

**MINUTES OF THE FIFTH MEETING OF THE PERSONNEL GRIEVANCE
REDRESSAL COMMITTEE HELD ON 23.08.2016 AT 03.00 P.M. IN ROOM NO.157,
NORTH BLOCK UNDER THE CHAIRMANSHIP OF MEMEBER (P&V).**

The 5th meeting of Personnel Grievance Redressal Committee (PGRC) at apex level was held on 23.08.2016 at 3.00 P.M. in Room No.157, North Block, New Delhi under the Chairmanship of Member (P&V) CBDT. The meeting was attended by the officers of CBDT and Representatives of ITGOA and ITEF as per the list Annexure-A. At the outset the Member (P & V), welcomed the officers of CBDT and the representatives of ITGOA and ITEF for participating in the meeting and thereafter took up the agenda items for discussion.

The record of the discussions held in the meeting is given below.

At the beginning Member (P&V), CBDT, New Delhi highlighted the problem regarding outsourcing of secretarial work at Mumbai & West Bengal and requested for a solution. The staff side requested that work allocation amongst the various wings of the Board needs to be streamlined for smooth functioning of the Department. The staff side also highlighted the issue of pay fixation etc which are getting delayed due to this non-allocation of work. Member (P&V) assured to look into the matter.

Item No.1 Promotions:

- (a) Promotion from ITO to ACIT for the vacancies for R.Y. 2016-17 and regularisation of the Ad-hoc promotions of the R.Ys 2014-15 & 2015-16.**

The representatives of JCA stated that as per the approval of the Hon'ble Finance Minister all the ITOs till vacancy year 2003-04 are to be promoted in the cadre of ACIT vide the vacancies for the R.Y. 2016-17. The staff side also demanded that the calculation of exact vacancies needs to be completed immediately. The official side further intimated that the Ad.VI section will send the tentative list of the consideration zone required for this promotion to the DIT(PP, PR & OL) for collection of APARs. As regards the regularization of 2014-15 batch, the staff side intimated that due to non receipt of vigilance clearance from DIT(Vig), North and West Zones, proposal for regularization could not be submitted to the UPSC and requested the Member(P & V) to take necessary steps for early receipt of the vigilance clearance. Member (P & V) assured that necessary steps will be taken in this respect and the proposal for regularization will be submitted to the UPSC at the earliest. The proposal for 2015-16 regularization will be processed immediately after that.

[Action: Ad.VI]

- (b) Implementation of Hon'ble SC verdict in the case of Union of India & Others Vs. N.R. Parmar in all 18 regions and finalisation of the Seniority List in the cadre of ITO.**

As regards implementation of N.R. Parmar judgement the representative of JCA stated that the matter has already been delayed. Moreover the finalisation of seniority list is yet to be completed in 3(three) charges namely West Bengal, Bihar and UP (West). The staff side requested for immediate steps so that these 3(three) charges finalise the seniority list. The Chairperson stated that a Task Force will be constituted

in this respect for finalisation of seniority list and necessary direction will be issued to the Pr.DGIT(HRD) to forward all the revised seniority list received from various charges alongwith soft copy to the Ad.VI for compiling revised seniority list.

[Action: Pr.DGIT (HRD)]

(c) Promotion in the cadre of Pr. A.O

The staff side informed that though 21 posts were created in the cadre of Pr.AO through the Cadre-restructuring, promotion to this cadre is yet to take place and requested for immediate steps for promotion. It was informed that the DPC for this cadre is to be done by the UPSC. It was stated by the Official side that letter will be issued by the Ad-VI section to all the Pr. CCsIT for sending the seniority list of A.O, Grade-II for compiling into the all India seniority list. The staff side also requested that the eligible candidates may be promoted on ad-hoc basis before the finalisation of the RR. The official side has agreed to examine the issue.

[Action: Ad.VI]

(d) Regularisation of JCIT of 2003 and 2004 batches.

It was informed that the DPC for 2003 batch of JCIT was over and the order was issued on 22.08.2016. As regards 2004 batch, the revised deficiency list will be published immediately and the proposal for regularisation will be sent to the UPSC as soon as possible.

[Action: Ad.VI]

The representatives of the JCA also raised the issue of filing up of consequential vacancies that arose due to ad-hoc promotion to the cadre of ACIT and also the issue of promotion to the cadre of ITO in UP(West). It was informed that Member (P&V) will discuss the issue with Pr. CCsIT.

