

CONFIDENTIAL

No.3-3/2006-CS(A)
CABINET SECRETARIAT

Subj: Guidelines for selection of Chairmen and Members of Central Board of Direct Taxes (CBDT) and Central Board of Excise and Customs (CBEC)

Reference is invited to d.o.letter No.A.12026-5/2006-Ad.1 dated the 2nd May, 2006 from the Revenue Secretary, to the Cabinet Secretary, on the subject mentioned above.

2. The Prime Minister has approved that selection for appointment to the posts of Chairmen and Members of the CBDT and CBEC shall henceforth be regulated by the following Guidelines :

- (a) circulation of the vacancies for the positions in CBDT/ CBEC shall be limited to the CBDT/ CBEC and ITAT/ CBSTAT ;
- (b) in order to save time, instead of circulating each vacancy separately, a panel valid for one year (calculated on the basis of number of anticipated vacancies x 1.5 rounded to the nearest whole number) will be prepared. After ACC has approved this panel, selection will be made strictly in the order given in the panel, with the approval of the Finance Minister. In case it is felt that a deviation from the panel is necessary, the same will be sent with full justification to the ACC for approval with the concurrence of the Finance Minister ;
- (c) if a panelist whose turn has come for Member has less than one year of residual service on the date of occurrence of vacancy, he will be passed over without any further procedure ;
- (d) however, if the vigilance status has changed, the matter will be referred to the Selection Committee, which will give its recommendation to the Finance Minister for his approval ;
- (e) since there are a few vacancies already, the first panel may be made valid for all existing vacancies and those that are anticipated upto 31st March, 2007. Thereafter panels will be made for vacancies anticipated to arise in one financial year. The panels will be kept secret and ACC procedure shall be considered final, at any point of time, in respect of panelists above the last one appointed ;
- (f) in order to have a rigorous test of integrity, a two tier screening system may be put in place. First screening of candidates would be on the basis of their suitability from the integrity point of view. The candidates shall be assessed keeping in view the requirement of impeccable reputation for integrity. The input for this screening by the Selection Committee would be the vigilance status reports, details of past/ continuing penalty proceedings, complaints, whether the candidate is or has ever been on the Agreed List/ List of Officers of Doubtful Integrity and the report of the CVC ;
- (g) in order to ensure professional merit and complete transparency and predictability is maintained in selection, a points system as in the case of Railways may be introduced. Candidates short-listed for further consideration after the first screening would be graded on the basis of ACRs. Last ten recorded and available ACRs of each candidate would be considered for grading with 5 (five) points being assigned for "Outstanding", 4 (four) for "Very Good", 2.5 for "Good" and 0 (Zero) for "Others" with careful scrutiny of upgrading/ downgrading if any ;
- (h) the CBDT/ CBEC (Transaction of Business) Rules, 1964 may be suitably amended to bring them in line with the provisions of the Recruitment Rules notified on 22.2.2006 ;
- (i) the overlap in the provisions of the Recruitment Rules relating to the field of selection to the posts of Chairmen in CBDT/ CBEC may be removed ;
- (j) there may not be any necessity for consultation with the UPSC once the procedure laid down under the Recruitment Rules is fully adopted.

3. Cabinet Secretary has seen.

(Shatrughna Singh)
Joint Secretary

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Sub.: Guidelines for selection of Chairmen and Members of Central Board of Direct Taxes (CBDT) and Central Board of Excise and Customs (CBEC).

Reference is invited to ID note of even number dated the 8th June, 2006 on the subject mentioned above.

2. The Prime Minister has approved that the Guidelines on the subject, as conveyed vide the above communication, be amended to the effect that for empanelment for the posts of Members in the Central Board of Direct Taxes/ Central Board of Excise and Customs, officers of the Indian Revenue Service (Income Tax)/ Indian Customs and Central Excise Service will require to have at least one year's service in the posts of Chief Commissioners of Income Tax/ Chief Commissioners of Customs and Central Excise or equivalent in the cadre, as on 1st April of the year for which the panel is prepared.


(Shatrughna Singh)
Joint Secretary
13-07-2006

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