



Cir. No. 10/2015-18

Dated. 21.11.2015

To

All General Secretaries of the Circles,

We have already circulated a brief note on recommendations made by the 7<sup>th</sup> Central Pay Commission. The entire Central Govt. employees are totally disappointed and dissatisfied with the adverse recommendation of the 7<sup>th</sup> CPC. The National JCA of Central Govt. Employees in its meeting today has unanimously decided to fight back immediately against the adverse and retrograde recommendation. The NJCA has decided to observe "**BLACK DAY**" by holding massive demonstration, wearing black badges on 27<sup>th</sup> November, 2015. Format of the Black Badges is given below.

As per call of NJCA and acknowledged by the Confederation of Central Govt. Employees, I request you to observe "Black Day" with wearing black badges and holding lunch hour demonstration in each building of Income Tax Department all over the country.

The Circular of NJCA is attached herewith.

With regards,

Sincerely yours,

Rupak Sarkar,

Secretary General

**WE PROTEST AGAINST THE MOST  
RETROGRADE RECOMMENDATIONS OF THE  
7<sup>TH</sup> CPC AND DEMAND THE GOVT. TO  
NEGOTIATE AND REVISE THE MINIMUM  
WAGES**

ITEF National secretariat congratulates the employees and officers for the magnificent demonstration of unity and struggle by participating in the one day strike on 2.09.2015. Once again the officers and employees of IT department under the banner of JCA could register cent percent participation, a feat unprecedented in the annals of the movement of employees anywhere. In the background of the situation in which ITGOA had taken decision to take part in the strike only a few days back, the strike participation must be recognized as the symbol of the unity and the high degree of confidence the members have reposed in the leadership of ITEF and ITGOA. No doubt this is the manifestation of militancy of ITEF and ITGOA and the result of the yeomen efforts of the leaders of both the organizations. It is with great pride that we record that we could align with the entire working class in the country in their struggle to force the present Government to put a brake on the accelerated pace of the economic reforms and anti people policies. As was the case with the three ordinances on land acquisition enactment made to please the corporate masters, which had to be rescinded in the face of the stiff opposition of peasants and working people, We are confident that the Govt. will have to drop the proposed labour code very soon.

While all of us can be proud of our endeavour and achievement on 2<sup>nd</sup> September 2015, we must remember that Department specific issues are begging settlement for quite a long time presumably due to our not exerting the requisite pressure on CBDT. How is it to explain away the inordinate delay in effecting promotion to the Cadre of Asst. Commissioners, the only cadre to which promotion was not effected, except to the unquestionable fact that the IRS officers wanted to ensure that the promotee officers do not get the benefit of cadre restructuring. They wanted the ITGOA and JCA to agree to the proposal of pegging down the number of promotions in a year to the number of directly recruited officers, a system developed decades back in violation of the recruitment rules and got demolished by the JCA in 1990s. Similarly, the ongoing squabbles on Recruitment Rules regularization of casual workers, recruited in utter disregard to the opposition of ITEF and rules and norms for which the commissioners alone are answerable, the continuing outsourcing of Departmental functions etc. are issues which ought to have found settlement long time back. The views expressed by our comrades in the ITEF CWC meeting and later at the JCA meeting were commendable and were in consonance with the ethos and ideology with which a Trade Union must function. The 2<sup>nd</sup> September Strike emboldens us to go ahead with determination to carry out the next strike in October 2015. Undoubtedly it shall be a grand success and shall lead to settlement of our burning issues

**Central Working Committee Meeting at Ghaziabad on 13<sup>th</sup> & 14<sup>th</sup> August, 2015 and decisions.**

The Central Working Committee Meeting was held at Ghaziabad, UP(West) as scheduled on 13<sup>th</sup> and 14<sup>th</sup> August 2015. The UP (West) Circle of ITEF made excellent arrangements for accommodating the CWC Members. The incredible hospitality and committed team work of the members of the Circle, specially the members of Ghaziabad Branch, will always be remembered in the days to come.

Com. Ashok Kanojia, President, hoisted the ITEF flag in presence of the all CWC members and the members of UP (West) Circle at 10.10 AM on 13<sup>th</sup> August 2015 followed by the inaugural session at 10.30 AM with lighting of lamp by Shri A.K. Jain, Hon'ble Member(P & V), CBDT, Shri Anand Deep, Pr. Chief Commissioner of Income Tax, UP (West), Com. Ashok B. Salunkhe, Ex-President, Com. K. P. Rajagopal, Ex-Secretary General, Com. Ashok Kanojia, President and Com. Rupak Sarkar, Secretary General of ITEF, New Delhi.

Com. Ajai Tewari, General Secretary, ITEF, UP (West) Circle, in his welcome speech greeted Shri A.K. Jain, Member (P & V), CBDT and all the Dignitaries, Guests and members of Central of Working Committee present in the inaugural session. He illustrated nicely the glorious history ITEF,UP West Circle and magnificence of the cities of Kanpur,Ghaziabad and Agra.

Com. Ashok Kanojia, President, while delivering the presidential address highlighted the various issues of the employees of the Department and also touched upon the major issues concerning the employees pending with the CBDT. He urged upon the Member(P &V) CBDT to resolve the issues immediately. Shri. Anand Deep, Pr. CCIT, Kanpur while addressing the CWC appraised that ITEF is a dynamic organization. The Pr. CCIT, Kanpur has given his assurance to settle the problems concerning his charge such as providing proper training to the staff members, to pass promotion orders, to settle court cases, to sort out infrastructural problems and to provide good working condition. Shri. A. K. Jain, Member (P&V), CBDT, while delivering his address expressed his pleasure on attending All India Conference of ITEF at Guwahati, Managing Committee Meeting of ITGOA at Chandigarh and CWC meeting of ITEF at Ghaziabad. The Member(P &V) appraised the house that the ITEF representing a large number of workforce in the Department and the representatives of ITEF are innovative and cooperative in putting forward the issues before the CBDT which shows their gratefulness. The Member (P&V), while responding the issues placed by the President, ITEF, narrated the background and status of the pending issues. Com. Rupak Sarkar, Secretary General, ITEF, while addressing thanked the Chief Guest and Guest of Honour for accepting the invitation of ITEF and expressed his gratitude to the CBDT for granting advance Increment to Sr.T.A./Steno, carry forward of Stenographer vacancy to Ministerial Staff for Inspector promotion and direction to all Pr. CCITs to conduct skill test for the relaxed standard Stenos.

The CWC felicitated Com. Ashok B. Salunkhe, Ex-President and Com. K.P. Rajagopal, Ex-Secretary General of ITEF CHQ, New Delhi for rendering their long services to the Federation and sacrifices in building of this organisation. The leaders in their deliberation stressed upon the strengthening of the organisation, significance and necessity of JCA in detailed and called upon the working force to participate in the ensuing 2<sup>nd</sup> September strike on Common and Departmental demands.

Com. Ajay Goyal, President, ITGOA, addressed the gathering and highlighted the present situation in the Department relating to promotion and infrastructure and also emphasized upon the importance of JCA struggle. Com. Bhaskar Bhattacharya, Secretary General of ITGOA also greeted the delegates and wished the CWC meeting all success. Both the leaders assured to extend their support for success of ensuing 2<sup>nd</sup> September strike in our Department

The inaugural session concluded with vote of thanks by Com. Pradeep Batnanai, President, UP(W) Circle. The meeting adjourned for the lunch at 1.35 p.m.

The CWC resumed at 3.00 p.m. for discussion on subject session.