Item No. 2 Cadre Restructuring & Related matters:

(a) To withdraw the phasing out order regarding 1633 posts from West Bengal & Sikkim charge.

The representatives of JCA stated that a committee was formed to examine the phasing out of posts from West Bengal charge and the said committee has submitted its report to the Board. The staff side further stated that they are not in agreement with the findings of the Committee and have given dissent note. The staff side requested to look into the matter afresh. Member (P&V) informed that the issue will be examined and necessary action will be taken accordingly.

[Action: Pr.DGIT (HRD)]

(b) Re-allocation of Inspector posts to deficient charges (where stagnation is acute) as per the proposal of ITEF.

It was informed that the issue of re-allocation of posts of Inspectors to deficient charges will be examined.

[Action: Pr.DGIT (HRD)]

- (c) **Sending proposal for the Creation of commensurate posts of AO/PS cadres with the upgraded posts of CCIT/CIT in the CRC, 2013 to the Ministry.**

The representatives of the JCA stated that after the submission of proposal of cadre restructuring, the posts proposed in the cadre of AO/PS did not get approval of the DoPT. Now since the post in the Apex level got approved, the commensurate posts in the cadres of AO/PS also need to be created as per the original cadre restructuring proposal submitted by the Department. The official side asked the Staff side to submit a detailed fresh proposal which will be examined for necessary action.

[Action: Pr.DGIT (HRD)]

Item No. 3 Relaxations:

- (i) **One time relaxation for appointment on compassionate ground, who are really in distress, in the cadre of MTS, where huge number of DR vacancies are available. Also to modify norms issued by the Department regarding selection for appointment.**

It was informed by the official side that the proposal for one time relaxation of the 5% quota in CA for appointment was sent to DoPT for approval but the DoPT directed the Board to follow its existing directions on the matter. The representatives of JCA informed that in some of the Central Government Departments such relaxations are available. The representative of ITEF was requested to submit a note in this regard for examination and necessary action. As regard point based criteria, the staff side requested to include the criteria of physical verification. The Member (P & V) stated that the present point based criteria was proposed to maintain the transparency and needs no change for the time being. The staff side stated that there is no requirement of sending the belated cases to the CBDT for approval as per DoPT clarifications. Member (P&V) assured to examine the matter.

[Action: Pr.DGIT (HRD)]/ [AD.VII]

- (ii) **One time transfer of vacant posts of Stenographer quota to the Ministerial quota for promotion in the post of Inspector for want of eligible candidates.**

It was informed that the issue of transfer of vacant posts of Stenographer quota to the Ministerial quota in the cadre of Inspector will be examined for appropriate decision.

[Action: Pr.DGIT (HRD)]

- (iii) **Relaxation of eligibility condition to fill up vacant posts in higher cadres of AO/PS.**

It was informed that the issue of relaxation of eligibility condition to fill up vacant posts in higher cadres of AO/PS will be examined for appropriate decision.

[Action: Pr.DGIT (HRD)]

- (iv) **Staff Car Drivers may be merged with the main stream Cadres, with relaxation.**

The representatives of ITEF were requested to submit again a detail note in this regard for examination and necessary action.

[Action: Pr.DGIT (HRD)]

Item No. 4: Regularisation of Casual Workers against the MTS posts sanctioned in the Cadre-restructuring.

It was informed to the staff side that necessary particulars have been called from the Pr. CCsIT in this respect and appropriate action will be taken after the receipt of the reports.

[Action: Pr.DGIT (HRD)]

Item No. 5: Examination of newly promoted ITOs at the end of their training.

The representatives of JCA demanded that the recent instruction for withholding increment for the newly promoted ITOs for non qualification of examination to be held after the end of their training needs to be withdrawn. They further stated that passing of examination should not be linked with increment and to increase the efficiency, incentive increment may be given to those who gets higher percentage of marks in the examination instead of stopping the increment. Member (P & V) requested the staff side to give detailed note on this aspect. Member (P & V) further stated that the July, 2016 letter regarding withholding of increment will be examined as so far details of examination have not been finalised and if necessary clarification will be issued.

The representatives of JCA also submitted that in the recently concluded Departmental examination some questions in the ITO's examination were from out of syllabus and also the standard of questions was very high. In the Ministerial staff examination prescribed books were also not provided. The representative of ITEF was requested to submit a note in this regard so that a separate meeting could be held to discuss the same.

