

INDIAN RAILWAYS TECHNICAL SUPERVISORS ASSOCIATION

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REPORT OF THE GENERAL SECRETARY, IRTSA

PRESENTED TO THE CENTRAL GENERAL BODY &

51st ALL INDIA ANNUAL CONFERENCE OF IRTSA

HELD AT SENIOR INSTITUTE LALAGUDA, SECUNDRABAD ON 3RD & 4TH OCTOBER, 2016

Dear President & Brother Engineers,

PREAMBLE

0.1 I heartily welcome you all to the 51st All India Annual Conference & Central General Body Meeting of IRTSA, being held at this historic city of Secunderabad and hosted by SC Railway Zone of IRTSA.

0.2 The journey of struggle by IRTSA started in the year 1965 for the welfare & upliftment of Technical Supervisors on the Indian Railways. IRTSA has provided a strong platform for the Technical Supervisors and has made remarkable achievements in these 51 years and the Journey continues to achieve bigger heights in the years ahead.

0.3 IRTSA has represented the cause of the category before five Pay Commissions (from 3rd to 7th CPC), as well as before the Railway Reforms Committee, Accident Inquiry Committees, Cadre Restructuring Committees, various Prime Ministers, MORs and other Ministries besides the Railway Board and Zonal administrations etc. and has made many achievements – some of which are enlisted in end of this report.

0.4 Over the years IRTSA has also created a repo with the Organised labours as well as with the administration at various levels, and has always worked for upliftment of the Rail Engineers as well the working class as a whole and for the development of Railways and the Nation.

0.5 Sincere and diligent way of functioning has brought all these achievements to the category and laurels to IRTSA. Strength & growth has been achieved by IRTSA have been made possible through continuous and collective efforts of all concerned, teamwork and struggle by the Members at large as well as through motivation and guidance by the leadership some of whom are not with us today.

0.6 I salute all the founder members, office bearers and active members of IRTSA who consistently fought for the common cause all these years shoulder to shoulder and sacrificed a lot with conviction and dedication and faced victimization - especially during the 1974 strike.

0.7 While there are many glittering achievements on board IRTSA, but at the same time there are tough challenges ahead to overcome especially to achieve further and to climb higher peaks.

0.8 South Central Railway Zone is celebrating its Golden Jubilee year. IRTSA SC.Rly Zone has also grown from strength to strength as being one of the leading Zones of IRTSA.

0.9 CGB & CEC last met on 27th & 28th of October, 2015 at ICF, Chennai. During this period IRTSA has organized agitations at New Delhi & regional level against damaging recommendations of 7th CPC. IRTSA submitted representation to Minister for Railways, Ministry of Finance, Empowered Committee of Secretaries and other four committees formed by Govt after implementation of 7th CPC recommendations.

0.10 I, now place before this august house of Central General Body IRTSA, my report as the General Secretary of the Association, as per clause 8(c) V of the Constitution of IRTSA.

1. ON NATIONAL FRONT

1.1. State of Economy: The Economic Survey predicted that India will grow at 7 to 7.75 per cent in current financial year. Growth rate is further expected to improve by 8 to 10 percent in next 2 to 5 years. Even though lot of argument placed on high subsidy given by Government and call to increase the tax net, but the fact is that tax-to-GDP ratio is the lowest. India has to increase its tax base by effectively using information technology and by centralized collection of data on asset purchase and financial market investments, not by simply taxing salaried Government employees.

It is also pertinent to mention that gold, predominantly bought by the rich, is taxed at 1.6 per cent compared with 26 per cent for normal goods. It is high time to rationalize the system and set right our priorities in this regard.

Gross non-performing assets of commercial banks are estimated to be Rs 4.50 lakh crore at the end of December 2015. However, if there are no rigorous steps to curb black money and tax people who escape the taxman, efforts to correct the tax structure would only hurt the organised salaried class whose income is official with minimal tax evasion.

1.2 Inflation:- The Indian economy is affected by many factors, inflation is a major factor which affects the economy. Inflation which was 4.83% in March 2016 has increased to 6.07% in July 2016. High rate of

inflation is harmful to the growth of the economy and Government should take strong initiative to contain the inflation in tolerable level.

