

ALL INDIA CENTRAL EXCISE INSPECTORS' ASSOCIATION (Recognized by
Government of India, Ministry of Finance)

President

Koneru Prabhakara Rao
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To,

Shri B. K Gupta, IRS

Hon'ble Member (P&A)

CBEC, Dept. of Revenue,
North Block, New Delhi – 110 001.

AICEIA/policy/1/2008

19th Mar 2008

Sir,

Sub: Declaring staffing pattern and distribution of work to Inspectors reg:-

We would like to bring to your kind notice the issue “*staffing pattern and allocation of job responsibilities to Inspectors in the Central Board of Excise and Customs*”. Till date the duty list of Inspector has not been clearly defined. In a civil post, which is created for a certain purpose and function will have fixed duties and responsibilities on the basis of evaluation of the post. Almost all the uniformed executive cadres in India have a definite duty list and job responsibilities except in Central Excise wing of CBEC. There are manuals for the CSS and CSSS cadres and the Police manual for police.

The Central Board of Excise and Custom has miserably failed to define the job profile of a post in the field formations. In the absence of clear cut allocation of duties the field level, administration is unduly empowered to arbitrarily allocate the work among the posts. This is not only confuse the staff but also result in allocation of higher level job to lower level post and a lower job to the higher post.

Our Govt. is paying salary for bearing the responsibilities at the level of a post and the recruitment agency like Staff Selection Commission is planning the examination of system according to the job responsibilities to be shouldered.

In spite of the above efforts of Govt. and the recruiting agency, the user dept, i.e CBEC is just not able to clearly define the role of an Inspector in the dept and unable to deploy the staff in a way that improves the performance and efficient working at the field level, besides keeping the dignity of labour.

You are requested to direct the Board to draw the duty list and prepare a manual on staffing and demarcation of duties of each officer in the Dept.

Yours' Sincerely,

(KONERU PRABHAKARA RAO)

To,
Shri B K Gupta, IRS
Hon'ble Member (P&E)
Central Board of Excise and Customs
North Block, New Delhi – 110 001.

AICEIA/policy/2/2008
18th Mar 2008

Sir,

Sub: Formation of transfer and posting policy in the field formations reg:-

It is to bring to your kind notice, that there is no proper posting and transfer policy in most of the field formations in CBCE. The Govt of India is endeavoring to provide good governance and transparent administration. Only vigilant senior officers can provide better administration and keep a check on the arbitrary administrative actions of officers, who are actually deployed to deliver the objectives of the Govt through their field offices.

In the absence of posting and transfer policy at the field level, the administrators at that cutting edge level are exercising arbitrary powers. Any discretionary powers, if bestowed with the officers without proper checks and balances are issuing transfer orders in the following manner:-

1. No fixed periodicity is maintained in issuing the orders. Orders are being issued through out the year, as and when they want to issue it.
2. No norms of sensitive and non-sensitive adhered to.
3. Deputations are not being allowed in ordinary course to officers. Opportunity to go on deputation is being extended to the officers already completed their tenure, with out cooling period and on selective basis.
4. Rotation within a specified time limit in the division is not being done.
5. Inter Commissionerate transfers are being issued without consulting the staff Associations and with out any need of such transfers.

You are requested to direct the field formations to issue clear policy on transfer and posting policy in consultation with the office bearers of the recognized staff associations.

With best regards,

Yours' Sincerely,

(KONERU PRABHAKARA RAO)

Cc to:-

The Joint Secretary (Admn), CBEC - for kind information and necessary action please.