[Action: Pr.DGIT (Exam.)]

Item No. 6: The stand of NADT against convening meetings by the recognised service association.

The issue will be discussed separately.

Item No. 7: Implementation of following schemes approved by the Board and still pending for the approval of IFU/DoE.

- (i) **Laptops to the Gr.A & Gr.B officers.**

It was informed to the staff side that the proposal for Laptops to Gr. A & B Officer got the approval of the Hon'ble Finance Minister on 10.02.2015. The same was sent to the DoE for approval but DoE returned the file on the ground that the proposal was not approved by the Competent Authority. Now the file is again being sent to the IFU. Member (P & V) informed the staff side that the matter will be looked into for early settlement of the issue.

[Action: Pr.DGIT (System)]

(ii) Laptops to the Inspectors under the 1% Infrastructural Incentive Scheme.

The representatives of JCA were informed that the file containing the proposal of Laptops for Inspectors under the 1% Infrastructural Incentive Scheme was submitted to the DoE on 30.07.2015. Recently the file has been sent back to the CBDT with some minor objection. It was also informed that after meeting the objections the file will be resubmitted for the approval of IFU. Member (P&V) has assured to intervene in this matter, if necessary.

[Action: Pr. DGIT (Logistics)/ Pr.DGIT (System)]

(iii) Mobile hand set to all officials.

It was informed that the proposal alongwith detailed reply and justification for mobile hand set to all officials has been submitted to the IFU on 09.08.2016. Member (P & V) has assured to look into the matter.

[Action: Pr.DGIT (Infra.)]

(iv) Increase in the reimbursement of local travel expenses to Inspectors and Notice Servers.

It was informed that the proposal for reimbursement of local travel expenses to Inspectors and Notice Servers has been rejected by the IFU. The file will be examined for reconsideration.

[Action: Pr.DGIT (Infra.)]

Item No. 8: Recruitment Rules of Gr. B & C cadres.

(i) Finalisation of Recruitment Rules of Group-B & C Cadres. RRs of AO, PS, ITI, EA, Stenos are yet to be notified.

The representatives of the JCA requested to that the existing conditions/facilities such as residency period etc. that are available in the existing Recruitment Rule be continued in the proposed Recruitment Rule. It was assured to examine the issue and to take up with the concerned authority.

[Action: Pr.DGIT (HRD)]

(ii) To modify MTS Recruitment Rules to be modified at par with the Deptt. Of Postal.

The representatives of the JCA stated that in view of similarities in the conditions, the Recruitment Rule of MTS may be modified at par with the Deptt. of Postal Member (P & V) stated that precedent cases of D/o Posts may be provided

[Action: Pr.DGIT (HRD)]

Item No. 9: Recruitment.

- (i) **Zonal/Regional Recruitment in Gr.-C cadres to be resorted to tide over the huge vacancies.**

The representatives of JCA stated that due to all India Recruitment in the cadre of Gr.-C and Inter Charge Transfers there remain huge vacancies in various cadres and to tide over the situation it is necessary to resort back to the zonal/regional recruitment. It was informed that recent Supreme Court verdict allows Regional Recruitment, if the Department requires. The representative of ITEF was requested to submit detailed note in this regard for examination and necessary action.

[Action: Pr.DGIT (HRD)]

- (ii) **Recruitment of MTS to be restored to the Department as done by the Postal Department or to the Employment Exchange.**

The Official side stated that the issue will be examined after receiving precedent cases of D/o Posts from JCA.

[Action: Pr.DGIT (HRD)]

Item No. 10: On Pay Fixation matters.

- (i) **Grant of fixation benefit to the Stenographer, Grade II (erstwhile) after promotion to Stenographer, Gr. I.**

It was informed by the Official side that the proposal for grant of fixation benefit to the Stenographer, Grade-II (erstwhile) after promotion to Stenographer, Gr.I has sent to the DoE.

[Action: Pr.DGIT (HRD)]

- (ii) **Instruction may be given to all the Pr.CCIT(CCAs) for fixation of pay for the Ex-serviceman who are joining in the Department against DR quota.**

It was informed by the official side that necessary instruction for fixation of pay for the Ex-serviceman who have joined the Department against DR quota was issued on 14.07.2016 and copy of the same was handed over to the staff side.

[Action: (AD.IX) Section]

Item No. 11: Technical issues .

(i) Accessibility of all officers/officials in the www.irsofficersonline.gov.in.

