

File No.5-ITPO (6)/EI/2020
India Trade Promotion Organisation
(Administration Division, EI Section)

08.04.2025

Office order No. Admin./299/2025

Subject: Freezing of Dearness Allowance in ITPO: reg

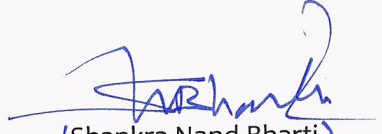
In reference to office order no. Admin/637/2020 dated 07.07.2020, order no. Admin/263/2021 dated 08.04.2021 and order no. Admin/562/2021 dated 14.09.2021(enclosed), the Board of Directors in its 232nd meeting dated 25.03.2025 was informed about the deliberations of Remuneration Committee which was held prior to the Board meeting.

2. The committee was briefed with reference to previous meeting of Remuneration Committee along with the decisions taken by the Board on the subject. The Committee was informed that the DA was frozen due to financial stress and on the basis of the notification of freezing of DA issued by DOE. The DA was frozen w.e.f. April 2020 @ 17.2%, however as per DPE OM dated 19.11.2020 the DA was required to be frozen @ 18.4% w.e.f. 1.10.2020. It was further informed to the Committee that as per the aforementioned DPE OM the freezing of DA rates does not apply to unionised staffs (workmen).

3. The Committee deliberated at length keeping in view the applicability, period etc. and recommended (a) consideration of the payment of the differential DA for Non-Unionised & Executives and unionised employees from 1.4.2020 to 30.6.2021 and (b) release of DA from 1.4.2020 to 30.6.2021 for unionised employees (workmen) only as per the DPE guidelines.

4. After discussing the recommendation of the Remuneration Committee in view of the DPE OMs on the subject and financial achievements of ITPO post Covid-19, the Board approved the payment of the balance DA amount along with other applicable components such as PF, Gratuity, Pension, etc., to both unionised and non-unionised staff of ITPO.

5. This issues with the approval of the Competent Authority.


(Shankra Nand Bharti)
GM (Admin, EI Section)

To: All ITPO Officials

Copy to:

1. All HoDs/Regional Offices (Kolkata, Mumbai & Chennai)
2. Finance Division/EI Section
3. IT Services Division- for uploading the same on the website of ITPO
4. Office Order Register/Notice Board

For information to:

1. PSO to CMD
2. PA to ED
3. PA to SGM



File No.5-ITPO(6)/E-I/2010
India Trade Promotion Organisation
(Administration Division, E-I Section)

Pragati Maidan, New Delhi
07 July 2020

Office Order No. Admin/ 637 /2020

With the approval of the Competent Authority, it has been decided to freeze Dearness Allowance in ITPO from April'2020 till April 1, 2021.

2. No arrears for the period from 1st April, 2020 till 1st April, 2021 in ITPO will be paid.
3. The restoration of DA or continuance of DA freeze will be reviewed by the Board in the last quarter of FY 2020-21.

Sd/-
(Col. Pushpam Kumar, SM)
OSD(Admin)

To:
All Employees

Copy to:

1. PS to CMD
2. PS to ED
3. All HoDs
4. Salary/Vigilance/Bill Checking Section/Finance/E-III/E-II Section
5. Office Order Register

INDIA TRADE PROMOTION ORGANISATION
(Administration Division, E-I Section)
Pragati Bhawan, Pragati Maidan, New Delhi

F.No.5-ITPO (6)/E-I/2020


Dated: 08/04/2021

Office Order No. Admin/263 /2021

This is in continuation to office order Admin/637/2020 dated 07.07.2020 regarding freezing of Dearness Allowance in ITPO(copy enclosed).

2. The Dearness Allowance would be further remain frozen till June, 2021.
3. No arrears for the period from 1st April, 2020 till 30th June, 2021 will be paid.
4. The matter would be reviewed by the Board for an appropriate decision on the period beyond June, 2021.

This issues with the approval of the Competent Authority.


(Col. Pushpam Kumar, SM)
OSD (Admn.)

