

INCOME TAX EMPLOYEES FEDERATION



President: Ravindran B Nair
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CENTRAL HEADQUARTERS

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Circular No. No. 2/2018-21

Dated: 23rd March, 2018

Dear Comrades.

Secretariat Meeting and Decisions

The First meeting of the newly elected Secretariat was held at Central Headquarters on 16th March, 2018. The meeting was chaired by newly elected President Com. Ravindran Nair. Com. Yashvant Purohit, Working President, was also present at the dias. The following Secretariat Members Coms. Rajendra Meena, D S Narwal, Arun Pandey, Usha Bonepally, Jetendra Bharti and Sharad Murhe informed their inability to attend the Meeting. Com. K K N Kutty, Member Staff Side (JCM) was present in the meeting of the Secretariat.

The Secretariat placed its appreciation and gratitude to the ITEF, MP & Chhattisgarh Circle for holding the Conference in an excellent manner. The meeting unanimously decided to approach Com. Ashok Kanojia, Ex-President for accepting the post of Chairman, Disciplinary Committee. It will be finalized in the ensuing Central Working Committee Meeting. The Secretary General informed the meeting that due to personal domestic problems, he will be available in the CHQ for two-three days in a week in the immediate future. He also appealed to work together as a team and the functioning of the CHQ may be carried out alternatively by all Secretariat Members. The House accepted and assured to do the needful in this matter.

As per the decision of the Conference, the Secretariat already submitted the resolutions on Departmental issues as passed in the Conference unanimously. The resolutions as finalized have been submitted to the Chairman and other respective Authorities for consideration. As per decisions of the Conference, the Secretariat decided to pursue the pending issues on priority basis. A resolution on seven pending demands was submitted to the Chairman, CBDT for early resolution failing which agitational programmes will be chalked out. The secretariat decided to pass a resolution on finalization of Recruitment Rules and Filling up of vacant Posts under the banner of JCA to be submitted to the Chairman separately.

The Secretariat discussed in detail the present situation arising out of the delay in finalizing the Recruitment Rules of Executive Assistant/Inspector and it was decided that the decisions already taken by ITEF, will be pursued further. If the DoPT does not accept our/departmental proposal, we will be left with no other alternative but to continue with the same Recruitment Rules. It was also decided to demand filling up of the vacant posts in the cadre of Executive Assistant by recruitment in the cadres of Tax Assistant under rule 254 of GFR. From the Secretariat, all Circles are requested to look into the matter of recognition of ITEF, the details of which will be circulated to the all Pr.CCsIT(CCA) shortly. A copy of the constitution as amended in the Conference has been submitted to the Chairman for approval. The Circle Secretaries, where Group D Circles existed, are requested to discuss with leadership of erstwhile Group D Circles and look into the membership of MTS. The MTS, who were members of erstwhile Group D Circles, may be made members in the respective now combined circles. The newly elected President appealed before the House for timely payment of all dues including Aayakar, Building Fund and Legal Fund.

Meeting with Chairman CBDT and DGIT (HRD)

Available Secretariat members had an informal & brief meeting with the Chairman, CBDT on 15th March at 11 AM. The appointment was finalized just one day prior to secretariat meeting. At first the Chairman welcomed ITEF secretariat members and briefly stated about the present position of the Department including financial position of the Govt. We urged to the Chairman to implement the following pending demands immediately:

- (i) Finalisation of the pending Recruitment Rules,
- (ii) Laptops to Inspectors and Mobile Handsets to all, pending with Dept. Of Expenditure.
- (iii) To stop outsourcing of official work and periodical change of the personnel engaged through contractor.
- (iv) Compassionate appointment
- (v) Filling up of all direct recruitment vacancies and promotional vacancies after giving

necessary relaxation in residency period.

(vi) Sufficient fund allotment in different heads, mainly under Wages and Medical heads.

The Chairman informed that the Board is taking all efforts to get the issues approved by various authorities and assured that all the issues will be resolved at the earliest.

