumbai, preferred a Writ Petition before the Hon'ble High Court of Bombay. A counter affidavit was filed by the ITGOA. Since then the case did not come for hearing in the court. The ITGOA, CHQ had requested number of time to the Board for appointment of ASG in this case. The Board though assured to do so but did not appoint ASG to represent the case. The issue was discussed in the last Managing Committee Meeting of the ITGOA, CHQ held at Pune and it was decided that the ITGOA, Mumbai Unit would file an urgency petition before the court for early hearing and also explore the possibility for filing contempt petition in the CAT for non-implementation of the judgement as the time frame set by the CAT, Mumbai Bench was 8(eight) months which expired long back.

3.10. Examination of newly promoted ITO:

The JDIT (Exam) has conveyed vide instruction dated 13-06-2016 to the Pr.DGIT, (Training), Nagpur, to direct the Regional Training Institutes to organise examinations at the end of the training of newly promoted ITOs. It is further directed that failure to clear the said examination would lead to stopping of Increments till the same was cleared. The JCA lodged its protest, vide letter dated 23-06-2016 to the Chairman, CBDT, and demanded withdrawal of the instruction. The CBDT has primarily stated that the instruction was issued at the instance of the Revenue Secretary. The DGIT(Admin), CBDT has called upon the representatives of JCA to discuss the issue on 12.07.2016 and informed that the CBDT had rejected the objection raised by the JCA in this regard. The ITGOA vide Circular No. 04 dated 03-08-2016 requested the members not to appear in the examination conducted at the end of the orientation course of newly promoted ITOs so long the increment issue was not delinked. The issue was made one of the agenda-items in the PGRC Meeting dated 23-08-2016. The representative of JCA demanded that the instruction for withholding increment for the newly promoted ITOs needs to be withdrawn. In order to increase the efficiency, incentive increment may be introduced to those who gets higher percentage of marks in the examination instead of stopping the same. The Member (P & V) had assured to consider the issue on the basis of submission made by the JCA. The Member (P & V) further stated that the July, 2016 letter regarding withholding of increment would be examined and clarification would be issued. The JCA was also asked to submit its proposal of the measures to be taken for enhancing the efficiency of the officers/officials. Accordingly, the Central JCA submitted the proposal to the Member (P & V) on 19-19-2016. Finally, the CBDT issued instruction on 01-02-2017 directing the RTIs to keep the exams in abeyance till further communication. Further Instruction delinking the increment from passing the examination after the completion of the training program for the newly promoted ITOs had been issued on 28-02-2017. The said Instruction also mentioned that no newly promoted ITO would be given executive posting involving assessment duties if the exam. was not cleared. The said Instruction barring executive posting involving assessment duties on the ground of non-passing of the examination caused wide-spread resentment amongst the members. The issue was one of the subject matters in the agenda item of the meeting of Central JCA with the Chairman, CBDT on 27-05-2017. The JCA demanded for withdrawal of the Instruction immediately. In the meantime, some of our members approached the CAT, Chandigarh, Allahabad and Mumbai and Kolkata separately, to get rid of the impugned Instruction and all the CATs stayed the said instruction. This fact was brought to the notice of the CBDT and requested to withdraw the Instruction to avoid more litigations to follow. The Member (P & V), CBDT assured on 20-06-2017 that the DIT (Exam.) had been instructed to put up the file in this regard. In the wake of various Court orders staying the impugned Instruction dated 28-02-2017, the Central JCA has given call to its members all over the Country, who are/ will be participating in the Orientation Course for the newly promoted ITOs, not to appear in the said examinations at the end of the Course through its circular dated 24-07-2017. The same was intimated to the CBDT on 26-07-2017. We are hopeful that good sense will prevail upon the Board in view of various court decision as well as the submission made by the JCA and will take necessary decision to withdraw instruction dated 28.02.2017 regarding executive and non-executive posting.

3.11. Recruitment Rules for ITO and Pr.AO

A Committee was formed by the CBDT, under the Chairmanship of the DGIT (HRD), to finalise the Recruitment Rules for all Gr.A(Ministerial), Gr.B & Gr.C cadres including the ITO and Pr.AO cadres. Com. Amitava Dey, Vice-President, ITGOA was nominated by the CHQ for the said Committee. The Committee convened meetings for a number of times and submitted a draft RR for both the cadres to DoPT. Later DoPT's objections were replied with and the Draft Recruitment Rules for ITO and Pr.AO were uploaded in the Departmental website on 08-08-2016. The ITGOA circulated the draft immediately to all Units for comments/objections. Some discrepancies/anomalies were observed in the draft and amendments were suggested by the CHQ in the RRs of both the ITO and Pr.AO on 13-01-2017. The CBDT accepted the suggestions of ITGOA and sent the proposed amendments to the DoPT, which is still pending.

