

JOINT COUNCIL OF ACTION OF INCOME TAX ASSOCIATIONS:

WEST BENGAL

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Joint Convenors :Bhaskar Bhattacharya, RupakSarkar & ManmohanNayak

Date: 07.04.2014.

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

(Through Pr. CCIT, W.B. & Sikkim)

Respected Sir,

Sub:-Discrimination meted out to West Bengal Region in allocation of posts out of additional posts arising out Cadre Restructuring of the Income Tax Department'2013 –matter regarding.

Kindly refer to the above.

It is very disheartening to note that in the order of the CBDT (F.No. HRD/CM/102/28/2013-14) dated 31.03.2014. out of total number of 20,751 additional posts approved by the Union Cabinet, West Bengal Charge has got only 50 additional posts i.e. only 0.24% of total allocation whereas the increase in respect of other charges is in the range from 10% to 90% (approx.) . Moreover there is absolutely no increase in the cadres of ITO (477) and above. Going against all the assurances given by Member (P&V) , your predecessor- in –office, Hon'ble Revenue Secretary and Hon'ble Finance Minister the existing strength in the cadre of ACIT/DCIT was reduced from 220 to 207. Even in the cadres of A.O. and P.S the existing cadre strength has been curtailed. Where as in the cadre of ITI, who are considered to be the most potent weapon of tax administration has witnessed a marginal increase of 68.

It is worth mentioning that while finalizing the allocation of posts for various cadres, certain formulae were devised by the sub-committee no. 1 following the original CRC proposal approved by the cabinet, based upon functional requirement. Adopting the same formula if same no. of CCIT and CIT (HAG& SAG) is allocated to West Bengal region, the minimum manpower required in the cadres of ITO and ITI should be 542 and 1119 respectively. Clearly the allocation made vide the order dated 31.03.2014. falls short by 65 posts in the cadre of ITO and 151 in that of ITI. A detailed workout in this regard is annexed.

The Cadre Restructuring originated from the specific direction of DoPT and should not affect the existing cadre strength in any Region. It is the main objective behind conceiving the Cadre Restructuring of our Department is to ease out the stagnation in all cadres as well as smooth career progression for better cadre management and better delivery on the part the workforce.

However post CRC allocation dated 31.03.2014., it is apparent that the similarly placed officers/officials in other charges will get promotions in bulk within next 2-3 months whereas those in West Bengal having same seniority may get promotion in the

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years to come. Situation in respect of promotion to the cadre of ITI is much worse due to miniscule increase in the cadre of ITI. The ratio of Executive Assistant (feeder cadre for ITI) to ITI in West Bengal region is 2.27 against the all India average of 1.49. There is no need to mention that the last thing an administrator desires is a demoralized workforce as ITIs and EAs altogether makes 45% of the workforce of this charge. The stagnation condition is already so precarious in West Bengal that almost 220 qualified Inspectors are waiting for promotion to the cadre of Income Tax Officer and over 450 qualified Executive Assistants are waiting to be promoted as Inspector.

We are not even sure for how long this miniscule increase or status quo in post allocation will sustain with respect to this charge. Because only against the allocation of West Bengal, it is also remarked that the posts allocated are including *temporary posts to be transferred to other regions as per scheme of allocation*. We apprehend some design behind this disclaimer as this region has already suffered due to diversion of posts [starting from the cadre of CCIT and downwards; 2 Nos. of CCIT, one DGIT (Exemption), 2 nos. of CsIT(Administrative) and 22 CsIT(Appeal) to be more specific and so on] allocated in CRC,2001 to other charges without assigning any reason. It becomes more evident from point no. 2 of the above stated order where it is stated that "*The detailed scheme of allocation will follow*". First of all the Board has allocated much lower number of posts to this charge than what we actually deserve. Now even the said under allocation will remain at the mercy of CBDT and may be diverted at any time. It becomes clearly a case of rubbing salt to the wound.

Hence, we demand:

1. Further Allocation of posts to the cadres of ITO and ITI to the extent of 65 and 151 respectively commensurate to the formula adopted.
2. No curtailment of post in the cadres of DCIT/ACIT, A.O. and P.S. as promised by Member (P&V), Chairman, CBDT , the Revenue Secretary and Hon'ble Finance Minister.
3. Refrain from any further diversion of any posts from this region.
4. Immediate publication of *Scheme of Allocation*.

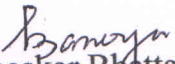
We therefore request you to use your good office to ensure justice is done to West Bengal.

However, we have decided to protest against the discrimination meted out to the West Bengal charge in allocation of additional posts by reviving our agitation programme, suspended earlier. The details of the programme are as follow:


- a) Boycott of Board Functionaries.
- b) Non-submission of all reports excepting parliamentary reports.
- c) Non-participation in Search & Survey operation including recovery & TDS surveys (excepting cases relating to ensuing General Election).
- d) Lunch hour demonstration at Aayakar Bhawan on 07.04.2014.
- e) Dharna programme in front of all office buildings of Income Tax Department, West Bengal on 08, 09, 10 & 11th April, 2014 (from 11 a.m. to 2 p.m.).

In this connection, it may be informed that if our demands are not conceded at the earliest, the agitational programme will be further intensified, which may lead to breakdown of Direct Tax administration in this Region.

Yours faithfully,


Shri Bhaskar Bhattacharya
General Secretary, ITGOA, WB Unit


Shri Rupak Sarkar
General Secretary, ITEF, Bengal Circle


Shri Manmohan Nayak
General Secretary, ITEF WB Circle Gr.D

Joint Conveners