The subject session was presided over by Com. Ashok Kr. Kanojia, President ITEF CHQ, New Delhi. The President called the House into order and extended warm welcome to all members present in this House. All the Circles were represented in the CWC except A.P. Gr. 'D' Circle. 1-Minute Silence was observed as a mark of respect in memory of those comrades who passed away during the period of last CWC meeting to this CWC meeting.

Agenda No.1: Minutes of the last CWC meeting held on 18/2/2015 at Guwahati, was placed before the CWC which was approved unanimously with a query raised by Com. S.P. Sharma, General Secretary, Rajasthan Circle, which was replied by the Secretary General.

Agenda No.2, No.3 and No.4 taken together: Com. Secretary General initiated the discussion on pending issues on the Departmental & Organisational matters, functioning of JCA and other common issues. All the members of the CWC (one comrade from each Circle) participated in the discussion and placed their issues.

After detail discussion and deliberation on various issues the following important resolutions including some pending issues were passed in the CWC and urged upon the Central Board of Direct Taxes for settlement of the issues before the next Quarterly Review Meeting.

1. **1. Review the implementation of Biometric Attendance system in our Department failing which staff members will restrict themselves only to office hours. The Staff members will not attend office on holidays and after office hours.**
2. **2. To withdraw the order of Videography in the Examination Hall.**
3. **3. To stop misuse of operation vehicle and an order should be given to all Pr.CCITs for strictly maintain the norms of use of Operational vehicle.**
4. **4. For official work sanction Laptop to all Inspectors and for communication to all staff members provide Mobile Hand Set to all employees (as had been done in the case of CsIT and above by providing BLACKBERRY) and enhance the petrol reimbursement for Inspectors & Notice Servers.**
5. **5. To merge the Staff Car Drivers with main stream cadres as a one time measure.**
6. **6. Regular training to be given all employees, specially immediate after joining in the Department, after promotion to the higher grade and after change of Software System.**
7. **7. Unified Guidelines/Instructions to be given all Pr.CCITs for implementation of judgment or handling different Court Cases. All Court cases should be handled properly and promptly.**
8. **8. To extend the benefit of determining MACP entitlement and to stop recovery from the officials who were already benefitted.**
9. **The erstwhile Group-D employees aged more than 50 years may be considered for promotion to the higher grade by relaxing the Computer Skill Test.**
10. **Extension of benefit of two advance Increments to OS & Steno Gr.I for passing Departmental Exam. of Inspectors**

The other issues raised by the members of the Central Working Committee will be placed before the appropriate Authority immediately after the CWC meeting.

On organisational issues, the House unanimously resolved to request the ITEF Mumbai Circle to nominate its representative to the Secretariat of the ITEF CHQ. Thanking the House over the resolution the President of ITEF Mumbai Circle Com.A B Salunkhe assured the CWC that appropriate steps will be taken and communicate to the CHQ. Regarding inclusion of representative from the Group D Circles, the House decided to take decision in the next CWC.

The House also unanimously decided to go for agitation under the banner of JCA on the following demands, which require immediate attention of the Board for settlement.

1. **Promotions to the cadre of ACIT, for all regular and CRC vacancies and upto the R.Y.2015-16, are to be given immediately. Conducting DPCs for R.Y. 2015-16 in all cadres by the respective Pr. CCsIT by 31<sup>st</sup> of August, 2015 positively.**
2. **Provide Infrastructure facility to all Officers and officials i.e. ample space with modern furniture, Computers with nodes, etc.**
3. **Steps to be taken to fill up all vacant posts immediately to stop outsourcing of regular office work/data entry work.**
4. **To regularise all Casual/Daily paid workers against MTS posts, who completed 10 years of service as on date in the Department.**
5. **Finalise and notify all Recruitment Rules of Group B & C officials immediately.**

Agenda No.5: For maintenance of the Manishi Nath Bhawan, ITEF, CHQ, New Delhi a proposal for creating Building Maintenance Fund through collection from the members of PB-1 of Rs.50/- and from members of PB-2 of Rs.100/- (for one time only) unanimously approved by the CWC members. The Secretary General appealed before the House to collect from the members and remit the amount in favour of ITEF before the next CWC.

Under the Agenda No.6, reconstitution of the Advisory Committee and finalization the names of the Chairman, Election Commission and Disciplinary Committee, it was decided to maintain status quo and the present set up will continue till the next CWC meeting.

Agenda item No.7: All circles were requested to propose the names of lady comrades to be nominated for the CWC by 31<sup>st</sup> August, 2015.

Com. Yashwant Purohit, Vice President ITEF, CHQ, New Delhi, proposed vote of thanks to all the dignitaries and CWC members for attending and making the CWC Meeting a grand success. He was echoing the feeling of the entire members and placed sincere gratitude on behalf of the Secretariat as well as all dedicated members of the ITEF UP (West) Circle for making the Meeting a memorable one.

For having no other matter to discuss, the President of the meeting thanked the House for their presence and active participation in the 2-day proceedings and declared the meeting as closed.

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**Cir No. 7 /2015-18**

**Dated: 1<sup>st</sup> August, 2015**

Dear Comrades,

**Sub –NATIONWIDE ONE DAY STRIKE AS PER THE CALL OF ALL CENTRAL TRADE UNIONS AND INDEPENDENT FEDERATIONS –**

As intimated, the Confederation of Central Govt. Employees is embarking on a one day strike on 2<sup>th</sup> September, 2015 on the call of the All Central Trade Unions and Independent Federations.. The Secretariat Meeting of the ITEF on 13<sup>th</sup> July, 2015 decided to call upon all circles to make the strike in Income Tax Department a total success and to put all efforts for the same. The Resolution adopted in the National Executive Meeting of the Confederation held on 12<sup>th</sup> July, 2015 and demands (Part I & II) are also enclosed herewith to enable you a proper and effective campaign. All Circles are requested to put all efforts for campaign and mobilisation by educating the mass on the significance of the strike and the need to make it glorious. The Circles either under State COCs or independently make wide publicity about the one day strike. The ITEF,CHQ will serve the strike notice on 11<sup>th</sup> August, 2015 to the Chairperson, Central Board of Direct Taxes. All Circle General Secretaries are requested to intimate their respective Cadre Controlling Authorities about the strike on the same day after a General meeting/demonstration during lunch recess. The copy of the strike notice which ITEF CHQ will be serving on the CBDT and draft intimation letter to the CCAs are enclosed.

With greetings

Yours fraternally,

*Rupak Sarkar*

Secretary General

**INCOME TAX EMPLOYEES FEDERATION**  
Circle.

Dated: 11<sup>th</sup> August, 2015

To

Sir,

This is to give notice that all the members of Income Tax Employees Federation, will go for one day strike on 2<sup>nd</sup> September, 2015. Copies of the notice given to the Chairperson, CBDT, New Delhi, by the Central Headquarters of the Federation and the Charter of Demands in pursuance of which the ITEF has given notice for the strike action are enclosed.

Thanking you,

Yours faithfully,

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Circle General Secretary

No. N-1/2015-18

Dated: 11<sup>th</sup> August, 2015.

To

The Chairperson,  
Central Board of Direct Taxes,  
North Block,  
New Delhi- 110 001.

Madam,

**Sub: Nationwide One Day strike as per the call of All Central Trade Unions and independent Federations on 2<sup>nd</sup> September, 2015 – Notice req.–**

This is to give notice that all the members of Income Tax Employees Federation, which is affiliated to the Confederation of Central Government Employees and Workers, will go on one day strike on 2<sup>nd</sup> September, 2015. The Charter of Demands in pursuance of which the Confederation of Central Government Employees and Workers has given notice to the Cabinet Secretary for the strike action is enclosed.