SEVENTH CPC REPORT & ITS FOLLOW UP

1.3 Submission & Acceptance of Seventh CPC Report: 7th CPC submitted its report on 19th November, 2015, badly shattering the expectations among the all sections of employees in general and the Technical Supervisors on Railways in particular. It was the worst ever Report of a Pay Commission in the last 70 years.

The proposed multiplication factor was the lowest of all times and grossly inadequate especially since it will impact the employees severely for another ten years till the next Pay Commission. Many of the Allowances are proposed to be reduced, Some of the Allowances are proposed to be abolished, and no improvement is proposed in Transport Allowance and Children Education Allowance. Very high deduction on Central Government Employees Group Insurance Scheme (CGEGIS) was proposed, which will eventually end up in employees getting less take home pay after the implementation of these recommendations of 7th CPC – unless the same are adequately modified as demanded by all sections of the employees.

Demands of technocrats particularly Technical Supervisors working in Indian Railways were not properly considered by the Pay Commission particularly regarding higher pay levels, career progression and classification into Group 'B' (Gazetted).

1.4 Proposed Strike by Constituents of JCM & Formation of Committees on 7th CPC report.

7th CPC report had drawn acrimonious response from all sections of Central Government employees including all ministries, all departments, all groups, all field of workers. On all around protests by the Unions / Federations, IRTSA and others, the Government formed an Empowered Committee of Secretaries which was Notified on 13th Jan 2016, to give its recommendations on 7th CPC report.

Unfortunately Empowered Committee didn't come out with clear cut proposals and its recommendations to the Government have not yet been made public even after being sought under RTI – on the ground that the some parts of the same are still under consideration of the Government.

Without heeding to the demands of Staff Side, Cabinet approved implementation of 7th CPC recommendations on 29th June 2016.

With no other option in hand and with no channel made available for negotiation, NJCA (National Joint Council for Action) decided to go ahead with the proposed indefinite strike from 11th July 2016 and the situation was likely to go out of control, particularly since the Railway employees were also gearing up for the strike. There were agitations, processions, demonstrations, etc by Railway employees as well as by the other Central Government employees as a prelude to the ultimate struggle.

Government belatedly stepped in, at the highest level, to diffuse the tension. On 30th June, 2016 Home Minister, Finance Minister and Minister for Railways held intensive dialogue with Staff Side/NJCA. On 6th July 2016 Government gave assurance to representatives of NJCA that the issues raised by them relating to the pay and other recommendations of the 7th Pay Commission would be considered by a High Level Committee especially regarding minimum pay and (common) multiple factor for fixation of revised Pay and Pension.

Reports of all these Committees are likely to be submitted to the Govt. by the end of November 2016.

2. AS RAILWAY MEN

2.1. Role of Indian Railways & challenges ahead:- India is a land of diverse culture, and Railways play a key role in not only meeting the transport needs of the country, but also in binding together dispersed areas and promoting national integration. Indian Railways have emerged as the sinews of the Indian economy, and have reached out to bring together the great Indian family.

2.2 Privatization & FDI:- Indian Railways have been the prime movers to the nation and have the distinction of being one of the largest railway systems in the world under a single management. Privatization & FDI are opened in every field of Railways, which will change the face of Railways from common man mode of transport to corporate mode of transport and Railway may become alien to common man. Countries which are having private rail operators are supporting them with state funding. Some of the countries are switching back to state operated rail network since private operation were failed. Well established government owned network should not be diluted and Railways should always remain as Government entity to serve all class of citizens throughout the country.

2.3 No for Downsizing - Strength of Technical Category need to be improved:- Railway is a growing industry, by following the policy of downsizing, Indian Railways keep many safety category posts including that of Technical Supervisors vacant, endangering passenger safety. Route km & Track km are steadily increasing and Railways is expected to make huge addition in its infrastructure in the coming years. Downsizing of man power makes the Railways to depend on outsiders for execution of even very small project or modification in infrastructure and there was no comparison available on cost effectiveness. Railways execute work from incompetent private work force; their prime motto is profit not safety. Railways

should say no to downsizing and sanctioned strength particularly in Technical categories should be increased in proportion to additional workload on account of new assets & infrastructure.

2.4 Merging of Railway budget with General Budget :- Government has decided to merge the Railway Budget with the General Budget from the FY 2017-18. This will be a big departure from 92 years of a tradition. While, this may save about Rs.9000 PA towards the Dividend which the Railways pays to the Centre towards the Capital investment made by the Centre on the Railways, but this is not likely to bring in the much needed additional investment from the Centre as it is proposed to let the Railway generate its own resources thus letting it either starve for funds for its expansion and modernization or to increase the fares and freights.

