Office Memorandum

Subject: Minutes of the meeting held on 06.03.2018 under the Chairmanship of Member(Admin.) with the representatives of All India Customs Ministerial Employees Federation, All India Customs Ministerial Officers' Association and All India Central Excise and Service Tax Ministerial Officers' Association – regarding.

The undersigned is directed to forward herewith a copy of minutes of the meeting held under the Chairmanship of Member(A), CBEC, on 06.03.2018 regarding demands raised by All India Customs Ministerial Employees Federation, All India Customs Ministerial Officers' Association and All India Central Excise and Service Tax Ministerial Officers' Association for information and necessary action.

Encl. As above:

(B. Ginkhan Mang)
Under Secretary to the Govt. of India
Tel: 2616 2673

1. Member(A), CBIC
2. DG, HRD
3. Director (Ad. IV)
4. Director (Ad.II A/B)
5. D.S.(Ad.II A)
6. U.S.(Ad.IV/IV-A)
7. Shri Vivek Kumar, Joint Director, DGH RD
8. Smt. Samriti Goel Saran, Joint Director, DGH RD
9. Shri Rajeev Anand, Chemical Examiner Gr.II CRCL
10. Shri Ram Lalit, AICESTMOA
11. Shri Sankar Kumar Saha, Secretary General, AICESTMOA
12. Shri Tarun Kumar Seal, Vice President, AICESTMOA
13. Shri Shivaji Valu, Vice President, AICESTMOA
14. Shri Prasenjit Pandey, Asst. Secretary General, AICESTMOA
15. Shri Abhijit Bandopadhyya, Secretary General, AICMOA
16. Shri Sanjib Paul, Asst. Secretary General, AICMEF
17. Shri Abhijit Dutta Member, AICMEF

Copy to: Web Manager, Directorate General of Systems and Data Management for uploading the letter on the CBEC website.

(B. Ginkhan Mang)
Under Secretary to the Govt. of India
Minutes of the meeting held on 06.03.2018 under the chairmanship of Member (Admn) with the representatives of All India Customs Ministerial Employees' Federation, All India Customs Ministerial Officers' Association and All India Central Excise and Service Tax Ministerial Officers' Association.

A meeting was held on 06.03.2018 with the All India Customs Ministerial Employees' Federation, All India Customs Ministerial Officers' Association and All India Central Excise and Service Tax Ministerial Officers' Association. The list of participants is at Annex to these minutes.

2. DGHRD welcomed the representations from three Associations and observed that most of the points for discussions were common. He informed that Member (A) was likely to join the meeting shortly.

Amendment to Recruitment Rules of Executive Assistant.

3. The demand of the Associations was that Recruitment Rules for Executive Assistant (EA) were finalized in 2015 without consulting the stakeholders. In the new recruitment rules, the qualifying service for promotion from Tax Assistant to Executive Assistance is 10 years and it has been done as per the DOPT guidelines. Direct Recruitment component for EA was not recommended by the Board but during consultations with DOPT, 40% DR component was included. The demand of the Association was that the qualifying service for TA for promotion to EA should be restored back to 3 years. The Associations further stated that in the case of TA RRs of CBDT, the qualifying service for promotion from GP 1800 to GP 2400 is 5 years, whereas as per DOPT guidelines it should be 11 years. However, in CBIC, the qualifying service of 10 years for promotion from TA to EA has been provided in the recruitment rules on the grounds that DOPT did not agree to it. The Associations', therefore, demanded that this may be taken up again with DOPT to make qualifying service as 3 years, if it is not possible, then it should be at least 5 years.
The Associations further stated that recruitment to TA is made through CGL exam conducted by SSC and persons with high merit are allocated to CBIC and persons with lower merit are joining CBDT. Persons who join CBDT are getting promotion to the grade of Inspectors, however, those who join CBIC are not getting promotion due to RRAs. Member (A) observed that CBDT has not framed the RRAs for EA whereas CBIC has already framed the RRAs as per DOP&T guidelines. Since there is a shortage of staff, the Board may examine the matter for relaxation so that direct recruit vacancies can be filled up by promotion. Keeping in view the DOPT guidelines, Board will examine the matter in consultation with DOPT to reduce the qualifying service from 10 years to preferably 3 years. If DOPT does not agree to this then efforts may be made for 5 years. Member (A) also suggested that the Association may submit their proposal to the Board.

Amendment to Recruitment Rules of Inspectors.

4.1 The contention of the Association was that the new recruitment rules of Inspectors, Preventive Officers and Examiners were notified on 26.12.2016. However, comments/views of the stakeholder were not taken. The stand of the Department was that the DOPT had already cleared the RRAs before making it mandatory to consult stakeholders. In the RRAs, the provisions for Limited Departmental Competitive Examination (LDCE) have not been spelt out. Therefore, the RRAs appear to be defective. It is said that LDCE is for direct recruits. In the grade of Inspectors, 90% posts are to be filled by direct recruitment and 10% through promotion. If LDCE is for DRs, in that case, promotees cannot become Inspectors. Member (A) desired that the Association may submit detailed proposal in the matter.

4.2 The Associations further stated that more than 50% posts of Inspectors are lying vacant. Therefore, relaxation may be given so that promotion to the grade of Inspectors are made. It was informed that a
decision was taken earlier to examine the proposal for seeking relaxation from DOPT. It was found that nobody was eligible for promotion as persons with at least 50% of qualifying service, i.e. 3 years were not available. Member (A) asked the Associations to give their proposal and it will be examined in the context of post GST regime and taken up with DOPT.