3.12. Laptop and Data Card to the A.O., P.S., Sr. P.S. and newly promoted ITOs:

This is a long pending demand of the ITGOA for providing Laptop and Data Card to the A.O, P.S & Sr. P.S. Initially the Board informed the representatives of the ITGOA that the Laptop and the Data Card were granted only to the Assessing Officers and there was no functional requirement to provide the same to the A,O, P.S and Sr. P.S. But due to our constant persuasion the Board informed in the QRM dated 17.03.2016 that the new Laptops had been sanctioned for all Gr. A and B officers including AOs and PSs. But even after obtaining in principle sanctions from the Hon'ble Finance Minister, Govt. of India, and also the allotment of the fund required to purchase it, the DoE has raised another objection in the month of August, 2016. The issue was taken up in the PGRC meeting dated 23-08-2016 and it was decided that the CBDT would closely follow up the matter and in case of further delay of more than a month in the hands of DoE, the issue would be taken up with the Revenue Secretary immediately. In the meantime, a development has taken place i.e the DoE has asked the Board to bifurcate the proposal. The CHQ met the Member (P) on 28-02-2017 and discussed the issue of Laptop and apprised that the DoE had asked the Department to make separate

proposal for the AO & PS cadres, especially for those who were in the GP of 4600/-. The ITGOA requested the Member (P & V) to talk to the DGIT (System) and DGIT (Infra), as both of these officers were handling the issue of Laptop, and to take a consolidated view. The separate proposal for laptops to the officers of AO/PS cadres, of Gr. Pay 4600/-, was prepared by the DGIT (Infra) in the month of July, 2017 and sent to DoE through Secretary (Revenue). We hope that the ITGOA, CHQ will pursue the matter with all seriousness so that Laptop and Data Card are provided to all the members of the ITGOA.

3.13. Mutual Transfer/Inter charge Transfer of ITOs

It is a fact that there is no guideline for inter charge transfer of ITOs. The issue was taken up with the Board for issuing guidelines for inter charge transfer of ITOs so as to enable our members, in the deserving cases, to get their transfer to their home state. On the basis of the demand of the ITGOA, the Board has formulated guideline for processing the inter charge requests. The broad guidelines formulated by the Board are as under:-

- (i) Officials whose transferors or siblings are dependent upon them and who have no other source of income but the officials have been posted outside his or her home state.
- (ii) Unmarried lady officials outside their home state/CCA Region.
- (iii) Officials whose spouses are employed in the Government in a State/CCA Region other than the State/CCA Region to which the official has been posted.
- (iv) Officials recruited into the Government in the physically handicapped quota, but have been posted to a place other than State/CCA Region of his/her domicile/residence.
- (v) Officials whose spouse or children are differently able as defined in the DoPT O.M dated 06.06.2014 and as updated from time to time. This category of officials may be considered for Inter Charge transfer.
- (vi) On the ground of marriage.
- (vii) Mutual Transfer: The situation where an ITO from CCA region, say 'A' seeks transfer to CCA region, say 'B' and vice versa, an ITO from CCA region 'B' seeks transfer to CCA region 'A'.

The said guidelines were made available to the ITGOA for comments. The ITOGOA, CHQ accordingly submitted its views with the suggestion of some changes in the procedure to be adopted for considering such transfer. The suggestions put forward by the ITGOA, CHQ was accepted by the Member (P & V) but yet to issue any instruction in this regard. The ITGOA, CHQ has taken up the issue with the Board demanding immediate issuance of instruction so that the deserving cases may get the inter charge transfer to their choice of places.

3.14. Annual General Transfer

The committee for amendment for T & P Guidelines for Group-A officers, 2010 was constituted by the CBDT on 13.08.2015. The ITGOA, CHQ has nominated Com Aravind Trivedi, Addl. Secretary General as its representative to the Committee. The ITGOA, CHQ had

submitted its suggestion on the proposed amendment to T & P guidelines. Though series of meetings were held, the last of which was held on 16.04.2016, finality is yet to be reached. The Committee had circulated a draft proposal for amendment to the T & P Guidelines and the ITGOA had also submitted its observation/objection. The Board is yet to finalise the amendment to Transfer & Posting Guidelines for Group-A officers. In the AGT for Group-A officers for the year 2016 and 2017 all the officers of this Region who have completed two years term got their transfer to the respective charges. With our effective representation in the CHQ, our Unit ensured all the officers belonging to our charge be brought back to home State on completion of two years, including the comrades posted to Odissa.