Thanking you,

Yours faithfully,

*(Rupak Sarkar)*

Secretary General

Enclosure as above.

**2<sup>ND</sup> SEPTEMBER 2015 STRIKE CHARTER OF DEMANDS**

**PART-I**

1. Urgent measures for containing price-rise through universalisation of public distribution system and banning speculative trade in commodity market.
2. Containing unemployment through concrete measures for employment generation.
3. Strict enforcement of all basic labour laws without any exception or exemption and stringent punitive measure for violation for labour laws.
4. Universal social security cover for all workers

5. Minimum wages of not less than Rs. 15,000/- per month with provisions of indexation.
6. Assured enhanced pension not less than Rs. 3000/- P.M. for the entire working population.
7. Stoppage of disinvestment in Central/State PSUs.
8. Stoppage of contractisation in permanent perennial work and payment of same wage and benefits for contract workers as regular workers for same and similar work.
9. Removal of all ceilings on payment and eligibility of bonus, provident fund; increase the quantum of gratuity.
10. Compulsory registration of trade unions within a period of 45 days from the date of submitting applications; and immediate ratification of ILO Convention C 87 and C 98.
11. Against Labour Law Amendments
12. Against FDI in Railways, Insurance and Defence.

## **PART-II**

1. Effect wage revision of the Central Government Employees from 01.01.2014 accepting memorandum of the staff side JCM; ensure 5-year wage revision in future; grant interim relief and merger of 100% of DA; Include Gramin Dak Sevaks within the ambit of 7<sup>th</sup> CPC. Settle all anomalies of 6<sup>th</sup> CPC.
2. No Privatisation, PPP or FDI in Railways, Defence Establishment and no corporatization of Postal services.
3. No ban on creation of new posts. Fill up all vacant posts.
4. Scrap PFRDA Act and re-introduce the defined benefit statutory pension scheme.
5. No outsourcing, contractisation, privatization of governmental functions; withdraw the proposed move to close down the printing presses, the publications, form stores and stationery departments and medical stores Depots; regularize the existing daily-rated/casual and contract workers and absorption of trained apprentices.
6. Revive the JCM functioning at all level as an effective negotiating forum for settlement of the demands of the Central Government Employees.
7. Remove arbitrary ceiling on compassionate appointment.
8. No labour reforms which are inimical to the interest of the workers.
9. Remove the ceiling on payment on bonus
10. Ensure five promotions in the serve career.

## **ANNEXURE-II**

### **RESOLUTION ADOPTED BY THE NATIONAL EXECUTIVE COMMITTEE MEETING OF THE CONFEDERATION HELD ON 12.07.2015 AT NEW DELHI.**

1. The National Executive of the Confederation which met at New Delhi on 12.07.2015 decided unanimously to endorse the call of the Central Trade Unions and independent Federations in the country for organizing one day nationwide strike on 2<sup>nd</sup> September 2015 to oppose the ongoing aggressive neo-liberal economic policies of the Government of India. The

National Executive has decided to call upon all its affiliates to organise intensive mobilization campaign to reach out to each and every Central Government employees. The National Executive has also decided to deploy the National and state leaders of Confederation for a wider campaign amongst the Central Government employees in all states and District capitals of the country.

2. The meeting also noted with grave concern the rejection of a 5 years wage revision for Central Government Employees by the 7<sup>th</sup> Pay Commission and consequent demand of the benefit of merger of DA an Interim Relief. The meeting also noted the advisory articles appearing in the corporate/controlled media against the wage revision of Central Government Employees to influence the recommendation of the 7<sup>th</sup> CPC. The meeting noted with grave concern the negative attitude of the Government towards three lakhs Gramin Dak Sevaks of the Postal Department by refusing to include them in the 7<sup>th</sup> CPC. The meeting decided to exhort the affiliates to bring the contents of the memorandum of the staff side JCM once again to the employees and prepare them for the proposed indefinite strike action of the CGEs including Railways and Defence workers from 23<sup>rd</sup> November 2015. It was also decided that besides the National charter of demands of prepared by the Central Trade Unions, the 10-point Charter of demands of the JCM staff side National Council shall form the combined charters of demands of the Central Government employees for the strike action on 2<sup>nd</sup> September 2015.

3. The meeting decided to appeal to all state committees and affiliated organizations to take active part in all meetings and conventions organised by Central Trade Unions, jointly with state Government Employees Federation, Bank, Insurance and other public sector undertakings. The Confederation and its affiliates shall serve strike notice for the 2<sup>nd</sup> September strike on 11<sup>th</sup> August 2015 by holding massive demonstrations at the respective work places.

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Cir. No. 6/15-18

Dated: 14<sup>th</sup> July, 2015.

Dear Comrades,

The ITEF Secretariat met at Manishinath Bhawan on 13.07.2015. The Meeting chaired by Com. Ashok Kr. Kanojia was attended by all Secretariat Members except four Comrades. The meeting reviewed the progress of the pending issues taken up with the Authorities. Since many of the issues were discussed in the last PGRC meeting held on 10.6.2015 the minutes of which are awaited, it was decided to take up all other issues in the Quarterly Review Meeting scheduled to be held on 21.7.2015. Com. Secretary General informed that the laptop to Inspectors has got the final approval and the modalities and procedure for its purchase and distribution are being worked out by the Board.

The Secretariat further discussed the following issues-

It was decided to take up the matter of placement Committee for the group C staff since in various charges, either the same are not being functioning or transfers are being made without adhering to the same. Therefore, it was decided to demand its repeal and instead to formulate the transfer policy for group-C employees in line with the model transfer policy and in consultation with the ITEF Circle leadership.

In the matter of skill test for the erstwhile group D employees to empanelment for the promotion to the post of Tax Assistant, it was decided to seek one time relaxation for promotion to the post of Tax Assistant after providing them necessary training.



The Secretariat decided to demand, as decided in the 29<sup>th</sup> All India Conference, for periodical and effective training to all the employees according to the requirement of the functioning of the Department and update them with the latest changes/amendments.

The Secretariat decided to demand speedy regularisation of the casual labours who have completed 10 years of service for which steps have already been taken by the Department and proposal pending with the Department of Personnel.

The Central Working Committee Meeting of the Federation will be held at Gaziabad on 13<sup>th</sup> and 14<sup>th</sup> August, 2015. The ITEF, Western UP Circle is hosting the Working Committee Meeting. The Secretariat decided to appeal all circles to collect Advertisement tariffs for the Souvenir being brought out on this occasion.

For properly maintenance of the Manishi Nath Bhawan, the Secretariat decided to create **Building Maintenance Fund** with collection of Rs.100/- from the members placed in PB-2 and of Rs. 50/- from the members placed in PB-1. And the decision of the Secretariat will be placed before the CWC for approval.

To run the organisation smoothly, the Secretariat decided to appeal before all Circles to remit the dues of Renewal Fees and Aayakar before the CWC. The details of the dues are attached herewith.

As decided in the Conference, the Secretariat constituted a sub-committee to formulate our suggestions and to be placed before the Working Committee for changes in the duty list especially after the changes in the nomenclature and functional changes after the Cadre Restructuring. The Following Members will constitute the Committee.

- |                     |                     |
|---------------------|---------------------|
| 1. Coms. Vinod      | 2. Com. Ombir Singh |
| 3. Com. D P Acharya | 4. Com. J.P. Singh. |

The Secretariat also decided to protest the videography introduced in the Examination from this year in spite of assurances given by the Member (P&V) to the representatives to the contrary and its immediate stoppage from the next year onward.