The CHQ leaders also had a detailed meeting with the DGIT(HRD) on 16th March, 2018 on the issues raised in the resolution submitted after the Conference. In the meeting almost all issues were discussed and on some of the issues the official side assured that the same will be resolved within a short period of time. The issues related to Examination were discussed and assured to resolve within a month's time. The DGIT HRD was kind enough to inform us that all issues will be looked into immediately. The minutes will be circulated accordingly. The following issues were discussed in the meeting:

A. Cadre Restructuring & Related matters:

- (i) Withdraw the Order of Diversion of 1633 posts from West Bengal & Sikkim Charge.
- (ii) Re-allocation of posts of Inspectors to deficient charges (where stagnation is acute) as proposed by ITEF to remove stagnation.

B. Filling up of vacant posts:

- (i) Requisition for filling up of all Direct Recruitment vacancies to be sent to the Staff Selection Commission immediately and to request for special recruitment drive.
- (ii) Necessary relaxation for promotion may be given for filling up the vacant posts.
- (iii) Merging of Staff Car Drivers with the main stream Cadres, with relaxation.

C. Recruitment/Regularisation & Recruitment Rules :

- (i) Finalization of pending Recruitment Rules of EA and ITI.
- (ii) Restoration of Zonal/Regional Recruitment in the cadre of Gr.-C to tide over the huge vacancies.
- (iii) Recruitment of MTS to be restored to the Department as done by the Postal Department or through the Employment Exchange.
- (iv) Regularization of Casual Workers against the MTS posts sanctioned in the cadre restructuring.

D. Fixation Matters (Pay)

- (i) Re-fixation of pay of Inspectors from Rs.6500/- to 7450/- from 01.01.2006 as per Pr.CAT, New Delhi judgement.
- (ii) Fixation of pay of Ex-servicemen.

E. Finalisation of Duty List of all Group C officials as per Cadre Restructuring 2013.

F. Necessary directions may be given to all Pr.CCITs to implement the Board/DoPT/DoE instructions uniformly.

G. Further relaxation in the residency period of RRs for promotion to the cadres of TA, Sr.TA, Steno Gr.I and OS may be given for the R.Y. 2018-19 .

H. Special pay for the officials in Audit, Investigation Wing and Central Circle may be provided.

I. To modify the Recruitment Rules for MTS. Requisite qualification should be only 10th Pass and 12th failed (not the higher qualification). Recruitment in this cadre may be made through Local Employment Exchange.

J. To modify the RR of Tax Assistant by including Staff Card Driver as a feeder cadre for promotion.

K. Clarification may be used regarding the post which are eligible for dress allowance.

L. To make proposal for Cadre Review.

M. Relaxation / Exemption for visually impaired officials in skill test.

N. Office Superintendents on becoming Executive Assistants should be given special pay as OS post is supervisory post in nature.

O. Dual control over the Pr.CIT charge Haldwani Region must be removed and both the technical and administrative control to be given to the Pr.CCIT, Lucknow.

P. Instruction may be given to all Pr.CCsIT(CCA) for framing guidelines on transfer policy of non-gazetted employees after discussion with recognized service association/ in the RJCM.

Q. Deployment of Ministerial Staff posted under the CIT, Haldwani to the MSTU Unit Bareilly instead of MSTU Dehradun for training.

ISSUES RELATED WITH EXAMINATION

A. There is a mistakes in Key released by Directorate of Examination, CBBT for last years examination held. This has to be resolved.

B. Revaluation of answer sheet may be permitted.

- C. Since, departmental examinations are qualifying examinations, negative marking should be removed
- D. Remove 10 chances restriction to appear in the Deptt. examination.
- E. In the Ministerial Staff Exam Swamy's Handbook should be allowed as the same is allowed in CBEC.
- F. Relaxation / Exemption for visually impaired officials in skill test.
- G. Permission may be granted to MTS cadre for appearing Inspector Exam.

CONFEDERATION ISSUES

I am enclosing Confederation Circular on various issues kindly go through the Circular and act accordingly. A "National Convention of Central Government Employees" will be held at Hyderabad on 10th June 2018 Sunday from 10 AM to 5 PM. All Circle Secretaries are request to nominate delegates as per following chart and send the report to the CHQ.