3.15. VII CPC Recommendation

The 7th CPC had submitted its recommendations to the Government of India on 19.11.2015. The gist of the recommendations is as under:-

1. Effect of pay commission report would be from 01.01.2016 and not from 01.01.2014 as demanded by the staff side. There are 18 Levels of pay. The Level would henceforth be the Status determiner.

OLD PAY S	TRUCTURE	RE PROPOSED NEW PAY STRUCTURE		
PAY BAND	GRADE PAY	LEVEL	PAY SCALE	ENTRY PAY
	1800	1	18000-56900	18000
PB-1-	1900	2	19900-63200	19900
Rs.5200-	2000	3	21700-69100	21700
20200	2400	4	25500-81100	25500
	2800	5	29200-92300	29200
	4200	6	35400-112400	35400
PB-1-	4600	7	44900-142400	44900
Rs.5200- 20200	4800	8	47600-151100	47600
	5400	9	53100-167800	53100
PB-3-	5400	10	56100-177500	56100
Rs.15600-	6600	11	67700-208700	67700
39100	7600	12	78800-209200	78800
PB-4-	8700	13	118500-214100	118500
Rs. 37400- 67000	10000	14	131100-216600	131100
67000- 79000	HAG	15	144200-218200	144200

75500- 80000	HAG+	16	205400-224400	205400
80000	Apex	17	225000	225000
90000	Cabinet Secretary, Defence Chiefs	18	250000	250000

- This fitment factor of 2.57 was proposed to be applied uniformly for all employees as against the demand of staff side of 3.70 multiplying factor. It includes the current DA of 125% as on 1-1-2016. The fitment benefit was 32% on pay in the pay band and grade pay.
- 3 The Minimum Pay would be Rs.18000/- as against the demand of Rs.26000/- calculated as per Dr. Aykroyd Formula of 15th Indian Labour Conference.
- The fitment in the new pay matrix was proposed by multiplying the basic pay on the date of implementation by a factor of 2.57. The figure so arrived at was to be located in the new pay matrix, in the level that corresponds to the employee's grade pay on the date of implementation. If the identical figure was not available in the given level, the next higher figure closest to it would be the new pay of the concerned employee.
- 5. The rate of annual increment was retained at 3 percent as against the demand of 5%.
- 6. On promotion, 3% increment will be added to the existing pay and it will be fixed in the same stage if it is available in the promoted cadre(Level) pay matrix or else next stage closure to the figure. The demand of the staff side was for two increments at the time of promotion was rejected.
- 7. Modified Assured Career Progression (MACP) There was no change in the existing scheme except (1) Bench mark for MACP is 'Very good which was changed from existing 'Good' and (2) introduction of more stringent criteria such as clearing of departmental examinations or mandatory training before grant of MACP.
- 8. Withholding Annual Increments of Non-performers after 20 Years Withholding of annual increments in the case of those employees who are not able to meet the benchmark either for MACP or a regular promotion within the first 20 years of their service is proposed.
- 9. Maximum pay increase is 14.29% as against our demand of minimum of 40% increase for all employees.
- 10. DA Formula: No Change.
- 11. Casual Leave: No Increase.
- 12. Leave encashment at time of retirement: No increase. Maximum 300 days only.
- 13. Medical: Medical Insurance Scheme for serving and retired employees recommended.
- 14. Periodical review of Wages recommended. No pay Commission required.

- 15. Compulsory retirement and efficiency Bar reintroduced.
- 16. Promotee and direct recruits entry level pay anomaly is removed.
- 17. Cadre review to be completed in a time bound manner.
- 18. There is no opinion about the apex level grievance machinery to Gazetted Officers.
- 19. Allowances The Commission has recommended abolishing 52 allowances altogether.
- 20. House Rent Allowance (HRA) is reduced by 20% and the revised HRA is as follows X city 24%

Y city 16%

Z city 8%

21. Daily allowances & Travelling Allowance

Level	staying accommodation Ceiling for Reimbursement	travelling charges Ceiling for Reimbursement	Food bills lump sum payable	Travelling Allowance
14 and Above	7500	AC Taxi charges up to 50 km	1200	Business/Club class by air or AC-I by train
12 and 13	4500	Non-AC Taxi charge up to 50 km	s 1000	Economy class by air or AC-I by train
9 to 11	2250	Rs. 338 per day	900	Economy class by air or AC-II by train
6 to 8	750	Rs. 225 per day	800	AC-II by train
5 and below	450	Rs. 113 per day	500	First Class/ACIII/ AC Chair car by train

22. Transport Allowance: No Hike only 125% merger

Pay Level	Higher TPTA Cities	Other Places
9 and above	7200+DA	3600+DA
3 to 8	3600+DA	1800+DA
1 and 2	1350+DA	900+DA