The National Executive Committee of the Confederation met at Manishinath Bhawan on 12.07.2015 under the chairmanship of Com. KKN Kutty, President. The Confederation decided, as in the past to endorse the call given by the Central Trade Unions including INTUC and BMS for one day strike on **2<sup>nd</sup> Sept. 2015** against the anti working class, anti people policies being pursued by the present Government. In the brief discussion Com. KKN Kutty, addressed the Secretariat members and explained the necessity of going for this one day strike as a prelude to the Indefinite strike by All Central Govt. employees, including Railways and Defence Federations, Confederation **from 23<sup>rd</sup> November, 2015**. The Secretariat also endorse the call for one day Strike on 2<sup>nd</sup> September, 2015 and decided to make all out efforts to make the strike a resounding one as was done in earlier strikes and to take all necessary steps to mobilise the members and enlighten them with the requirement of making it a success. The Secretariat will chalk out campaign programme in support of the strike and inform to all Circle Secretaries accordingly. The Confederation Circular depicting the decisions in detail is enclosed. Circle General Secretaries are requested to take necessary steps to mobilise the members for the strike actions.

With greetings,

Yours fraternally,

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**Circular No. 5**

Dated: 16.06.2015.

Dear Comrades,

The 4<sup>th</sup> meeting of Personnel Grievance Redressal Committee (PGRC) at apex level was held on 10.6.2015 under the Chairmanship of Member (P&V) CBDT. The gist of discussions held in the meeting is appended below;

(i) Regarding the promotion from ITO to ACIT for the R.Y 2013-14, 2014-15 & 2015-16, it was informed by the Chairman of the meeting that process for finalisation of vacancies for the aforesaid R.Y.s are being carried out and likely to take some more time. It was assured that the vacancy calculation will be completed at the earliest.

(ii) For filling up of posts of Inspectors lying vacant for want of eligible candidates, necessary instruction will be issued to all the Pr.CCITs and instruction for filling up of the posts by promotion for R.Y 2015-16 uniformly by all the charges will be issued shortly.

(iii) For Re-allocation of posts of Inspectors to deficient charges (where stagnation is acute) as proposed by ITEF, it was informed that the exercise of re allocation of the post of inspector will be taken up at the appropriate time.

(iii) Regarding notification of Recruitment Rules of Gr. B & C employees, it was informed to the representatives of JCA that the Recruitment Rules for the Group C employees will be notified within a period of one month (i.e. MTS & TA). As regards recruitment rules for Group B Gazetted and Non-Gazetted cadres, the draft RR was sent to DOPT for approval. The Recruitment Rules of Departmental Canteen staffs are ready and will be notified within a period of three weeks time.

(iv) The CBDT in principle acknowledged the problem of huge vacancies in some of the charges due to all India Recruitment in Group-C Cadre. They are in principle in favour of Zonal/Regional Recruitment but since it involves policy matters for recruitment process of Government of India hence it required to be dealt separately for which necessary action will be undertaken.

(v) The official side informed that the laptops for Inspectors were approved in full board meeting. The matter was remitted to the technical team for purchase of laptops and accordingly orders will be issued shortly. For mobile hand set to all the

employees it was informed that a policy will be framed and a proposal will be submitted to the concerned authorities for approval.

(vi) For enhancement of Local Travel Expenses to Inspectors and Notice Servers necessary proposal was sent to the IFU for approval. The approval is still awaited.

(vii) Regarding improvement of infrastructure in the Department the it was informed that the general instruction in this regard has already been issued to all the Pr.CCITs. It was also informed that the problem of particular charge may be brought to the notice of Board for intervention.

(viii) It was informed to the Chairman of the meeting that at present there was no uniformity as regards holding of placements committee for transfer and posting of Group-B & C employees. It was further highlighted that the Board has issued various instructions in this regard in the past and accordingly requested to issue a fresh uniform guideline in this respect. It was assured that after causing discussion with the Chairperson the same will be acted upon.

(ix) Regarding the erstwhile Group-D employees aged more than 50 years may be considered for promotion to the higher grade by relaxing the Computer Skill Test, the official side informed that since the issue is being raised for the first time hence the same is required some time for examination. The matter will be examined and referred to the Chairperson for decision.

(x) For merger of Staff Car Drivers with the main stream cadres as one time relaxation, it was informed that the DOPT has rejected the proposal. It was highlighted in the meeting that this proposal has already been considered and recommended to include SCD as feeder cadre for promotion to the cadre of T.A/N.S by the Recruitment Rules Committee. At present the majority of the staff car drivers are sitting idle without staff car. After brief discussion it was decided that a fresh note will be submitted again in this respect.

(xi) It was informed that the issue of providing DATA Card to all Inspectors & Gazetted Officers is being taken up with the BSNL after cadre restructuring of the Department alongwith enhancement of mobile SIM card/Land line etc.

The issue of providing RSA Token alongwith User Id, Passwords to all employees including TROs enabling them access to the Departmental Network according to their job profiles, it was informed that the same was considered in the newly introduced ITBA (Income Tax Bussiness Application) application. Accordingly, RSA tokens will be issued in the phased manner to all the officials.

For improvement of Bandwidth speed for Deptt. network at all Offices specially in Mofussil offices the official side has informed that the steps has already being taken to improve the Bandwidth speed for Data Network of the Department in the March, 2015. However in case of any specific problems the same may brought to

the notice of the DIT(System), New Delhi through the respective CIT(CO & Admn.) for necessary upgradation.

(xii) To simplify the Syllabus of the Departmental Exam and the candidates who are left with only one paper in the Departmental examination to get qualified will be considered sympathetically and the grace marks will be given to the extent required to qualify the paper. As regards the grace marks it was informed that already 7(seven) marks are available to all the candidates.

(xiii) For regular training to all employees at various levels, it was assured that necessary instructions will be issued to all the Pr. CCIT in this regard.

(xiv) For payment to Casual Labours in pursuance of judgement of the Honab'le Principal CAT's judgement for almost last two and half years and the Honab'le Principal CAT's judgement it was informed that the matter will be discussed with the concerned authorities and decision will be taken accordingly.

(xv) Regarding ensuing skill test of relaxed standard Stenographers, the proposal of the staff side for proper training and sufficient time before skill test will be examined and a direction will be communicated shortly.

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**Circular No. 4**

Dated: 29.04.2015.

**Decisions of Secretariat & JCA meeting held on 28.04.2015.**

The Secretariat Meeting of ITEF CHQ was held on 28.4.2015 at ITEF Delhi Circle Room, Civic Centre, New Delhi at 4.00 P.M under the chairmanship of Com.Ashok Kr. Kanojia, President, ITEF CHQ.

Under the First Agenda "*Review of the programme of March to Parliament called by the JCM Staff Side*" The Secretary General initiated and all the members of Secretariat participated in the discussion. After discussion it was ascertained that around 1750 members from ITEF participated in the March to Parliament held on today i.e 28.4.2015.

Under the Second Agenda "*Review of the pending demands*" the following issues were discussed.

1. Implementation of N.R.Parmar Judgment in all cadres and to conduct DPC for the panel year 2014-15 before August 2015.
2. To change the word 'henceforth' in the Advance Increment order. And whether to include O.S and Stgr Gr I.
3. Finalisation of Recruitment Rules
4. Instruction to conduct DPC for panel year 2015-16
5. Conversion of steno quota to ministerial for ITI promotion

6. Extension of relaxation for Inter-charge transfer
7. Merger of Staff Car Driver in the Main Stream

Under Organisational issues the situation arising out of the Lucknow Incident was discussed. We are enclosing herewith a brief note on the incident that took place in the office at Lucknow on 31.3.2015. The house registered its strong protest against the way the Department handled the issue. Since the incident took place in the office premises, in spite of the repeated pleading by the JCA, the Administration has not taken any serious steps to bring about a conducive atmosphere for restoring normalcy in office and to cause discussion with the authorities in the Central Bureau of Investigation. The Officials including the leaders of the ITEF and ITGOA and their family members are living in a horrified atmosphere. In view of the above situation, the Secretariat decided to extend full support to the members and leaders of Lucknow Charge.

