



Income Tax Gazetted Officers' Association

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To
The Chairman,
Central Board of Direct Taxes,
North Block,
New Delhi

Respected Sir,

Sub: Extension of the Last Date of submission of Self Appraisal by the ORUs to the Reporting Officer online on SPARROW Portal- matter regarding

Your kind attention is invited to the letter issued by the Directorate of HRD from F. No. HRD/PM/APAR/403/SPARROW/2021-22/10885 dated 18-02-2022, which includes, inter alia, the timeline for completion of the APAR for the Reporting Year 2021-22. As per the timeline, all the officers reported upon **(ORUs) have to submit their self-appraisal to their respective Reporting Officers online on SPARROW Portal by 15-04-2022.**

We understand that the timeline has been set following the DoPT OM No. 21011/1/2005-Estt (A) (Pt-II) dt. 23-07-2009. But we must say that the Directorate of HRD has failed to appreciate the ground realities and the need for one time extension of the time available to ORUs for submission of self-appraisal.

In the last Financial Year, we all have supposedly experienced the toughest time barring period in our service life and most of us are yet to get over the physical and mental stress. The JAOs are least fortunate and have to fully devote at least the first fortnight of April to complete the formalities culminating in issuance of the notice u/s 148 of the Act. Apart from that, there were frequent transfers during the entire year of 2021-22 at the level of ITO/ACIT/DCIT/JCIT/Addl. CIT to man the AU and JAO charges most effective way, in order to tide over the acute manpower shortage in all these cadres. If you collect the data of officers who were holding additional charges in the cadres of ITO/AC/DC/JCIT/Addl CIT especially in ReFAC last year alone, you will be surprised to know how these officers managed to work for additional charges also for a minimum of 3 months if not more with a single RSA token. Apart from their duration in additional charge, it adds to more burden for them to collect the dates and duration of their controlling officers. So, many officers have to create self-workflow with multiple entries correctly followed by submission of multiple self-appraisals. As the Headquarter charges are mostly manned additionally for the same reason, one officer may have to perform the duty of alternate custodian for multiple charges for big number of APARs.

In view of all the factors discussed above, it is requested that **time period allowed to ORUs to submit the self-appraisal may kindly be extended at least upto 31-05-2022** as a one-time measure, as done previously for the Reporting Years 2018-19, 2019-20 and 2020-21.

In this regard, we also beseech you to kindly appreciate the underlying **need to issue such strict timeline to complete APAR formalities, which results in timely promotion**. It is needless to elaborate, how pathetic the position of promotion is in our Department, when it doesn't involve any Direct Recruit officer. Like APAR timeline, DoPT issued DPC timelines too from time to time, the last one issued on 08-05-2017 [OM No. 22011/4/2013-Estt(D)], wherein for non-ACC grades, last date for getting ready the approved select panel by the administrative Ministry/Department is fixed on 31st December of the just preceding calendar year of the Vacancy Year.

And it is to respectfully remind that the last DPC for promotion to the grade ACIT was held in 2019 for Vacancy Year 2018 and since then, DPCs for next four vacancy years are pending. More importantly, even the date for conducting the DPC is yet to be announced (by CBDT only) when all impediments, as portrayed, have long been cleared. Similar is the case for ITO promotion in many regions (pending for years), solely due to the inept handling of seniority issue by the Directorate of HRD.

So, **we demand issuance of similar communication for timeline to conduct DPCs**, as issued by the Directorate of HRD in the case of APAR, following the model calendar of the DoPT [OM No. No. 22011/4/2013-Estt(D) dated 08-05-2017]. The timeline should have similar tables (akin to APAR letter) containing columns like 'Timeline', 'Responsibility' and 'Action upon Failure'. At least we can expect that during your administrative regime, the meaning of 'responsibility' and 'Action upon Failure' will be hierarchy independent.

It is once again requested to your good self that the DGIT (HRD) may be directed to extend the **time period allowed to ORUs to submit the self-appraisal be extended upto 31-05-2022 at least**.

This is for your kind consideration and necessary action.

Thanking You,

Yours Sincerely,



(Bhaskar Bhattacharya)
Secretary General