<u>Sl. No.</u>	<u>Name of the Circles</u>	<u>No.of Delegates</u>
1.	ITEF Andhra Pradesh & Telengana Circle	5
2.	ITEF North Eastern Regions Circle	2
3.	ITEF Bihar & Jharkhand Circle	2
4.	ITEF Mumbai Circle	5
5.	ITEF Delhi Circle	5
6.	ITEF GujaratCircle	3
7.	ITEF KeralaCircle	2
8.	ITEF Madhya Pradesh & Chhattisgarh Circle	2
9.	ITEF Karnataka & Goa Circle	2
10.	ITEF OdishaCircle	2
11.	ITEF Pune Circle	2
12.	ITEF North West Regions Circle	2
13.	ITEF Rajasthan Circle	2
14.	ITEF Western UP Circle	2
15.	ITEF Eastern UP Circle	2
16.	ITEF Vidharba Circle	2
17.	ITEF Bengal Circle	5
18.	ITEF Tamilnadu Circle	5

With greetings,

Yours fraternally,



(RupakSarkar)
Secretary General.

Dear Comrades,

Attack on the working class and peasants as a whole and Central Government Employees in particular are mounting day by day. The entire working class and peasantry are on struggle path. The farmers long march in Maharashtra is the latest mass struggle. None of the 7th CPC related demands of Central Government Employees are settled. The assurance given by the Group of Ministers to the NJCA leaders regarding increase in Minimum Pay and Fitment formula is in paper even after a lapse of 20 months. Now the Finance Minister has replied in Parliament that “no change in Minimum Pay and Fitment formula is at present under consideration”. Employees who joined service after 01.01.2004 are retiring with a meagre pension of 1000 to 2000 rupees only under the NPS Scheme. In effect, New Pension System has become No Pension System. Six lakhs posts are lying vacant for the last many years and now Govt. has issued orders to abolish all posts lying vacant for more than five years. HRA arrears, MACP Bench mark, Option-I for pensioners – Govt. is not ready to reconsider their stand. Three lakhs Gramin Dak Sevaks of the Postal department are waiting for two years for their legitimate wage revision. Exploitation of Casual and contract workers continue and equal pay for equal work is denied to them. Large scale outsourcing and privatization has become the order of the day. Privatisation of Railways and outsourcing of the work done by Defence employees are in full swing. 12 out of 17 Govt. of India Printing Presses are ordered to be closed. Same is the fate with other departmental printing presses including Railway printing presses. Autonomous body employees and pensioners are denied their rightful wage revision and pension revision due to the stringent conditions imposed by the Finance Ministry. Compassionate appointments have become a mirage.

Trade Union rights are denied. Orders banning dharna and demonstrations are issued. The draconian FR 56 (j) and Pension Rules 48 are misused as a short-cut to punish and victimize employees. JCM forums have become mere talking shops without any positive results. Recognition under CCS (RSA) Rules are delayed and Departmental Councils have become dead in many departments. Govt. sponsored unions are given undue patronage. Recognition of fighting organisations are withdrawn on flimsy grounds and trade union facilities are denied to the Chief Executives of recognised Associations.

It is in this background the National Secretariat of Confederation of Central Government employees & Workers has decided to fight back these retrograde policies by mobilizing the entire Central Government employees by unleashing intensive campaign throughout the country culminating in strike. **To declare the campaign programme and the strike, a**

“National Convention of Central Government Employees” will be held at Hyderabad on 10th June 2018 Sunday from 10 AM to 5 PM.

Eminent trade Union leaders will attend the Convention. Venue of the National Convention is Sundaraiyya Vigmana Kendra, Bagalingampally, Hyderabad. About 1000 delegates from all states will attend the Convention.

The following quota is fixed for affiliates and COCs outside Andhra and Telangana. C-O-C Andhra & Telangana shall mobilise 500 delegate.

Sl.	Name of affiliate/COC	No. of delegates – quota fixed
1.	National Federation of Postal Employees (NFPE)	150
2.	Income Tax Employees Federation (ITEF)	50

3.	All India Audit & Accounts Association	20
4.	All India Civil Accounts Employees Association	30
5.	National Federation of Atomic Energy Employees	10
6.	All India Ground Water Board Employees Association	10
7.	Geological Survey of India Employees Association	10
8.	All other affiliated organisations	5 each
9.	C-O-C Delhi	5
10.	C-O-C Utter Pradesh	5
11.	C-O-C West Bengal	10
12.	C-O-C Kerala	10
13.	C-O-C Tamilnadu	10
14.	All other C-O-Cs	5 each
15.	Andhra & Telangana C-O-C	500

All affiliates and COCs are requested to issue separate circulars fixing quota to each organisation/units.