23. Children Education Allowance (CEA)

CEA 2250/PM

Hostel Subsidy 6750/PM

- 24. Child Care Leave (CCL) a) CCL should be granted at 100 percent of the salary for the first 365 days, but at 80 percent of the salary for the next 365 days. (Salary reduced by 20%). b) extension of CCL to single male
- 25. New pension Scheme will continue
- 26. Pensioners Parity long standing demand of the pensioners accepted: Commission recommends a revised Pension Formulation for Civil employees and Defence Personnel who have retired before 01.01.2016. (expected date of implementation of seventh CPC recommendations). This formulation will bring about complete parity of past pensioners with current retirees
- Pensioners minimum pension Rs. 9000/ (50% of the minimum pay recommended by the 7th CPC)
- 28. Pensioners Fixed Medical Allowance (FMA) no change (RS. 500/-)
- 29. Gratuity: Ceiling of gratuity is proposed for increase from the existing Rs.10 lakh to Rs.20 lakh from 01.01.2016. The Commission further recommends, as has been done in the case of allowances that are partially indexed to Dearness Allowance, the ceiling on gratuity may increase by 25% whenever DA rises by 50 percent

In our own front we have demanded for parity of pay of Income Tax Officer with the A.O of the Indian Audit & Accounts on the ground of importance and complexities involved in discharging our duties but the same was also rejected by the 7th CPC.

Immediately after the submission of the recommendation, the National Joint Council of Action(NJCA), met on 20th November, 2015 and decided to observe "Black Day" i.e. 27th November, 2015 against the retrograde recommendations of the VII CPC, such as (i) Against the demand of the Staff Side, National Council(JCM) for Minimum Wage Rs.26,000, the VII CPC has recommended Rs.18,000, thereby widening the gap between Minimum and Maximum Wage as 1:13.8 while our demand was to keep this ratio not more 1:8, (ii) The present rate of HRA, i.e. 30%, 20% and 10% has been reduced to 24%, 16% and 8% respectively, (iii) The number of interest-free advance, like Festival Advance, etc. have been recommended to be abolished, (iv) Instead of removing the existing anomalies in the MACPS, the Pay Commission has introduced examination for granting MACP benefit, (v) The Pay Commission has also refused to make any recommendation against the NPS, (vi) In case of Child Care Leave for women employees, leave wage shall be reduced to 80% for second spell of 365 days CCL.

It was in this background that the National JCA met on 3rd June, 2016 and decided to serve the strike notice on 9th June, 2016 to commence the indefinite strike action from 11th July, 2016. But on 29th June, 2016, the Government of India accepted the recommendation of 7th CPC without any improvement of minimum wages and multiplying factor. Notification of Cabinet Decision and CCS (RP) Rules, 2016 were issued on 25-07-2016. It was due to the proposed strike action that the Government of India constituted a High Power Committee to look into the various allowances recommended by the 7th CPC. The JCM(Staff side) had given

a letter to the FM, GOI, on 26-07-2016 requesting him to set up the proposed High-level Committee to "Review Minimum Wage and Fitment Multiplication Factor" as was promised by the Govt. in the meeting dated 30-06-2016 with the leaders of NJCA.

The Government of India after much delay accepted the recommendation of the High Power Committee on 29.06.2017 with few cosmetic changes in the recommendation of the 7th CPC. The date of effect of revised allowances were allowed from 01.07.2017 which created a lot of resentment amongst the rank and file as the basic pay was revised w.e.f. 01.01.2016. Discontent/frustration of the entire Central Govt. fraternity in relation to the 7th CPC Report and the apathy shown by the Govt. in considering the just demands placed by the Associations/Federations/Common Platforms of Unions were expressed in the form of Lunch Hour Demonstration/Parliament March/Strike Action all over India during this period. The ITGOA, as an integral part of the working class movement of the Country and an inseparable entity of the Gazetted officers/Ministerial Staff Organisation in Income Tax Department and other Departments, took active participation in all these programs of Agitation. It is to be mentioned with pride that ITGOA is one and only Gazetted Officers' organization, which participated with all its members in the Nation-wide Strike Actions on 02-09-2016 and 16-03-2017 amongst all Gazetted Officers Organizations, fighting shoulderto-shoulder with all non-Gazetted Organisations all over India. The participation in our Region was cent percent. We hope that struggle against the retrograde recommendations as well as indifferent attitude of the Government towards the officers and employees will continue till it is reversed. We are also hopeful that our members will join hands with other fraternal organization in this hour of crisis and struggle.

3. Local Issues

During the tenure under report, it was the endeavour of this committee to highlight and project the problems of the members before the local authorities as and when the situation demanded. The problems were persuaded before the authorities again and again, till they were resolved. But certain issues remain unresolved, we take this opportunity to highlight the action taken on the major local issues.