It was informed by the Official side that the access to all Departmental circular/instruction etc. will be given to all officers/officials through ITBA and the implementation of the same will take 2 to 3 months. It was further informed that the problem of bandwidth in the ITBA was taken care by upgrading bandwidth and the information in this respect has already been sent to all the Pr. CCsIT.

[Action: Pr.DGIT (System)]

Item No. 12: Proper handling of the Court case regarding Revision of Pay Scale from 01.01.1996 for ITO and ITI

The Staff side informed that in spite of the direction issued from the Board, the ASG did not appear in the last hearing before the Mumbai High Court resulting in postponement of hearing. It was decided that the issue will be discussed separately.

[Action: Pr.DGIT (HRD)]

Item No. 13: Misc. Items .

- (i) 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.**
- (ii) Rectification of relaxation orders regarding promotion to the post of Stenographer Grade-II (erstwhile).**

On (i) and (ii) it was informed that both the issues will be examined and necessary action will be taken.

[Action: Pr.DGIT (HRD)]

Apart from the above the following issues were raised by the representatives of JCA

- (a) Duty List
- (b) APAR
- (c) Infrastructure issues

The Staff side stated that it is necessary to amend Duty List after cadre restructuring of the Department in 2013 and necessary details have already been submitted. The Member (P & V) assured to examine the matter. The representatives of ITGOA stated that for small deficiencies such as not putting the official seal of the Reporting/Reviewing officers, the APAR should not be treated as deficient. It was also stated that a circular to the effect that less than 90 days period of APAR does not require No Report Certificate (NRC), may be issued. The Chairperson assured to look into the matter. The representatives of the ITGOA were also requested to submit details on NRC.

The Chairperson of the meeting assured the representatives of JCA that wherever the files were sent outside department and is/are pending for more than a month the same will be taken up through the Secretary Revenue. The JCA representatives requested to sort out/resolved long pending issues within a time frame. The Member (P&V) assured the issues will be addressed by the CBDT within a time frame.

The meeting came to a close with the vote of thanks to the Chair.

ANNEXURE- A

THE LIST OF OFFICERS AND REPRESENTATIVES OF ITGOA AND ITEF WHO ATTENDED THE PERSONNEL GRIEVANCE REDRESSAL COMMITTEE HELD ON 23.8.2016 AT 03.00 P.M. IN Room No.157, North Block, New Delhi UNDER THE CHAIRMANSHIP OF MEMEBER (P&V).

01.	Smt. Nishi Singh, Member (P&V), CBDT	....	In the Chair
02	Sh. K.C. Jain,	....	Pr. DGIT (HRD)
03.	Sh. Sudhir Kumar	....	JS (Admin.)/DT
04.	Sh. R.S. Chatterjee,	....	DS (Ad.VII & IX)
05.	Sh. Md. Mohsin Alam,	.....	ADG, (Infra-I)
06.	Sh. Manoj Joshi,	.....	ADG(Exam.)
07.	Sh. Vikram Gaur,	....	ADG(S)-4
08.	Sh. Mahesh Thakur,	....	JDIT-II (HRD)
09	Sh. B.R.R Kumar,	....	Addl. DIT(Infra.)
10.	Sh. Kumar Hrishi Kesh	....	ADG-II(HRD)
11.	Sh. Brij Mohan,	....	US(AD.VI)
12.	Sh. Nirbhai Singh	....	US (Ad.IX)
13.	Sh. Jati Singh Meena,	....	US(Ad.VII)
14.	Sh. Ajay Goyal,	....	President, ITGOA
15.	Sh. Amitava Dey,	....	Vice President, ITGOA
16.	Sh. Bhaskar Bhattacharya,	....	Secy. Genl., ITGOA
17.	Sh. Aravind Trivedi,	....	Addl. Secretary, ITGOA
18.	Sh. Ashok Kanojia,	....	President, ITEF
19.	Sh. Yashvant Purohit.	....	Vice - President, ITEF
20.	Sh. Rupak Sarkar,	....	Secy. Genl., ITEF
21.	Sh. M.S. Vengatesan,	....	Joint Secretary, ITEF
22.	Sh. R. Mishra ,	....	Asst. Secy. ITEF
23.	Sh. J.B. Singh,	...	Zonal Secretary. ITGOA
24.	Sh. Ajai Tiwari,	...	Zonal Secretary ,ITEF