Government's decision of merging Railway budget with General Budget is a step closer to hand over Railway system completely to private players. For many years Railway has tried to get private investment in a big way to improve the infrastructure of Railways, which did not materialize both on account of opposition by the Railway men and more on account of long gestation periods for return on investment made on Railway projects as compared with investment done in other fields. Merging of Railway budget with the General Budget will give a free hand to the Government to hand over existing rail net work to private operators, which will either escalate passenger fares or Government will end up in compensating the private players. As such, it is going to be lose-lose situation instead of win-win situation, for employees & common man.

There are also chances of the Railway men losing some of the facilities like Passes and exclusive Railway health services. These will be a big threats which the employees strongly resist to protect the same.

Government is also going ahead in setting up of independent RRAI with quasi-judicial power but without any accountability as recommended by Dr. Bibek Debroy committee and implementation other recommendation of the committee are steps in favour of private players, which will jeopardize the interest of common man.

Instead of merging the budget, Government should increase its budgetary support to Railways and cost of social service obligations to the tune of Rs.30,000 crore per annum should be compensated to the Railways.

2.5. Decisions on staff matters, during the year:-

2.5.1. 7th CPC submitted its report during this period, which shattered the hopes of the category. Various committees formed to study various aspects of 7th CPC recommendations are started functioning.

2.5.2. Promotion earned in merged grades (from JE-II to JE-I and SE to SSE) between 1.1.2006 and 29.09.2008 are protected.

6th CPC had granted GP Rs.4200 JEs by merging pre revised pay scales of JE-I & JE II in Rs.5000-8000 and JE-I in Rs.5500-9000, and granted GP Rs.4600 to SSE by merging pre revised pay scales of SE in Rs.6500-10500 and SSE in Rs.7450-11500. While implementing 6th CPC recommendations, Pay fixation in 6th CPC scales have been done as on 1.1.2006, promotions earned from JE-II to JE-I and SE to SSE between 1.1.2006 and 29.9.2008 were ignored.

IRTSA had appealed to protect the status & pay of Govt employee as on 29.09.2008 ie date of implementation of 6th CPC recommendations, since promotions earned and pay fixation given between feeder and promotional posts cannot be nullified or withdrawn. Agreeing belatedly, Ministry of Finance issued OM on 16th October 2015 to extend pay fixation for the promotions taken place in between 1.1.2006 and 29.9.2008 among the posts carried the character of feeder and promotional grades as per rule 13 of CCS (RP) Rules 2008. Railway Board have issued orders vide RBE No.33/2016 dated 08.04.2016, to implement the orders of Finance Ministry issued vide Dept of Expenditure OM No.F-2-1/2005-E.III (A) dated 16-10-2015.

2.5.3. **NPS employees eligible for retirement gratuity & death gratuity:-** Employees covered by National Pension System (NPS) will be eligible for 'Retirement gratuity and Death gratuity' as per CCS (Pension) Rule 1972. DoPT issued its OM No.7/5/2012-P&PW(F)/B dated Aug 26th 2016.

3. AS RAIL ENGINEERS

3.1.1 7th CPC had let down Technical Supervisors on Railways for mysterious reasons:-

7th CPC recorded in its report that "Technical Supervisors on Indian Railways play a vital role in the safe and efficient running of trains". But it failed to recommend higher Pay scales for Technical Supervisors on the Railways. Higher recruitment qualifications, training, Job Requirements, onerous nature of duties, and increase in their responsibilities due to modernization and introduction of high speed trains, relativity as compared to other non-technical cadres like Accounts etc. has not been considered at all by the CPC.

7th CPC not only refused to concede most of the demands but surprisingly, even after accepting our contention and recording that the Technical Supervisors on Indian Railways play a vital role in safe and efficient running of trains, and even after our bringing to its notice the views of some of the Members of the Railway Board including those of the FC Railway Board that classification of SSE & other senior Supervisors

in Group 'B' will have substantial financial benefit for Railways particularly in terms of reduced outsourcing expenses. But still the Pay Commission denied rightful pay Level & Classification to the SSE and other Senior Supervisors at par with other Departments and as per orders of DoP&T.