4.1. Annual General Transfer.

In the Annual General Transfers in the cadre of ITOs, the Administration took a considerate view of the Association's suggestions that enabled minimum inconvenience to our members. Members may be aware that many regular and adhoc promotions were made consequent to the adhoc promotions as ACITs for the RY 14-15 & 15-16 and it was ensured that dislocation was kept to the minimum. We could persuade and get relief to our members to the maximum possible.

4.2. Infrastructure.

The office cannot function if proper infrastructure is not made available. It was the endeavor of the committee to pursue with the administration for providing necessary infrastructure in all existing as well as newly created offices in the region. The scarcity of sitting space, office rooms for the officers has come to our notice with creation of new offices, particularly after Cadre Restructuring 2013. During the period under report, the JCA

coordinated with the Administration in choosing BSNL building for office expansion as a party signing the proposals forwarded to the Board and also vacating Kannammai building. We request our members posted outside Chennai to work for our own office premises and quarters. Recently comrades at Nagerkoil, Pollachi and Erode were successful towards achieving this goal. We place our appreciation to all the comrades behind such endeavours/success.

4.3 Shortage of staff: The shortage of officers at the level of ACsIT / DCsIT and Addl./JCsIT has been worse in our Region due to non filling of posts in these cadres. Situation is slightly better in the Group-B cadre. However, the situation is worst in the lower cadre in our charge. During our visit to various stations in our Region, it was highlighted by the members about the problem of staff shortage. The State JCA raised this issue at the time of visit of Chairman CBDT in Feb. 2017 and requested for immediate intervention by the Board. The Board has allocated good numbers of posts in the cadres of TA and ITI. We hope we may get the new recruits soon.

4.3. ITBA related problems:

ITBA has certain functional problems. We request the BGM to deliberate on problems faced by the users and possible solutions to the same so that further follow up actions can be done at Region and Board level.

4.4. Increased special pay for Officers and Staff working in Investigation wing:

The JCA met the Chairman CBDT on 28-2-2017 and highlighted the contributions of our members working in Investigation wing and problems and stress faced by them. We requested the Chairman to suggest for reward schemes consequent to the success of IDS and PMGKY and also for increased special pay to all the staff and officers posted in investigation wing. The Board has announced awards to appreciate the performance of officers and staff. Whereas, the issues as to incentives and increased special pay require further follow up actions till the benefit reaches the members toiling for department.

5. Conclusion:

You all know that our organization, at present, represents more than 10,000 members of Group-B and promottee Group-A officers. This is a monolithic organization and started its journey way back in the year 1933. The first meeting of the All India Federation of Income Tax Officers Association was held at Kanpur on 26.11.1933. The strength and unity of our organization has been well demonstrated by the fact that it has travelled more than 80 years. At present, the ITGOA is having 18 Units spread over 18 charges. Our members occupy the posts of Income Tax Officers, Principal Administrative Officer, Administrative Officer, Grade-II and III, Private Secretary, Senior Private Secretary, Assistant/Deputy Commissioner of Income Tax, Joint/Addl. Commissioner of Income Tax etc. The ITGOA is officially recognized by the Government of India. This mighty organisation is a part of both Joint Council of Action (JCA), Confederation of Central Government Gazetted Officers Organisation (CCGGOO) and Coordination Committee of Federation/Association in the Department of Revenue. As directed by the last BGM as well as in various MCM, we have taken up all steps to remain in the

forefront of all struggles whether organized under our own banner, JCA or under the banner of any other fraternal organization against the anti worker and anti-employee policies or the retrograde recommendation of the 7th CPC. We have never failed to respond positively to the CHQ to tread the path of struggle whenever our opinions were sought. With the change of attitude of the CBDT towards the organisation, time has come to resist unitedly and resolutely. The Central Board of Direct Taxes as well as some of our members are trying hard to block the career prospects of the promotee officers in the name of litigation and finalisation of seniority list in post N R Parmar era. We are aware that the task ahead is not easy to accomplish. To bring about a change in the policy and attitude, the need of the hour is to build a powerful movement in consonance with the ITEF under the banner of JCA and other fraternal organisation. It is our task and necessity to raise the level of understanding and consciousness of the rank and file of the membership. We must strive forward to our best to achieve the stupendous task ahead and to make our organization truly militant not only to resist but to bring about new ray of hope for the entire membership of the organization.. With undaunted spirit we put our heads and reiterate our common objectives as under:

- To uphold the dignity of our service
- To foster a spirit of cooperation and "spirit de corps" among our members
- · To promote and safeguard the common interest of our members
- To move for the redressal of legitimate grievances of our members concerning pay, promotion, career prospects, status, service conditions, retirement benefits etc.
- To work in coordination with similar service associations, if necessary
- To forward interest of our members without bias of caste, creed and religion

In this report, we tried to touch upon the prevailing situation of Department both in the national and local level to enable the delegates attending Biennial General Meeting to have deeper analysis of every issue concerning us. The period under report i.e. 2015-17 has been an eventful one. During this period, we had to launch major agitation programmes including one day strike action, agitation against the retrograde recommendation of the 7th CPC, daunting task given to our members in the name of IDS-2016 and post demonetisation. However, our members not only carried out all these aspects successfully but also had participated successfully in all our agitation programme. During this period we had undertaken the path of discussion, persuasion and agitation. It is because of these strategies, we were able to redress many of the grievances of our members to a great extent, if not fully.

During the period under report we tried to pursue all the grievances of our members, issues and demands with right spirit, sincerity and promptness whenever it was brought to our knowledge or as and when it has come to our notice and we did whatever needed to be done for resolution, settlement and redressal of the grievances.

I would like to place on record that the unity, militancy, consciousness of the rank and file of the ITGOA, TN&P Unit continued to be at its peak during this period. With this unity and level of consciousness, we will definitely strive forward for a better future of our members. It

is a fact that whenever an achievement made during this period, the entire credit went to the rank and file of the organization. We owe responsibilities for our failures, mistakes, lapses and unfinished tasks. We firmly believe that with the spirit of unity of the members of ITGOA, we will be able to accomplish the unfinished tasks and bravely confront the challenges that may come in future.

We would also like to place on record my revolutionary greetings and indebtedness to the Executive Committee for guiding and assisting us to serve this organization in a more resolute and transparent manner. With arrival of fresh and dynamic comrades into EC, we are sure, the ITGOA, TN&P Unit will emerge much stronger and united one.

Comrades, it may appear that we have travelled a distance but, it is also obvious that the steps taken are only little steps and we still have a long way to travel. It will not be out of place here to not only request but also strongly urge that it should be the overall commitment of each member to foster the fraternal feelings amongst themselves and also to strengthen the organization. Together lets march forward.

Inquiab Zindabad
Long Live workers unity
Long Live ITGOA
Long Live JCA

With fraternal greetings, Comradely Yours,

(E ELANGO)

General Secretary

For and on behalf of the Executive Committee.

ITGOA (TN&P)

121, Mahatma Gandhi Salai, Chennai 600 034.

(TAMILNADU & PUDUCHERRY UNIT) 121,Mahatma Gandhi Salai,

Chennai-600034

	STATI	EMENT OF AFF	AIRS AS AT 27-09-2017		
LIABILITES	Amount	Amount	ASSETS	Amount	Amount
Capital Account			FIXED ASSETS		
Capital	9,33,921.72		Camera	57,100.00	
Add/(Less):Income &			Furniture & Fittings	60,952.00	
Expenditure Balance	(1,70,519.95)	7,63,401.77	Library Books	66,219.00	
			Office Equipment	1,12,774.00	2,97,045.00
Corpus Fund		12,38,283.00			
			CURRENT ASSETS		
			Deposits		14,40,000.00
			Cash in Hand		2,267.00
			Bank Accounts		2,62,372.77
TOTAL		20,01,684.77	TOTAL		20,01,684.77

For INCOME TAX GAZETTED OFFICERS ASSOCIATION (TAMILNADU & PUDUCHERRY UNIT)

PRESIDENT/ SECRETARY

PLACE: CHENNAI DATE: 28.09.2017 TREASURER

As Per Our Report of Even Date For S. RAVI & ASSOCIATES

Chartered Accountants

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PROPRIETOR

M.No:204618

(TAMILNADU & PUDUCHERRY UNIT)

121, Mahatma Gandhi Salai,

Chennai-600034

INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED 27-09-2017

\vdash	т					
	EXPENDITURE	Rs.Ps		INCOME		Rs.Ps
To	Member Welfare Activities	26,491.00	Ву	Subscriptions	86,860.00	
"	Meeting expenses	8,000.00	"	Bank Interest	7,143.00	94,003.00
"	Printing & Stationery	4,100.00				,,,,,,,,,
"	Miscellaneous Expenses	8,500.00				
"	Repairs & Maintenance	23,125.00	1			
	Travelling & Conveyance	1,94,272.00				
"	Bank Charges	34.95				
			*	Excess of Expenditure over Income		1,70,519.95
	TOTAL	2,64,522.95		TOTAL		2,64,522.95

Note: No depreciation has been charged as per the policy adopted by the association.