After the Secretariat meeting, the JCA meeting was held at the same venue. The JCA mainly discussed two issues viz. the Lucknow incident and inordinate delay in holding the DPC for ITOs to AC for 2014-15 and supplementary DPC for remaining vacancies of 2013-14. On the issue of Lucknow, JCA unanimously decided to hold the demonstration programme under the banner of the JCA against the lethargic attitude of the Administration in the matter and to stand in solidarity with the members and leaders of the JCA in Lucknow Charge. Accordingly the Secretariat appeal to all the Circles to hold Lunch Hour demonstration on **6<sup>th</sup> May, 2015** in solidarity of the leaders and members of JCA of Lucknow Charge.

On the second issue of already delayed promotions to ITO to AC and other Group B & C cadres, diversion of posts lying vacant in Inspectors for want of eligible candidates in Stenographer cadre and finalisation of Recruitment Rules as per report of the Sub-committee etc. The JCA decided to hold Lunch Hour Demonstration on **14<sup>th</sup> May, 2015.**

The Secretariat also decided to vigorously peruse with the authorities all other pending issues and important issues drawn after discussions in the XXIX All India Conference at Guwahati.

All the Circles are required to carry out the above two programmes under the banner of JCA at all places. The JCA circular is being sent separately.

With greetings,

Yours fraternally,

(Rupak Sarkar)  
Secretary General.

Brief note over the incident that happened at the premises of Income tax office, Lucknow on 31.3.2015.

The limitation for completion of assessment proceedings under the I.T. Act normally expires on 31<sup>st</sup> March, every year. Due to this stipulation 31<sup>st</sup> March is almost 24 hour working day in Income tax Department with cent per cent attendance of officers and Staff. 31<sup>st</sup> March, 2015 was no different and Lucknow offices of the I.T. Department were functioning in full swing.

CBI seems to have planned to execute a vigilance trap were on 31.03.2015 of an Income tax Officer, who appears to have indulged in the corrupt practice of demanding money for doing favour from an assessee. Besides the officers and employees, the office was crowded with a number of assesses, their authorised representatives, Chartered Accountants and their Assistants and many others on the crucial day. The CBI did not however, deem it necessary to inform of their plan to the Head of the Department or to any other Senior officers of the Department either after the execution of the trap or thereafter.

Some of the employees who were not aware of the CBI plan for effecting a trap mistook their action as manhandling of one of the officers, who had the assessment charge, by the assessee or his henchmen. Having heard of the unsavoury incident, quite a number of employees and other visitors to the office assembled in front of the chamber of the concerned officer. The CBI Inspectors on seeing the assembly of a sizeable crowd in front of the room of the officer locked the same from inside which unfortunately gave birth to further fury and anger to the assembled crowd of people. They attempted to push open the door under the mistaken impression that the assessee and his henchmen were manhandling the officer. It was only when the local police reached the spot, the real picture emerged and the crowd got disbursed immediately, who were assembled in anxiety to protect one of their colleague officers.

Thereafter the CBI filed an FIR against the officers and employees of the I.T. Department alleging that they had been indulging in obstructing the CBI to carry out its legal functions. The local police took immediate cognisance of the FIR filed by such a prestigious organisation, the CBI and began to arrest and harass the employees especially at the lower levels and the Union leaders, whose names were taken from the Name board placed in front of the Union office. The actions pursued by the local police under the influence exerted by the Senior officers of the CBI. It must be stated unambiguously that the commotion and chaos in the office on 31<sup>st</sup> March, 2015 was due to the mistaken identity.

In the background of the above mentioned facts, it would be clear that the incident was the product of mistaken identity. In the circumstance, it is prayed that the appropriate direction may please be issued to CBI to bring about an amicable settlement to this issue.

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Cir. No. 3/15-18

Dated: 27<sup>th</sup> March, 2015.

Dear Comrades.

### **Oral evidence before the VII-CPC**

The VII-CPC has given a meeting to the Income Tax Employees Federation for presenting oral evidence on the demands canvassed in the JCA Memorandum on Departmental Issues. Accordingly, to day, the 27<sup>th</sup> March, 2015 the following representatives of JCA tendered evidence before the VII-CPC at 10.30AM.

Com. Ashok Kr. Kanojia, President, ITEF,  
Com. Rupak Sarkar, Secretary General, ITEF,

We, while thanking the VII-CPC for giving us the chance for this presentation, reiterated that on all common issues, we fully endorse the memorandum submitted and evidence tendered by the JCM Staff side. Further we confined to the following issues specific to the Departmental personnel.

1. Pay Scales of Income Tax Officers: We pleaded to maintain the parity of scales of Income Tax Officers and similarly placed Officers in the Audit & Accounts Department, as the parity existed till the VI-CPC has been disturbed in the recommendation and implementation of the VI-CPC report. The similarly placed Officers in the Audit and Accounts Department are now placed in PB-2 with grade pay of Rs. 5400 while the Income Tax Officers are placed in the same pay band with grade pay of Rs. 4800/- for no ostensible reasons. The Commissions response to this was appreciative and positive.
2. Pay Scales of Inspectors: Our submission was mainly to maintain the parity of scales with the Inspectors in IB and CBI which was prevalent till 5<sup>th</sup> Pay Commission. The same was disturbed by awarding a higher pay scale to the Inspectors in IB & CBI by V-CPC. Though after 2004, the same was restored by the Government, the restoration was not considered by the VI-CPC. Again the parity was restored by the Government on our persistent efforts. Therefore, we pleaded to recommend the same pay scale for the Inspectors of Income Tax which is proposed to be awarded to the Inspectors of IB & CBI. The Commission assured us that the present parity will not be disturbed.
3. Tax Assistants: Our submission was that till V-CPC, UDC/TA in the Department was on the same pay scales as that of Auditors/Accounts in IA& AD and other Accounting organisations. From 2003, much after the implementation of the V-CPC report the pay scale of the Accountants/Auditors who are recruited by same agency with same examination are provided a higher pay on their postings to the Audit and Accounting organisations while others posted in the Department of Revenue are placed at a lower pay scale. We urged that the pay of the Tax Assistants in the IT Department may be given the same placement scale that is being proposed for Auditors/Accounts in IA&AD. The point was well taken by the commission.
4. Notice Servers: Being an uncommon category in the Department akin only to the Postmen in Postal Department, we urged the Commission to maintain the parity with the pay scale proposed to the Postmen in the Postal Department. The commission indicated a positive note.
5. Staff Car Drivers: Our submission for merger of SCDs in the Department with the mainstream cadres as on the policy of the Government, a large number of drivers are vehicle less and unoccupied was not initially agreed on technical ground that the Department or the Government should take a decision. On our further submission, the Commission indicated to make a reference of this point too.

Once again the representatives thanked the commission and urged to consider all the submissions made by the JCM staff side on pay and allowance and service conditions.

With greetings,

Yours fraternally,

(Rupak Sarkar)  
Secretary General.

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Dear Comrades.

**Secretariat Meeting.**

The First meeting of the newly elected Secretariat was held at Central Headquarters on 17<sup>th</sup> March, 2015. The meeting was chaired by President Com. Ashok Kr. Kanojia. The following Secretariat members Coms. Babu Thomas, Jageswar Sah and Mahesh Chandra Mishra, informed their inability to attend the Meeting. Com. KP Rajagopal, ex-Secretary General was present on the invitation of the Secretariat.