Recruitment Rules for AOs

5. The Associations demanded that the recruitment rules of Administrative Officers which are pending since long may be finalized and published immediately. It was informed that the Board has been processing the issue of amendment of recruitment rules of Administrative Officers. DOPT was of the view that the ratio is 1:1 between feeder cadre and promotion post. This was re-examined and now the proposed ratio is worked out as 1 : 1.5. Board will pursue it with DOPT. The Associations demanded that pending finalization of RRs; promotions should be done on the basis of DOPT guidelines. Member (A) said that the Board will re-examine in consultation with DOPT.

6. As Member (A) was scheduled to have a meeting with Chairman, UPSC, he left the meeting with DGHRD in the chair.

Vacant post of inspectors (EO/PO), EA & TA

7. The demand of the Association was that vacant posts of Ministerial cadres may be filled as per old RRs till new RRs are framed. Associations were asked to give data of eligible candidates and vacant posts for promotion quota along with full justification so that the Board may examine the issue and seek relaxation from DOPT.
DPC for CAO

8. The demand of the Association was that DPC for promotion to the post of Chief Accounts Officers should be held on time bound basis. It was informed that the exercise for holding DPC for CAO has already started. However, complete information is awaited from field formations. Kolkata Customs is yet to send the information. Associations requested that a letter may go from Member (A) to the field formations to furnish the information. The Association were apprised that the information received will be examined and wherever shortcomings are found, letters will be issued from the Board to the concerned field formations to furnish requisite information in a time bound manner.

Enhancement of Grade pay

9. The Associations stated that enhancement of grade pay has already been discussed in Anomaly Committee. They should be given copy of the Boards’ recommendations sent to the Anomaly Committee. Director (Ad.IIA/B), informed that Revenue Headquarter will be requested to convene the meeting of Anomaly Committee.

Parity between AOs and CAOs of CBEC and CBDT and change of nomenclature in CBEC

10. The Associations demanded that there should be parity between AOs and CAOs of CBIC and CBDT and the nomenclature may also be the same. In CBEC the structure is AO – CAO whereas in CBDT the structure is AO Grade-III – AO Grade.II - Pr. A.O. It was informed that as the structure in CBDT and CBIC is different; therefore, it is difficult to have parity. It was also pointed out that after the post of CAO, there is no further promotion and the incumbents who are holding the post of CAO do not have any avenues for further promotion and they retire as CAO. It was felt
that in both the Boards they are doing the same duties. Therefore, there seems to be justification for parity. After implementation of GST, their duties and responsibilities have increased. The Associations may submit a detailed proposal in the matter which will be examined.

**Educational Bar**

11. The Associations demanded that educational bar should be removed in case of promotion for all grades and promotion should be on the basis of past service. They stated as per DOPT guidelines, there should not be any educational bar and for promotion past service should be the criteria in respect of all non-technical cadres. It was informed that promotion is always on the basis of RRs. If the Associations want amendments to RRs, they should give a detailed proposal. The Associations insist that as per DOPT guidelines, for non-technical posts, the educational qualification is generally not to be insisted upon for promotion. It was informed that for Group ‘C’ posts, Hon'ble MOS is the competent authority to relax the rules. The Associations were requested to submit a detailed proposal and the matter will be examined.

**Grant of MACP to the erstwhile DOS**

12. The Associations demanded that MACP should be given to the erstwhile DOS. Presently, STA who is drawing GP of 4200 is promoted as DOS with GP of 4200. He/she is getting 3% increment at the time of promotion for bearing higher responsibilities. MACP is being denied to these officials on the ground that promotion has been granted. Associations stated that when a promotion is given and the posts are merged in identical scale, these should not be treated as a promotion. This problem is encountered in Pune Zone only. It was informed that the matter will be re-examined.
Release of 5% quota for Ministerial Staff for promotion to the post of Appraiser.

13. The Associations raised the question of release of 5% quota for Ministerial Staff for promotion to the post of Appraiser. It was stated that this post has been merged with A.O. DG HRD was of the opinion that there is no need for 5% quota, and in the proposed RRs this is not being included. RRs are at draft stage and this will be examined.

Restructuring of CRCL

14. The Associations stated that restructuring of CRCL is pending since 2001. They stated that in the Cadre Review of 2001 and 2013, CRCL was left out. They further stated that a proposal was submitted in 2009 for restructuring of CRCL but nothing happened. It was informed that a reference has been received in the Board wherein a mention has been made about the proposal submitted in 2009. It was demanded that restructuring of CRCL be completed. It was felt that since the proposal was submitted in 2009 which is very old, a fresh proposal keeping in view the present day requirements may be submitted which shall be examined in the Board.

The meeting ended with a vote of thanks to the Chair.

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List of participants to the meeting.

Official Side.

1. Shri S. Ramesh, Member (Admn)
2. Shri B. Bhattacharya, DG HRD
3. Shri Amarjit Singh, Director (Ad.IV/IVA)
4. Shri A.K. Qasim, Director (Ad.II A/B)
5. Shri S.D. Bhasor, Dy. Secretary (Ad.IIIA)
6. Shri Vivek Kumar, Joint Director, DGHDRD
7. Smt. Samriti Goel Saran, Joint Director, DGHDRD
8. Shri Rajeev Anand, Chemical Examiner Gr.II CRCL

Association:

1. Shri Ram Lalit, President, AICESTMOA.
2. Shri Sankar Kumar Saha, Secretary General, AICESTMOA
3. Shri Tarun Kumar Seal, Vice President, AICESTMOA.
4. Shri Shivaji Valu, Vice President, AICESTMOA.
5. Shri Vivek Kumar, Org. Secretary, AICESTMOA.
6. Shri Prosenjit Pandey, Asst. Secretary General, AICESTMOA.
7. Shri Abhijit Bandopadhyya, Secretary General, AICMOA
8. Shri Sanjib Paul, Asst. Secretary General, AICMEF.
9. Shri Abhijit Dutta, Member, AICMEF