3.1.2. Railway Board's decision of higher Grade Pay for JE & SSE not honoured:- Railways had agreed for higher Grade Pay for Technical Supervisors (JE & SSE) as recorded in item-3 of Minutes of the Departmental Anomalies Committee (Railways) held after 6th CPC, which was not considered by 7th CPC or Railway Board might not have brought it to the knowledge of 7th CPC.

3.1.3. Railway's own decision of upgrading SSE to Group 'B' was not honoured by Railways itself:- Railway Board had long back agreed with the two Federations to upgrade the posts in the Grade Pay of Rs.4600 to Group-B Gazetted and held several meetings for implementing the decision. Railway Board had agreed with the fact that *"The percentage of Group 'B' officers vis-à-vis total workforce is merely 0.5% in Railways which is 5.6% for All India Central Government Employees and the same needed to be rationalized"*. In all the departments, except the Railways, similarly placed posts in the pre-revised Grade Pay of Rs.4600 have been classified as Group 'B' Gazetted.

Financial Commissioner Railway Board had already given concurrence for the proposal to upgrade the posts of Senior Supervisors from Group 'C' to Group 'B' keeping in view the Financial advantage to Indian Railways by increasing Junior level Management Cadre as agreed to by Railway Board.

Commitment given by CRB to the two Federations in Departmental Council has not been implemented. In the meeting with both the Federations held on 07.04.2014, official side headed by CRB agreed for upgradation of posts from Group 'C' to Group 'B' and it was recorded that the matter has already been referred to MOF / DoPT, MS and FC will pursue Secretary, MOF & DoPT to resolve the matter urgently even though there was no need for such reference.

3.1.4 Railway Board has again sought approval of Ministry of Finance for upgrading 3350 posts of Senior Supervisors from Group 'C' in GP Rs.4600 to Group 'B' Gazetted in GP Rs.4800 on the Railways. Board has justified the same on functional basis as well as in accordance with recommendations of 7th CPC – to increase number of posts in Group 'B' to remove stagnation in Group 'C'. This is independent of the issue of classification of all posts of Senior Supervisors in GP 4600 to Group 'B' Gazetted as demanded by IRTSA.

3.1.5 Adverse Working Conditions: Working conditions are getting more & more tough & strenuous for us especially in the Sheds and Open-line Depots. We are easy victims of the officers above us and unscrupulous elements among the working class below us. It is a must for all of us to get united under the banner of IRTSA and move forward towards our goals.

Stagnation in the career was not addressed by 7th CPC. Even after accepting the fact that there was an element of stagnation at SSE level, 7th CPC failed to provide any relief to the category.

3.2.1 Court Case for Group 'B' Gazetted:- IRTSA had filed a case in CAT Chandigarh in March, 2014 that the Posts of SSE, CMS, CDMS and Sr. Er(IT) on the Indian Railways -in the grade pay of Rs.4600 – be classified as Group-B (Gazetted) as per "The Gazette of India (Extraordinary) S.O.946(E) issued by Ministry of Personnel. The CAT Chandigarh has dismissed the OA vide its judgement dated 12th March, 2016. This has caused wide spread resentment amongst the Technical Supervisors / Rail Engineers on the Railways.

The judgement has many infirmities – both legal & factual. All related aspects were affectively placed by IRTSA in the pleadings before the Tribunal. But the Tribunal has apparently ignored the same.

3.2.2 Court Case for Grade Pay of JE/SSE:- Central Administrative Tribunal (CAT) Chennai directed Ministry of Finance to initiate action on Railways proposal on upgrading Grade Pay of JE to Rs.4600 from Rs.4200 and SSE to Rs.4800 from Rs.4600. Finance Ministry is advised to reply within 3 months

CAT Chennai on OA 706/2013 IRTSA Vs Union of India gave its direction to Finance Ministry to initiate action on OM No. PC/VI/2009/DAC/1(Pt2) dated 11.06.2010 of Railways, if not taken so far. Ministry of Railways has already asked for the approval of Ministry of Finance on the OM for allotment of Grade Pay Rs.4600 to JE and Grade Pay Rs. 4800 to SSE, based on higher qualifications, longer period of induction training, higher duties & responsibilities shouldered by them for safe running of trains, adverse working conditions etc . CAT has given three months time to Finance Ministry.

