

ITEF Kerala Circle

Resolutions for Consideration of the XXXII Delegates Conference at Kolkata

A. National Issues Common to Central Services to be Taken up with the Central Committee of CGE&W

- 1 .Efforts should be continued to demand the 8th CPC (Central Pay Commission).
2. The present criteria of booking air tickets only through Balmer & Lawrie, IRCTC, and Ashok Travels for LTC purposes should be discontinued, as there are many other booking platforms offering flight tickets at much lower prices. Flight tickets booked through any operator and service provider should be considered equally for reimbursement of travel expenses.
3. Preference should be given to PwD (Persons with Disabilities) officials in the allotment of quarters. A notification existed until the 6th CPC, but it is absent in the 7th CPC. Special consideration should be given in the allotment of quarters to PwD officials.
4. The existing reimbursement of medical expenses at restricted rates as per CGHS/CSMA is insufficient to meet actual expenses. Comprehensive health insurance coverage for all serving and retired members, along with their dependents, similar to what is available in the banking sector, should be introduced.
5. The percentage of HRA is determined by classifying cities into X, Y, and Z categories based on population, as per OM No. 2/5/2017-EII(B) dated 07-07-2017, issued by the Department of Expenditure. However, expenses on rental accommodation have increased in small cities, and there is no significant difference between X, Y, and Z category cities. Population-based ceilings should be reconsidered.
6. Men and women are equally responsible for raising and caring for children. Since both parents often work and may be posted in different locations, child care leave should be granted to male employees as well.
7. The rates for medical reimbursements under CGHS/CSMA Rules, including lab tests, treatments, and package rates, remain outdated. The number of hospitals empaneled/approved for treatment is very limited. The rates for medical expenses should be increased, and more hospitals, covering all specialties, should be empaneled. Reimbursement should be allowed for treatment in non-empaneled hospitals if the required

8. In the case of many sports events, the screening for the next level happens at various stages, such as District, State, and National levels. Sportspersons need to attend these events to get selected for higher levels, as is the case in sports like Tennis and Table Tennis. Permission, leave, and travel expenses should be granted to participate in District/State-level tournaments, as sports personnel are expected to perform in all opportunities.

B. National Issues within the department to be taken up by ITEF CHQ

9. A Fire Audit should be conducted in all Income Tax Offices to ensure the safety and security of all employees.

10. The issue of fund allocation is prevalent in the Income Tax Department in Kerala and is believed to be a pan-Indian phenomenon. Adequate funds should be allocated to each head of expenses.

11. The Inter-Charge Transfer (ICT) should be restored, and loan basis transfers should be discontinued as they do not qualify as a substitute for ICT. They do not allow for permanent settlement at the transferee's preferred station and create imbalances in working strength across the country.

12. Inter-Charge Transfer (ICT) should be granted immediately to PwD (Persons with Disabilities) employees who need physical and medical attention. This is based on the order of the Chief Commissioner for Persons with Disabilities in Case No. 12971/1022/2021 dated 12.04.2022.

13. There should be a time frame and general guidelines to consider loan basis transfer applications in chronological order of submission. Privileges, screening, or withholding of such applications should be avoided.

14. Concerns regarding the career progression of MTS (Multi-Tasking Staff) and TAs (Tax Assistants) should be addressed in the next cadre restructuring.

15. When AEBAS (Aadhaar Enabled Biometric Attendance System) is implemented, there should be provisions for compensatory leave or overtime allowance for time spent fulfilling additional duties.

16. The current pass percentage for departmental examinations is very low, and even those recruited through the competitive SSC exam are unable to pass. The standard of departmental examinations should be reduced to increase the pass percentage. All examinations should be open-book, as employees need to refer to books frequently when making decisions in real working conditions. The syllabus of the allied laws exam should be amended in accordance with the changes in general laws.

17. Online examination centers for ITI/ITO (Income Tax Officer) exams should be announced before the application deadline so that applicants can choose their centers wisely.

18. ITI/ITO Examination , Paper 1- Income Tax has been tough. Questions were made from outside the syllabus. Allocation of marks was not in accordance with the

syllabus published with the notification of exam. So valuation should be liberal. The questions from outside the syllabus must be excluded
19. The ceiling on chances to appear for the departmental examination should be removed.
20. RSA tokens issued to staff should have more features to facilitate delegated work. For example, currently, Income Tax Inspectors do not have access to CPC 2.0 and the Insight portal.
21. The mandatory 50 hours of training from FY 2024-25 should come with provisions for relief from regular office duties during the training period.
22. All salary anomalies, where juniors earn more than seniors, including those caused by direct promotion to ITI without OS (Office Superintendent) promotion, should be addressed.
23. After the implementation of ReACs (Regional e-Assessment Centers), the number of TROs (Tax Recovery Officers) were reduced one in each PCIT Charge. Request each Jurisdictional Range should have a TRO to decrease the existing workload and to increase efficiency.
24. The rewards for officials involved in search, seizure, and survey operations should be enhanced in view of the number of officials involved in search operations. Further, the eligible amount for officers are increases substantially in the year 2007. However, no such orders were issued to increase the ceiling of officials. The same may be increased.
25. The booking of all Income Tax Department Guest House, all over India, shall be made online through a centralised booking portal.
26. The DPCs and promotion to various cadres in the official language implementation in the Income Tax Department such as Deputy Director (OL), Assistant Director (OL), Senior Translation Officer to be done without father delay. It happened to be delayed often and not being done in a regular manner. All the vacancies in the cadre of Junior Translation Officer also to be filled up.
27. The members of the Income Tax Employees' Federation will not perform any services classified as protocol duty unless they receive written orders specifying the duties to be performed, along with a copy of the rules that obligate them to perform such duties. It is also demanded that the rules governing protocol duty be published in the public domain and circulated among officers and officials