The meeting reviewed the XXIX All India Conference. The meeting placed its appreciation and thankfulness to the ITEF,NE Circle for holding the Conference in an excellent manner. The secretariat also decided to ensure the presence of representative from Mumbai Circle in the Secretariat. The meeting decided to make an appeal to the Mumbai Circle to this effect. The meeting decided to seek the continuous support and guidance of the outgoing President Com. A.B. Salunkhe and Com. KP Rajagopal in its day to day functioning and also other senior leaders. The meeting unanimously nominated Com. Ujjal Hore (Bengal) and Com. Ombir Singh (Delhi) to the two assistant Secretaries vacant posts as decided in the Conference. The Secretary General also informed the meeting that as the President is stationed in Delhi, the SG will be available in the CHQ for two-three days every week in the immediate future.

As per the decision of the Conference, the Secretariat considered the resolutions moved by various circles and issues raised in the conference, and finalised the resolutions on Departmental issues and Common issues. The resolutions as finalised by the Secretariat has been submitted to the Authorities. The same is enclosed. The secretariat decided to pursue the pending issues on priority basis. It was also decided to make the March to Parliament slated for April 28,2015 a grand success and appeal to all Circles to send the number of volunteers as per the quota intimated earlier.

The issue of non-regularisation of casual labours with temporary status in certain charges was discussed. The Secretariat request all the Circle General Secretaries to report to the Chq whether any casual Labours(Temporary Status) are still to be regularised, their number and the reason for non-regularisation. The Circles are further requested to inform the progress of implementation of instructions of the Board in the inter-se seniority matter as per the judgement of the Supreme Court in NR Parmar case.

**Meeting with Chairperson,CBDT.**

The entire Secretariat members had a courtesy meeting with the Chairperson, CBDT on 17.3.2015 at 4PM. The Ex-Secretary General introduced the members to the Chairperson. The members urged to the Chairperson to fast track the implementation of the following pending demands

>Approval of the Recruitment Rules of Gr. B & C cadres pending with DoPT,

>Laptops to Inspectors and Mobile Handsets to all, pending with Dept. Of Expdr.



>Increasing reimbursement of LTE to Inspectors and Notice Servers, pending with DoE.

>Early resolution of issues of Promotion in Directorates and Diversion of CR Posts.

>Conversion of vacant post in promotional quota of Inspectors to the other category.

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

The CHQ leaders also had a brief meeting with the Member (Personnel & Vigilance) on 19<sup>th</sup> March, 2015. The issues of conversion of quota and filling up of vacancies in the Inspectors Posts for want of candidates in one category from eligible candidates of the other category was pressed. The Member (Personnel) was kind enough to inform us that the issue will be looked into immediately.

### **VII-CPC-Oral evidence.**

ITEF has received a communication from the 7<sup>th</sup> CPC fixing a meeting with ITEF on 27<sup>th</sup> March, 2015 at 10.30am for presenting further our points enumerated in our memorandum submitted to it. The leaders will present our case and provide oral evidence for the demands and submissions made by us in our memorandum.

With greetings,

Yours fraternally,

(Rupak Sarkar)

Secretary General.

Resolutions on Departmental Issues adopted in the

XXIX All India Conference of ITEF held at Guwahati from 19-22 February 2015

### **Pending issues to be expedited**

- I. Merger of Directorate with Principal CCIT(CCA) New Delhi.
  - II. Withdrawal of the Order of Diversion of 1633 posts from West Bengal & Sikkim Charge.
  - III. Re-allocation of posts to deficient charges (where stagnation is acute).
  - IV. Implementation of Schemes of Laptop to Inspectors and Mobile handset to all.
  - V. Reimbursement of Local Travel Expenses to Inspectors and Notice Servers.
  - VI. Notification of Recruitment Rules of Gr.-C & Gr.-B Cadres.
  - VII. To issue the general order for Two Increments on passing of ITI Exam to STA & Stgr.-Gr.II (erstwhile).
1. Staff Car Drivers unoccupied may be merged with the main stream Cadres., with relaxation, if needed.
  2. Direct Recruit Quota of Notice Server may be converted to Promotional Quota as one time measure.

3. The tariff and services of Project Tarang may be reviewed and services may be brought at par with present rates.
4. Zonal/Regional Recruitment in Gr.-C Cadres be resorted to tide over the huge vacancies.
5. Recruitment of MTS to be restored to the Department or through the Employment Exchange.
6. To simplify the Syllabus of the Departmental Exam.
7. The candidates who are left with only one paper in the Departmental examination to get qualified may be considered sympathetically and the grace marks may be given to the extent required to qualify the paper.
8. To modify the Office Procedure Manual (Duty List) as per the post-restructuring functional requirement of the Department.
9. RSA Token alongwith User Id, Passwords may be provided to all employees enabling them access to the Departmental Network according to their job profiles.
10. Regular training programme to all employees at various levels may be provided.
11. Compilation of latest judgements in favour of the department alongwith the latest changes made in the Act & Rules in the shape of a booklet be circulated among the Officers and Inspectors.  
Also the latest amendments made in the software and procedures should be compiled and circulated among TA/EA staff.
12. Infrastructure in the Department should be improved and ensured that each personnel gets ample space for office as well as residential accommodation according to the norms fixed by CPWD.
13. Bandwidth speed for Deptt. network should be improved at all Offices.
14. It may be ensured to exempt the Inspector, Notice Server and Staff car Drivers from Biometric attendance System keeping in view their nature of job and field duties.
15. The Regional CCsIT of MP & Chattisgarh should be allowed to deploy their Gr.-C personnel as per their representations in the respective regions.
16. The erstwhile Group-D employees aged more than 50 years may be considered for promotion to the higher grade by relaxing the Computer Skill Test.
17. Regularisation of all Casual Workers as per Order of the Principal Bench of CAT, New Delhi and also as assured by the Finance Minister.
18. To allot sufficient Funds in all Heads of Expenditure particularly in Medical Head.
19. Periodical Statistical Reports other than prescribed ones be taken through Systems and requisitioning them from the field offices be dispensed with.
20. Uniform policy be adopted to conduct skill test for the Stenographers recruited in relaxed standard by the Deptt. after proper training.
21. To get the Recruitment Rules for all Cadres notified immediately.
22. To take immediate action to get the ITI posts lying vacant for want of candidates in Steno Cadre filled with the eligible candidates in Ministerial Cadre.
23. To take necessary steps to expedite the process of filling up of all Direct Recruitment posts to tide over staff shortage.

24. Partially qualified TAs may be promoted as Sr. TAs as a onetime measure.
25. Daily Wage Workers (other than with Temporary status) be paid at the minimum of Pay Band-1 (Rs.5200-20200) i.e., Rs.5200 plus a Grade Pay of Rs.1300/- and Dearness Allowances. In addition the benefit of merger of 50% of DA may also be allowed, as has been available to such persons in Postal Department.
26. All communication/Notifications/OM/Promotional orders be placed in the Official website of the Department and log-in facility of "irsofficeronline" may be introduced for all employees.
27. To reduce the minimum period of MTS Cadre from 5 years to 3 years for appearing in the departmental examination.
28. Wherever Special Pay is made for Officers for specialised work, the staff of all cadres posted there may also be given Special Pay.
29. Proper and accountable personnel may be deployed for the security of the offices and personnel in the department.
30. All the vacant posts in the Departmental Canteen may be filled as per the DOPT's Instruction. Steps may be taken to provide proper Canteen facility for all Staffs.
31. Departmental personnel required for the Central Processing Centres (CPCs) be drawn from all charges either on willingness or on deputation, since no separate allocation was made in the Cadre-restructuring posts to the charges where CPCs are functioning.