During the earlier hearings Ministry of Railways had submitted its reply statements to the petition filed by IRTSA and IRTSA filed its rejoinder pleading for higher Grade Pay for JE & SSE. Bench had heard senior councils appearing for IRTSA and Railways. Ministry of Finance respondent-2 has not submitted its reply statement despite of notices served by CAT and private notice served by council for IRTSA.

3.4 Memorandums submitted during the year:- Number of Memorandums were submitted to the Railway Minister, Finance Minister, Railway Board, DoPT, empowered committee, committees nominated after the implementation of 7th CPC recommendations & others for redressal of various demands and problems of the Rail Engineers. Copies of the Memorandums were placed on the IRTSA Website www.irtsa.net.

3.5 Main demands pursued by IRTSA Post 7th CPC:- Main demands which IRTSA has pursued especially after submission of the Report of the 7th CPC by mass fast, agitation, Dharna and through memorandum, etc. are indicated in immediately after this Report.

4. ON ORGANISATIONAL FRONT

4.1 Over the years IRTSA has grown from strength to strength and has taken deep roots in most regions. Membership has also increased over the years. However, my main concern is that there are areas which keep on fluctuating in their response to various calls, which not only reflects upon their sense of commitment to the cause but also weakens the cause itself. Only a deep sense of commitment and discipline can build a strong organisation capable of delivering results. The sense of discipline should grow even stronger with our expectations and so should our convictions and commitments to the organization.

4.2 Accounts & Balance Sheet:- The balance sheet of account for the “*Central Fund of IRTSA*” for the year 2015, and “*Voice of Rail Engineers*” shall be presented to the House by the Central Treasurer & Manager “*Voice of Rail Engineers*” after this Report.

4.3 Publication of Journal “Voice of Rail Engineers”:- The bi-monthly magazine of IRTSA is being published by ICF Zone to keep the members informed of the developments on various issues and activities of IRTSA. I request the Central General Body to take necessary steps to increase the circulation of “*Voice of Rail Engineers*” to develop greater awareness among the Engineers.

4.4 Website www.irtsa.net:- The multifarious website of IRTSA, www.irtsa.net has become so popular that it had been visited by more than 23 lakh visitors since it's inception in January 2008. It is highly acclaimed by the visitors for its prompt updating, visitor friendly features and accessibility to an ocean of vast information & knowledge.

4.5 Facebook & WhatsApp:- Facebook of IRTSA & WhatsApp have been effectively utilized for the communication with the members in real time, to get suggestions, feedback, queries from member and posting of replies by General Secretary and other members. Facebook & WhatsApp have become an effective tool even to deal with deliberate negative comments by non-performing persons who are also persuaded to join the struggle and then raise their queries.

4.6 Communication & Inter-action:- Continuous flow of information from central head quarter is ensured through all channels i.e. “*Voice of Rail Engineers*”, circulars, Emails, Facebook postings, SMS, WhatsApp and Phone Calls and Website www.irtsa.net – besides personal visits by CP, GS, Sr.JGS & some other CEC Members. GS regularly communicates with CEC Members, Zonal Secretaries, Sub-unit Secretaries and other active Members at grass root level.

4.7 Visits by CEC Members:- President & General Secretary IRTSA along with CEC members visited various zones & sub units to spread the activities of IRTSA. However I feel that all the CEC members should visit at least one of the sub units in their zone and other zones every month.

5. TASKS BEFORE US

I would like to just summarise the tasks before us as under, with a request to take appropriate action thereon:-

5.1 Pursuance of outstanding demands aftermath of 7th CPC Report:- 7th CPC report has done severe damage to our category, instead of analysing the demands independently, it has just based its report on the submission made by Railways. Getting the demands conceded aftermath of 7th CPC is the biggest challenge before us. IRTSA members should rise up to the situation to get some of the demands resolved..

5.2 Court Cases:- Orders have been pronounced by CAT on both the cases filed by IRTSA. It will be required to file an appeal at High Court of Chandigarh against the order of CAT Chandigarh in Group ‘B’ case. Finance Ministry’s response is awaited on the order passed by CAT Chennai on Higher Pay for JE & SSE. A long legal battle is ahead of us and I seek all your help and cooperation for the same.