For INCOME TAX GAZETTED OFFICERS ASSOCIATION (TAMILNADU & PUDUCHERRY UNIT)

PRESIDENT/SECRETARY

TREASURER

As Per Our Report of Even Date For S. RAVI & ASSOCIATES

> CHENN: 600 60-

Chartered Accountants

S.RAVI

PROPRIETOR M.No:204618

PLACE: CHENNAI DATE: 28.09.2017

(TAMILNADU & PUDUCHERRY UNIT)

121, Mahatma Gandhi Salai,

Chennai-600034

RECEIPTS & PAYMENTS ACCOUNT FOR THE PERIOD ENDED 27-09-2017

	RECEIPTS	Rs.Ps		PAYMENTS		Rs.Ps
То	OPENING BALANCE		Ву	Member Welfare Activities	26,491.00	
**	- Cash on Hand	35,017.00	"	Meeting expenses	8,000.00	
	Bank Accounts:-		"	Printing & Stationery	4,100.00	
*	PNB	4,19,642.72	"	Miscellaneous Expenses	8,500.00	
"	Subscriptions Received	86,860.00	"	Repairs & Maintenance	23,125.00	
"	Bank Interest	7,143.00	"	Travelling & Conveyance	1,94,272.00	
			"	Bank Charges	34.95	2,64,522.95
			"	Projector Screen		16,688.00
			"	Books	1	2,812.00
			"	CLOSING BALANCE		
			"	- Cash on Hand	2,267.00	
				Bank Accounts :-		
			"	PNB	2,62,372.77	2,64,639.77
					7	_,_ ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,
	TOTAL	5,48,662.72		TOTAL		5,48,662.72



(TAMILNADU & PUDUCHERRY UNIT)

121,Mahatma Gandhi Salai,

Chennai-600034

	STATEMENT OF AFFAIRS AS AT 31-03-2016										
LIABILITES	Amount	Amount	ASSETS	Amount	Amount						
Capital Account			FIXED ASSETS								
Capital	10,93,407.00		Camera	50,400.00							
Add/(Less):Income &			Furniture & Fittings	60,952.00							
Expenditure Balance	(4,47,107.35)	6,46,299.65	Library Books	39,976.00							
	1		Office Equipment	76,086.00	2,27,414.00						
Corpus Fund		12,38,283.00	CURRENT ASSETS								
			Deposits(Asset)		14,40,000.00						
			Cash in Hand		60,527.00						
			Bank Accounts		1,56,641.65						
TOTAL		18,84,582.65	TOTAL		18,84,582.65						

For INCOME TAX GAZETTED OFFICERS ASSOCIATION (TAMILNADU & PUDUCHERRY UNIT)

TDEACHI

TREASURER

As Per Our Report of Even Date For S. RAVI & ASSOCIATES Chartered Acountails

1- 8 ...

PROPRIETOR FRED A

M.No:204618

PLACE : CHENNAI DATE : 28.09.2017

(TAMILNADU & PUDUCHERRY UNIT)

121, Mahatma Gandhi Salai,

Chennai-600034

	INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED 31-03-2016										
	EXPENDITURE	Rs.Ps		INCOME		Rs.Ps					
То	Member Welfare Activities	33,557.17	Ву	Subscriptions	32,900.00						
"	Meeting expenses	60,000.00	"	Bank Interest & Other Interest	51,243.00	84,143.00					
"	Printing & Stationery	17,233.00									
"	Miscellaneous Expenses	3,250.00									
**	Repairs & Maintenance	5,599.00									
"	Travelling & Conveyance	2,81,594.00									
"	Subscriptions paid to CHQ	1,30,000.00									
"	Bank Charges	17.18									
			Ву	Excess of Expenditure over Income		4,47,107.35					
	TOTAL	5,31,250.35		TOTAL		5,31,250,35					

Note: No depreciation has been charged as per the policy adopted by the association.

For INCOME TAX GAZETTED OFFICERS ASSOCIATION (TAMILNADU & PUDUCHERRY UNIT)

S.RAVI

PROPRIETOR M.No:204618

As Per Our Report of Even Date

For S. RAVI & ASSOCIATES

Chartered Accountants

RESIDENT/SECRETARY

TREASURER

PLACE: CHENNAI DATE: 28.09.2017

INCOME GAZETTED OFFICERS ASSOCIATION (TAMILNADU & PUDUCHERRY UNIT)