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**Resolutions on Common issues-other than the issues already taken-up/pending with various levels.**

1. LTC provisions of eligibility in Premium Class trains without any restrictions.
2. Fixation benefit on promotion be given to the MACP beneficiaries.
3. Provision of additional HBA for extension/repair or renewal of existing houses.
4. Medical advance may be granted without any restriction to all the beneficiaries for inpatient treatment.
5. Motor Car Advance to all non-gazetted employees.
6. To provide CGHS Hospital in all towns and to ensure cash less treatment to all.
7. To notify at least one private Hospital at each station for medical treatment of CGEs.
8. To combine the unavailed joining time to the Earned Leave Account.

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Dear Comrades,

**XXIX All India Delegates Conference of ITEF held at Guwahati from 19<sup>th</sup> to 22<sup>nd</sup> February, 2015.**

The XXIX All India Delegates Conference of ITEF was held at Medical College Auditorium, Guwahati from 19<sup>th</sup> to 22<sup>nd</sup> February, 2015. The Inaugural and Open sessions were held on 19<sup>th</sup> February, 2015 at 10.30Am and 3.30PM respectively. The conference started at 9.30AM on 19.2.2015 with hoisting of the ITEF Flag by Com. President Ashok B Salunkhe in the presence of the Delegates, guests and invitees followed by salutation at martyr column.

The Inaugural session started at 10.30AM in the Com. V.S.R.Krishna Mancha, named after the departed Ex-President of ITEF Com. V.S.R.Krsihna, with recital of ITEF anthem and lighting of lamp. The Chairman of the Reception Committee and veteran leader Com. Sarbananda Das welcomed the Chief Guest, other guests and invitees, delegates and observers to the city of Guwahati, the gate way of North Eastern States. Com. Ashok B Salunkhe delivered the Presidential speech touching upon the issues setteled by the Board and requesting for settlement of the issues pending before it. The Conference was inaugurated by Shri Arun Kumar Jain, Member (Personnel & Vigilance),Central Board of Direct Taxes. The Chairperson,CBDT, Ms. Anita Kapur could not make it to the Conference due to preoccupation in the Budget preparation discussions. The Chairperson had sent a message and greetings for the success of the Conference. In his inaugural speech, the Member (P&V),thanked the Federation in maintaining the democratic tradition and helping the department in having a peaceful industrial atmosphere. He also touched upon the issues on which the Board had taken positive steps like approaching the Department of Personnel for extension of Advance Increment on passing Departmental Examination for Sr. TAs/Stgr., and assured immediate settlement of the issues connected with the Directorate Promotions and Diversion of posts from Bengal Charge among other things.

The Inaugural session was also addressed by Janab S M Ashraf, Chief Commissioner of Income Tax, Shillong; Com. Bakul Chandra Sarmah, General Secretary of Income Tax Pensioners Association, NEW Guwahati; Com. Amitava Dey, Vice President of ITGOA and Gl. Secretary, ITGOA,NER Unit; Com. KP Rajagopal, Secretary General, ITEF. Com. K.K.N.Kutty, Advisor of ITEF and President, Confederation of Central Govt. Employees and Workers, New Delhi, paying homage and tributes to our leader Com. S.K.Vyas, touched upon the common issues of the Central Government Employees and the attitude of the Government. He also emphasised the role the ITEF had played in the past, the necessity of playing more responsible role in making the ongoing agitations of March to Parliament and indefinite strike a massive success. With Com. SubhadeepKar, Working Chairman, Reception Committee proposing the vote of thanks, the session concluded at 1.00PM.

The Open session was held at the same venue, named after the legendary leader of the Central Government Employees Com. S.K.Vyas, from 3.30PM with the welcome address by Com. Subbir Kumar Mazumdar, Secretary, Reception Committee, followed by Presidential address by Com. Ashok B Salunkhe. The session was inaugurated by Com. Tapan Sen, All India Secretary of Centre of Indian Trade Unions. In his inaugural address Com. Sen touched upon the socio-political scenario of the country and the attitude of the present Government to the issues of the common people and aggressive pursuance of the Privatisation and disinvestment of Public Sector units, Railways, Defence, postal services etc. and the role to be played by the Central Government Employees to resist such steps. The Guest of honour in the session was Com. Shiva Gopal Mishra, Secretary, Staff Side, JCM National Council and General Secretary of All India Railwaymen's Federation. He elucidated in his effective speech the circumstances which forced the entire participating organisations of JCM and others to join together to tread the path of agitation by the Central Government Employees culminating in an indefinite strike to achieve the 10 points charter of demands. He also urged upon the Members of the Income Tax Employees Federation to play their pivotal role in not only leading role but to enlist others in making the agitational programmes massive success. Com. M.Krishnan, Secretary General of Confederation in his effective speech explained the history of the Central Govt. employees struggles from 1960 on grains allowance to todays situation and the role played by the Confederation in all the subsequent struggles. He called upon the ITEF, being one of the most vibrant organisation, to take the lead role in the ensuing agitations and ensure massive participation true to its stature. Com. Bhaskar Bhattacharya, Secretary General of ITGOA and Joint Covenor of JCA; Com. Deban Bhattacharaya, State Secretary of

CITU, Com. Satanjib Das, Convenor, JCTU also addressed the session. The session concluded with Com. KP Rajagopal, Secretary General, proposing the vote of thanks, at 6.30PM.

In the evening a colourful cultural programme was arranged by the Reception Committee. The programme had all the flora and fauna of the diverse culture of the 7 states of the North Eastern states and its rich tradition in folks and songs.

The Working Committee meeting was held immediately after the open session to discuss the agenda items. The Working Committee discussed the agenda items and decided to have detailed discussion on the minutes of the last working Committee Meeting held at New Delhi on 1<sup>st</sup> June 2014 and the last conference held at Mehsana in February, 2012 as also on the Secretary General's Report, in the Conference. Agenda item 3 i.e. formulation of the recommendations to be made to the Conference by the CWC for appointment of members to the Election Committee, Disciplinary Committee and Advisors, the CWC decided to discuss the same in detail in the Conference.

The Delegates session was commenced on 20<sup>th</sup> February, 2015 at 10.30AM with passing condolence message and paying tribute and respectful homage to the departed leaders and all those who have left us during the period by observing silence. The detailed minutes of the conference is under preparation and will be published shortly. Decisions taken in the conference, agenda-wise are given hereunder.

**Agenda No. 1. Condolence Resolution.** Com. Secretary General read out the Condolence Resolutions, as part of the Secretary General's report. The condolence resolution of Com. S.K.Vyas was separately circulated in the house to be taken as part of the report. The condolence resolutions were adopted.

Agenda Items 2 & 3 were taken together viz. **Confirmation of the minutes of the 28<sup>th</sup> Delegates Conference held at Mehsana (Gujarat) from 21<sup>st</sup> February, 2012 to 24<sup>th</sup> February, 2012 and Presentation, consideration, discussion and approval of the report and accounts submitted by the Secretary General on behalf of the Central Working Committee of the ITEF.**

The Secretary General presented the report and highlighted the various issues incorporated in it. He also said that an action taken report on the resolutions passed in the last conference on common and departmental issues as also some of the major issues referred by the Circles are incorporated in the report. Since some of the delegates lamented that the minutes of the last conference included in the report was not exhaustive of the discussions, the house was informed that the detailed minutes of the Conference will be presented in the next CWC. The report and the accounts for the three financial years were discussed at length in the house and was unanimously approved.