All delegates may be instructed to book their up and down travel tickets immediately as train tickets reservation commences four months before. Food and Accommodation to delegates will be arranged by the C-O-C Andhra & Telangana, Hyderabad. Delegate fee is fixed as Rs.500/- (Rs. Five hundred only) per head. For other details C-O-Cs and affiliates are requested to contact the following.

- | | | | |
|----|---------------------------------------|---|-------------|
| 1. | Com. Azeez, GS, C-O-C | - | 09848082697 |
| 2. | Com. V. Nageswara Rao, Presidnet, COC | - | 09912348233 |
| 3. | Com. Usha Boneppalli, ITEF | - | 08985971009 |
| 4. | Com. Balakrishna, ITEF | - | 08985970999 |

As Hyderabad is a Famous tourist centre, those delegates who want to go for sightseeing should arrange it on 9th or 11th June. Everybody should attend the convention on 10.06.2018 from 10 AM to 5 PM without fail.

CHARTER OF DEMANDS

1. Settle 7th CPC related issues including increase in Minimum Pay and Fitment Formula, HRA arrears, MACP Bench Mark, Option-I for pensioners etc.
2. Withdraw contributory Pension Scheme (NPS). Ensure defined pension under CCS (Pension) Rules 1972 to all employees appointed on or after 01.01.2004.
3. Fill up all vacant posts. Withdraw the orders to abolish all vacant posts lying vacant for five years. Create justified posts for excess work. Evolve proper mechanism for Regional recruitment. Stop engagement of retired persons.

4. (a) Regularise Gramin Dak Sevaks and grant Civil Servant status. Implement positive recommendations of Kamalesh Chandra Committee report.
(b) Regularise all casual and contract workers. Evolve a new scheme for regularization of Casual and Contract Workers.
5. Ensure equal pay for equal work as per Supreme Court judgment and grant parity in wages and pay scales.
6. Stop closure of Govt. establishments. Withdraw closure orders of Govt. of India Presses. Stop outsourcing and privatization of Government functions.
7. Avoid abnormal delay in extending benefits of 7th CPC to Autonomous body employees and pensioners.
8. Remove 5% condition imposed on compassionate appointments. Grant appointment in all deserving cases.
9. Grant five time-bound promotions to all employees on completion of 8, 7, 6, 5 & 4 years of service.
10. (a) stop attack on Trade Union rights. Avoid delay in conducting verification of Membership under CCS (RSA) Rules 1993. Declare results and grant recognition in a time-bound manner. Ensure prompt functioning of various negotiating forums under JCM scheme at all levels.
(b) Withdraw the draconian FR 56(j) and Rule 48 of CCS (Pension) Rules 1972 which is misused as a short-cut to punish and victimize employees.

NATIONAL SECRETARIAT MEETING ON 9TH JUNE 2018 - 3 PM

National Secretariat meeting of the Confederation will be held on 09.06.2018 at Hyderabad at 3 PM to finalise the campaign programme and strike. All National Secretariat members are requested to attend the meeting **WITHOUT FAIL**. Please book your travel tickets accordingly.

STOP CLOSURE OF GOVT. OF INDIA PRINTING PRESSES, MASS PROTEST DHARNA at NEW DELHI – 27.04.2018 – 10 AM

National Federation of Printing, Stationery & Publications Employees (NFPSPE) and Confederation Delhi State Committee will jointly organize a mass protest Dharna at New Delhi (Venue will be decided later) on 27th April 2018 at 10 AM. Available National Secretariat Members at New Delhi shall also attend the Dharna programme. It is also decided to have another round of discussion with authorities through JCM (NC) staff side at the earliest.

ALL INDIA WOMEN'S TRADE UNION WORKSHOP

C-O-C Uttar Pradesh (Lucknow) will decide the Venue and dates of the workshop in consultation with CHQ. Details will be informed later.

Fraternally your's

(M. Krishnan)
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