121, Mahatma Gandhi Salai,

Chennai-600034

	RECEIPTS	Rs.Ps		PAYMENTS		Rs.Ps
Γο " " "	OPENING BALANCE - Cash on Hand Bank Accounts:- PNB Subscriptions Received Bank Interest Interest Forcelosure of FD	1,443.00 6,35,927.00 32,900.00 8,743.00 42,500.00 77,500.00	By " " " " " " " " " " " " " " " " " " "	Member Welfare Activities Meeting expenses Printing & Stationery Miscellaneous Expenses Repairs & Maintenance Travelling & Conveyance Bank Charges Projector purchased Books Subscription paid to CHQ Contribution to BGM Gauhathi CLOSING BALANCE - Cash on Hand Bank Accounts:	33,557.17 10,000.00 17,233.00 3,250.00 5,599.00 2,81,594.00 17.18	3,51,250.3 30,000.0 20,594.0 1,30,000.0 50,000.0
	*		"	PNB	1,56,641.65	2,17,168.6
	TOTAL	7,99,013.00		TOTAL		7,99,013.0



INCOME GAZETTED OFFICERS ASSOCIATION (TAMILNADU & PUDUCHERRY UNIT)

121, Mahatma Gandhi Salai,

Chennai-600034

STATEMENT OF AFFAIRS AS AT 31-03-2017

LIABILITES	Amount	Amount	ASSETS	Amount	Amount
Capital Account			FIXED ASSETS		
Capital	6,46,299.65		Camera	57,100.00	
Add/(Less):Income &			Furniture & Fittings	60,952.00	
Expenditure Balance	2,87,622.07	9,33,921.72	Library Books	63,407.00	
			Office Equipment	96,086.00	2,77,545.00
Corpus Fund		12,38,283.00			
			CURRENT ASSETS		
			Deposits(Assets)		14,40,000.00
			Cash in Hand		35,017.00
			Bank Accounts		4,19,642.72
TOTAL		21,72,204.72	TOTAL		21,72,204.72

For INCOME TAX GAZETTED OFFICERS ASSOCIATION (TAMILNADU & PUDUCHERRY UNIT)

PRESIDENT/ SECRETARY

PLACE: CHENNAI DATE: 28.09.2017 TREASURER

As Per Our Report of Even Date For S. RAVI & ASSOCIATES

Chartered Accountains

S.RAVI

PROPRIETOR

M.No:204618

(TAMILNADU & PUDUCHERRY UNIT)

121, Mahatma Gandhi Salai,

Chennai-600034

	INCOME AND EXPENDITURE ACCOUNT FOR THE PERIOD ENDED 31-03-2017									
	EXPENDITURE	Rs.Ps		INCOME		Rs.Ps				
To	Member Welfare Activities	40,105.00	Ву	Subscriptions	8,11,012.00					
"	Meeting expenses	7,087.00	"	Bank Interest	15,613.00	8,26,625.00				
"	Printing & Stationery	33,450.00								
. "	Miscellaneous Expenses	17,562.00								
"	Repairs & Maintenance	28,800.00								
"	Travelling & Conveyance	4,11,930.00								
"	Bank Charges	68.93								
"	Excess of Income over expenditure	2,87,622.07								
	TOTAL	8,26,625.00		TOTAL		8,26,625.00				

Note: No depreciation has been charged as per the policy adopted by the association.

For INCOME TAX GAZETTED OFFICERS ASSOCIATION (TAMILNADU & PUDUCHERRY UNIT)

PRESIDENT/SECRETARY

PLACE : CHENNAI DATE : 28.09.2017 TREASURER

As Per Our Report of Even Date For S. RAVI & ASSOCIATES Chartered Accountants

PROPRIETOR M.No:204618

(TAMILNADU & PUDUCHERRY UNIT)

121, Mahatma Gandhi Salai,

Chennai-600034

RECEIPTS & PAYMENTS ACCOUNT FOR THE PERIOD ENDED 31-03-2017

RECEII	TS Rs.Ps		PAYMENTS		Rs.Ps
To OPENING BALA	NCE	Ву	Member Welfare Activities	40,105.00	
" - Cash on Hand	60,527.00) "	Meeting expenses	7,087.00	
Bank Accounts:-		"	Printing & Stationery	33,450.00	
" PNB	1,56,641.63	5 "	Miscellaneous Expenses	17,562.00	
" Subscriptions Rece	ived 8,11,012.00	"	Repairs & Maintenance	28,800.00	
" Bank Interest	15,613.00) "	Travelling & Conveyance	4,11,930.00	
		- "	Bank Charges	68.93	5,39,002.9
		"	Books		23,431.0
		"	Sony Recorder Purchased		6,700.0
		"	Computers & Peripherals		20,000.0
		"	CLOSING BALANCE		
		,"	- Cash on Hand	35,017,00	
			Bank Accounts :-		
		"	PNB	4,19,642.72	4,54,659.7
					,- ,,,
TOTA	L 10,43,793.65	;	TOTAL		10,43,793.6

