

JOINT COUNCIL OF ACTION OF INCOME TAX ASSOCIATIONS:

WEST BENGAL

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Joint Convenors :Bhaskar Bhattacharya, RupakSarkar & ManmohanNayak

To  
The Principal Chief Commissioner of Income Tax,  
West Bengal & Sikkim.

Date - 04-04-2014

Respected Sir,

Sub:-Allotment of posts to West Bengal Region out of additional posts arising out of Cadre Restructuring of the Income Tax Department 2013 -matter regarding.

Kindly refer to our earlier letters dated 25.03.14 and 26.03.2014. addressed to you and our meeting with you on the above matter on 03.04.2014.

From the order of the CBDT (F.No. HRD/CM/102/28/2013-14) dated 31.03.2014. it is found that out of total 20,751 additional posts approved by the Union Cabinet, West Bengal Charge has got 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. Even there are reductions in existing strength (220 to 207) in the cadre of ACIT/DCIT and also in the cadres of A.O. and P.S. In the cadre of ITI, there is 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 against the no. of CCIT and CIT (HAG& SAG) allocated to West Bengal charge, the minimum manpower required in the cadres of ITO and ITI come to 542 and 1119 respectively. Clearly the allocation made vide the order dated 31.03.2014. is short by 65 posts in the cadre of ITO and 151 in that of ITI. A detail 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 it is of other charges will get promotions in bulk within 2-3 months whereas it is of this charge having same seniority may not be able to get his promotion in the years to come. Situation in respect of promotion to the cadre

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of ITI is much worse due to miniscule increase in the cadre of ITI. The ratio of EA (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.

But we are not sure for how long this miniscule increase or status quo in post allocation will sustain for this charge. Because only against the allocation of West Bengal, it is also declared that the posts allocated are including *temporary posts to be transferred to other regions as per scheme of allocation*. We apprehend the same 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 their mercy and may be diverted during any time at anybody's fancy. It becomes clearly a case of rubbing salt to the wound.

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 make the higher officials in CBDT to see reason and ensure justice is done to West Bengal.

However to protest against the discrimination meted out to the West Bengal charge in allocation of additional posts, we are compelled to revive our agitational 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

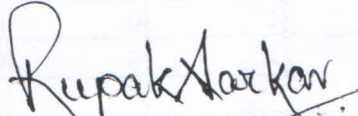
In front of all office buildings of Income Tax Department, West Bengal on 08, 09,10 & 11<sup>th</sup> April, 2014 (from 11 a.m. to 2 p.m.)

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

Copy to Joint Conveners of Central JCA for information and necessary action.

Yours faithfully,

Shri Bhaskar Bhattacharya

General Secretary, ITGOA ,WB Unit

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