To

All Concerned

Copy to:-

1. All HoDs
2. Regional Offices, Mumbai/Chennai/Kolkata
3. Finance Division(Salary Section)
4. IT Division- for uploading the same on the website of ITPO in Knowledge Management (Administration Division).
5. Notice Board
6. Office Order Register

Copy for kind information to:-

1. PS to CMD
2. PS to ED

INDIA TRADE PROMOTION ORGANISATION

(Administration Division, E-I Section)

Pragati Bhawan, Pragati Maidan, New Delhi

F.No.5-ITPO (6)/E-I/2020

Dated: 14/09/2021

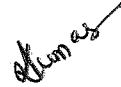
Office Order No. Admin/562 /2021

The Board of Directors in its 217th Board Meeting held on 27.08.2021 considered the agenda item placed before it relating to review of perks and allowances and sanction of increased dearness allowance (DA).

2. In the agenda item, it was inter alia mentioned that the rate at which the perks and allowances has been implemented in ITPO is applicable to all the officers and employees of ITPO. This has been the case at the time of fixing the level of perks and allowances at 31% and also later at the time of reducing the perks and allowances to 25% in March, 2021.
3. The Board discussed the agenda in detail and the submissions made therein. The Board noted that ITPO's financial results in recent years have been declining primarily due to the ongoing IECC project and were significantly negative in terms of net loss of Rs. 79.79 crore during the last financial year 2020-21. The same situation is likely to persist, if not worsen, even during the current year 2021-22 as hardly any event has so far been held at Pragati Maidan. The revenue income of ITPO would only likely stabilise over the next 3-4 years considering the debt liability and the sharply reduced interest income on account of the IECC project and the continuing effect of the Covid-19 pandemic situation. Further, non-availability of funds in the near future from monetization of land for the hotel at Pragati Maidan in view of the continuing effect of the Covid-19 on the hospitality sector as one of the approved means of funding of the IECC project will result in increased term loan from the bank and thereby impact the financial profile of ITPO for quite some time.
4. It was explained to the Board that ITPO has had a legacy issue in terms of unsustainably high establishment cost which has been in the range of Rs. 103 to 110 crore in recent years. Earlier, such establishment cost was not actually taken into account in view of the built up ITPO's reserves. However, the ongoing IECC project has utilized almost all of such reserves and there has been no accretion to these reserves in the last few years in view of the reduced exhibition area caused by the IECC project and recently due to the continuing effect of the Covid-19 situation on the exhibition industry. Hence, it is considered necessary and critical to increasingly reduce the establishment cost.
5. Taking a hard decision in the short term is inevitable so as to secure longer term interests of ITPO and even of its employees. If such a decision is not taken, there could be a situation where ITPO may not be in a position to even pay basic salary and DA to its employees. Hence, there is an urgent imperative need to further reduce the perks and allowances of ITPO's employees to 15% from the present level of 25%.

However, the perks and allowances could be reviewed in the first quarter of 2022-23 depending upon the financials of ITPO during the current year 2021-22.

6. The Board also noted that the present and the likely financial condition of ITPO over the next couple of years does not permit the sanction of increased DA from 1.07.2021. However, considering that the rate of perquisites is being reduced to 15% from the present level of 25% with effect from September, 2021, it has been proposed that the employees can be sanctioned increased DA so as not to cause undue financial hardship to them.
7. In this background, the Board approved the following :
 - a. The perks and allowances will be reduced to 15% of basic pay from the present level of 25% for all officers and the employees of ITPO, effective from September, 2021.
 - b. The rate of perks and allowances would be reviewed in the first quarter of 2022-23 depending upon ITPO's financials during the current year 2021-22.
 - c. The DA for IDA pattern employees in ITPO will be at 23.2% starting from July 1, 2021 without any arrears for the period from April 2020 to June 2021.



(Col. Pushpam Kumar, SM)
Officer on Special Duty (Admin)

To:

All employees

Copy to:

1. All HoDs
2. Regional Offices (Kolkata, Chennai, Mumbai)
3. Finance Division/Personal Desks (EII&EIII)
4. IT Services Division: for uploading on ITPO's website
5. Notice Board
6. Office order register

For information:

1. PS to CMD