Agenda item No. 4&6 viz. **Matters for consideration and decision under article XVIII of the Constitution, if any discussion and adoption of the Report of the Chairman, Election Commission and the Disciplinary Committees, if any were taken together.**

The Secretary General placed the reports of the Chairmen Election Committee and Disciplinary Committee on the issues referred to them by the Central Working Committee on the complaints received from Com. Prikshit K Vasudeva, Vice President and another received from two comrades of North Western Region on the Elections held in the Conference of NW Region. Both the reports were approved by the house the directed the Secretariat to take appropriate action based on the report.

Agenda item No. 5. **Amendment to the Constitution, if any.**

The House after considering the Accounts submitted in the Conference and the observations of the Auditor in his report came to the conclusion that the financial health of ITEF CHQ has to be augmented, especially in the matter of wages of employees and maintenance of the Manishinath

Bhawan. Since the earlier decision to collect Rs 20/- per year from members are not adhered by any circle, it was decided to increase the Renewal Fee collected once in a year to Rs. 70/- and Rs. 40/- from the members of PB 2 and PB 1 respectively from the year 2015-16 onwards. It was also decided to strictly monitor the remittance of Rs 25,000/- by all circles immediately after their Circle Conference.

Agenda items 7 & 8. Viz. **Discussion on Departmental issues and problems & Discussion on Common issues concerning Central Govt. employees and adoption of resolutions thereon.** The Secretary General initiated the discussion by making a brief presentation on the Departmental issues settled and others pending with various authorities like IFU, DoE and DoPT. He touched upon the circumstances and situation created by the previous Government and the attitude and history of the present Government in dealing with the issues of the Government employees which forced the Central Government Employees organisations to decide to go for the agitation, emphasised the need of the Federation to embark upon massive campaign programme to elicit the maximum participation of its members as also the employees and workers in other segments of the Central Government Employees. The house discussed the agenda for more than 12 hours on 20<sup>th</sup> and 21<sup>st</sup> February, 2015. In summing up the discussion the Secretary General replied and clarified the questions and doubts raised by the delegates. He also assured that all the issues which require settlement and consideration will be part of the resolutions and taken up with the appropriate authorities.

Agenda Item 9. **Discussion and adoption of resolutions on policy and programmes.** The Secretary General informed the house that the policy and programme of the organisation is placed under the caption "Task & Perspective" in the Secretary General's report. The House after going through it adopted the same.

Agenda item No. 10: **Presentation of the Budget estimate for the ensuing three year.** In view of the anticipated variation in the receipt due to the change in the membership and Renewal fees, it was decided that the next Secretariat will prepare and present the same in the CWC.

Agenda item 11. **Discussion on matters connected with the journal Aayakari.** Considering the huge outstanding in the payment of Aayakar dues and the cost inflation in its publication the house directed the Secretariat to strictly monitor and enforce the payment on account of Aayakar dues in time and also appealed to the Circle leaders to clear the outstanding on this accounts within three months.

Before considering the item No. 12, the house considered the agenda item No. 12 viz. **Discussion and adoption of appropriate resolutions on the nomination of members to Departmental Council and National Council JCM.** The house agreed to the request of the President to consider the renomination of Com. K.K.N.Kutty, as the member of the JCM national council.

Agenda No. 14. **Selection and appointment of the Members of Advisory Committee, Chairman, Disciplinary Committee, Chief Election Commission.** The house after discussion of the issue decided to leave the issue to the decision of the New Office Bearers and to present their proposal in the next Central Working Committee Meeting.

Agenda Item No. 15. **Any other matter with the permission of the Chair.** The house decided to accept the proposal of the MP & Chhattisgarh Circle to host the next Conference in the year 2018.

Item No. 12. **Election of Office-bearers for the ensuing term of office.** On this agenda item, the President invited the Chairman, Election Committee to present his report. The Chairman in his brief report, expressed gratitude to the Federation in reposing the responsibility and also the delegates for helping him and the members of the Committee to conduct the process smoothly.. The Chairman also stated that the following candidates were elected unanimously as there was no contest. He also informed the house that three posts are lying vacant as there was no nomination for those posts and urged the house to authorise the Working Committee to fill them by co-option.

<u>Sl.No.</u>	<u>Post to which elected</u>	<u>Name of the person(S/Shri)</u>	<u>Charge of Posting</u>
1.	President	Ashok Kumar Kanojia	Delhi
2.	Vice Presidents- (1)	YeshwantPurohit	MP&Chattisgarh
3.	(2)	Rajendra Kumar Meena	Rajasthan
4.	-do- (MTS)	Vaant.	
5.	Secretary General.	RupakSarkar.	West Bengal
6.	Addl. Secretary.	Vacant.	
7.	Joint Secretary(JCM).	M.S. Vengatesan.	Tamilnadu
8.	Joint Secretary	K. Madusudanan.	Gujarat
9.	Finance Secretary.	Subir Kumar Mazumdar.	North East Region.
10.	Assistant Secretary(JCM)	K. Babu Thomas.	Kerala.
11.	Asstt. Secretary (MTS)(JCM)	Vacant.	
12.	<u>Zonal Secretaries.</u>		
	North.	Ajay Tiwari	UP (West)
	East.	JageswarSah.	Bihar & Jharkhand.
	West.	SharadMurhe.	Pune.
	South.	Vinod.	Karnataka& Goa
13.	<u>Assistant Secretaries.</u>		
	(1).	D.P. Acharya.	Orissa.
	(2).	PrashantDhankar	Nagpur.
	(3).	D. Subba Reddy.	Andhra&Telengana.
	(4).	Mahesh Chandra Mishra.	UP (East)
14.	Auditor	Sethuram.	Karnataka & Goa

The Newly elected President Com. Ashok Kr. Kanojia and Secretary General Com. Rupak Sarkar addressed the house and proposed vote of thanks. After the curtain was drawn, the entire delegates marched to the Flag mast. The ITEF flag was furled and handed over to the leaders of the MP & Chattisgarh Circle to be raised in the next All India Delegates Conference to be held in that Circle.

**Agitational programme chalken out by the National Joint Council of Action of Central Government Employees including organisations in Railways and Defence sectors.**

Please recall our earlier communications on the above matter. The NJCA's programme of first phase of mass action programme of 'MARCH TO PARLIAMENT' is on 28<sup>th</sup> April, 2015 to bring sanction on the Government to consider the 10 point Charter of Demands including Interim Relief, Merger of DA, Date of effect of VII-CPC from 1.1.2014 etc. . The decision to mobilise about one lakhs volunteers to this programme is a huge task. The Confederation in its Secretariat meeting held at New Delhi on 17.02.2015 has decided to embark upon a massive campaign programme to elicit maximum number of participants in the progamme. The confederation has also fixed quota of minimum volunteers for each organisation for the March to Parliament. According to the quota so fixed, the ITEF is to ensure participation of minimum 3000 volunteers. Accordingly, to achieve the minimum target fixed for ITEF, we request you to ensure minimum number of participants from each circle as indicated below. The quota is fixed after taking into account the distance of the circles from Delhi and its membership.

**Western UP – 400; Eastern UP 300; North West Region- 300; Rajasthan- 200; MP & Chattishgarh-100; Bihar-75; Bengal-75; North Eastern Region- 25; Gujarat- 75; Mumbai-75; Pune-50; Vidharbha-25; AP & Telangana-40; Karnataka-50; Tamilnadu-75; Kerala-25; Orissa-25; and the rest from Delhi Circles.**

With greetings,

Yours fraternally,



(RupakSarkar)  
Secretary General.