

# ALL INDIA ASSOCIATION OF CENTRAL EXCISE GAZETTED EXECUTIVE OFFICERS

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(Recognised by G.O.I., Min. of Fin. vide letter F.No. B. 12017/10/2006-Ad.IV A Dt.21.01.08)

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Ref. No. 132 /10

Dt. 02.11.10

To,  
Sh. V. Sridhar,  
The Chairman,  
CBEC, North Block,  
New Delhi.

## **Subject: Failure of Staff Grievances Redressal Mechanism.**

Sir,

Kindly refer to the Ref. No. 124 /10 Dt. 20.10.10, 128/10 Dt. 25.10.10 and 131/10 Dt. 29.10.10 of the Association. The following points are submitted regarding the staff grievances-

**1. Recognition-** The authorities in the field formations are not entertaining the associations on the pretext of non-recognition (Mumbai, Pune, Chandigarh etc.) despite of the Association being duly recognized. Very recently, the Board has also circulated the list of recognized associations vide its letter F.No.B. 12017/10/2010-Ad IVA Dt. 15.10.10 very well depicting the name of this association also. It is, therefore, requested that the field formations may kindly be directed to kindly entertain the associated units of the Association. It is also requested that the periodical/JCM meetings may kindly be held at regular intervals with the staff association to redress the grievances of the staffside.

**2. Transfer/postings-** No policy/norms are being followed in the field formations. Office bearers are being transferred out of the Hqrs office against the DOPT provisions (Indore, Mumbai, Bhopal etc.). Officer from Indore-Bhopal region are being transferred to Nagpur and vice-versa. As per policy of 1998, they were to be transferred only on promotion but the policy is not being followed. There is problem not only at these places but also at Chandigarh, Chennai, Delhi, Patna-Ranchi-Jamshedpur etc. Due to these problems, the officers are approaching the agencies like CVC, CBI etc. which is tarnishing the image of the organization. It is requested that the transfer/postings policy/norms may kindly be formulated/followed in consultation with the staff associations and the office bearers of the associations may not kindly be harassed in the name of transfers.

**3. Harassment of the office-bearers-** As submitted in point No. 1 above, it is requested that the office bearers may not kindly be harassed by transferring them out of arena in the name of transfers when they request the administration to follow/formulate the policy.

**4. MACPS-** There is no uniformity in the issuance of the MACPS orders despite of the clarifications of the Board. These orders are also not being issued timely. The PAO's and DDO's are misinterpreting the clarifications and thus, the concerned officers are not getting the actual benefit. This is the only reason that the Chennai Unit was forced to approach the agency like CVC. It is, therefore, requested the orders may kindly be issued for uniform and timely

implementation of MACPS orders.

**5. Parity in promotions at least with CBDT-** It is requested that our officers may kindly be given parity in promotional matters with their counterparts at least in CBDT in the current cadre restructuring on the lines of the practical parity given to the IRS officers in last cadre restructuring. It is also requested that a separate service may kindly be created for our officers on the lines of CSS to remove the stagnation. It is also worth to submit that a good number of posts of Joint Secretary have been kept reserved for the promotee officers in the latest cadre restructuring of CSS.

**6. Stoppage of the promotions of the Appraisers against the existing vacancies-** It is requested that no promotion of the Appraisers may kindly be affected before the outcome of the Civil Application No. 1198/2005 in the Hon'ble Supreme Court where many of our officers have filed the intervention application. It is worth to submit that the Superintendents of Central Excise belonging to the year 1993 are still waiting for promotion while the Appraisers of the year 2002 would be promoted, if these promotions are affected.

**7. Promotions to the post of the Asstt./Deputy Commissioner on the basis of the length of service since initial joining at the level of the Inspector-** It is requested that the promotions to the post of the Asstt./Deputy Commissioner should be affected only on the basis of the base cadre seniority (Inspector of Central Excise, Preventive Officer and Examiner of Customs) as per the length of service since initial joining at the level of the Inspector keeping in mind that the Examiners/Appraisers of Customs are far ahead of the Inspectors/Superintendents of Central Excise in the matter of promotion affecting very badly their retirement benefits to despite of being recruited through one and the same examination in one and the same organization with the same nature of job. It is worth to submit that the CBEC has given the willingness to consider the combined length of service as Inspector and Superintendent for the purpose of promotion in the written rejoinder filed in the Principle Bench of the Hon'ble CAT in the OA No. 2793/2009 on 23<sup>rd</sup> March, 2010.

**8. Prescribed office space-** It is requested that the prescribed office space may kindly be made available to all the Superintendents at each and every formation keeping in mind their gazette status as they are crying for this space since the time of implementation of the last cadre restructuring.

**9. Shortage of staff-** The Superintendents of central Excise are facing the acute shortage of staff particularly since the time of the last cadre restructuring. They are working under acute stress due to this which certainly may affect the efficiency. It is, therefore, requested that the necessary measures may kindly be taken to make available the sufficient staff to the officers in the interest of Govt. work.

**10. Basic facilities-** The Superintendents of Central Excise are even devoid of the basic facilities like stationery, telephone, chair, table, towel, hand towel etc. etc. It is requested that all the necessary facilities may kindly be made available to them as per their gazette status.

It is also requested that the minutes of the meeting may kindly be issued and duly circulated to all the formations.

Thanking you,

Yours faithfully,

(RAVI MALIK),  
Secretary General.