5.3 Demands on MACPS:- With no career avenue, MACPS provide main relief to the category, though not at desired level. But the scheme has major deficiencies and inclusion of training period, financial upgradation on promotional hierarchy, Considering entry grade pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in all cadres, Considering entry grade pay as Rs.4200 for the purpose of MACP for all tracers in Design/Drawing cadre, etc need to be resolved by Government.

5.4. Membership Drive:- It is vital to enroll each and every Technical Supervisor / Rail Engineer as a Member of the Association. Zones & sub units which are inactive should also be aroused to contribute more regularly to the cause, and the active units should ensure 100% enrollment of Engineers as Members - preferably in the beginning of every year as per provision of the Constitution.

5.5 Legal Fund & Struggle Fund:- There is an urgent need to intensify the efforts to raise funds more vigorously, in order to meet with challenges ahead and high financial requirement for the court cases and

struggle immediately in aftermath of 7th CPC. CEC Members and Office bearers at all levels need to take more initiative to raise the funds at all levels.

6. AN INTROSPECTION

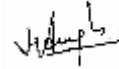
6.1 We need to do some introspection about the negative report by the 7th CPC, after accepting our basic contentions – as explained by me in earlier part of my Report. How and why it happened is something which needs deep consideration & remedial action. Apparently, some elements were responsible for this turnaround by the 7th CPC. Factors & elements responsible for it must be identified, exposed and isolated. Was it under administrative pressure of Railway Board or some other elements – this need to seriously analyze and remedial action should be taken by us.

7. ACKNOWLEDGEMENTS

Before I conclude my Report I would like to thank all the Members of CEC for their cooperation – especially Er. Shanmugam President IRTSA, Er. Kalyan Banerji Working President and Er Darshan Lal Working President for their valuable advice & help from time to time. I especially thank Er.K.V.Ramesh Sr.JGS for helping me in drafting all Memorandums and in discharge of my other duties as the General Secretary.

I also thank you - all the Delegates - who have come from all over India for attending this Conference in spite of long journey. I thank the Zonal Secretary SCR IRTSA Er Ramanamurthy and his entire team for hosting this conference and for making all the arrangement for the same.

I wish the Conference all success. Thank you. Jai Hind. Long Live IRTSA.



(Harchandan Singh)
General Secretary, IRTSA

Main demands pursued by IRTSA Post 7th CPC

Main demands which IRTSA has pursued especially after submission of the Report of the 7th CPC by mass fast, agitation, Dharna, submission of memorandum, etc.

1. Multiple factor of 3.15 times of 6th CPC BP
2. Pay Level 8 for JEs and Level 10 for SSEs
3. Up-gradation of 33% posts of SSE as Principal SSE in Level-11
4. Pay Level 8 for CMA, DMS & JE/IT
5. Pay Level 10 for CMS, CDMS & Sr. Er/IT.
6. Classification of Sr. Tech. Sups. in Group 'B'.
7. Raising of all Allowances as per multiple factor
8. Breakdown Allowance equal to OTA
9. National Holiday Allowance @ two day wages
10. PCO Allowance at existing rates.
11. PCO Allowance to CMT Lab, Stores, Design/ Drawing and other left out areas.
12. Teaching Allowance @ 30% of basic pay.
13. Time Bound Promotions for Tech Supervisors.
14. Promotion of Graduate Engineers against 50% posts in IRES & SCRA.
15. Annual increment of 5% of pay.
16. Two increments on Promotion & MACP.
17. Counting of training period for the purpose of MACPS
18. Rejection of benchmark of "Very good" for MACPS
19. MACPS in cadre hierarchy after 4,8,16 & 24 years.
20. Grant of Financial up-gradation under MACPS to the direct recruit Graduate Engineers in Design & Drawing Cadre - Considering entry grade pay as Rs.4600 for the purpose of MACP to all the directly recruited Engineering Graduates in Design/Drawing cadre.
21. Risk & Hardship Allowance to JEs & SSEs working in Sheds and Open-line Depots.
22. Reasonable monthly deduction for GIS.
23. Withdraw NPS. Restore of old Pension Scheme
24. FMA @ Rs.2000 per month
25. Parity of Pension of Pre & Post 2016 Retirees
26. Additional Pension from 65 years onwards
27. Exemption of DA & other Allowances from Income Tax
28. Raising of Exemption Limit for Income Tax to Rs. 5 Lakhs.

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Official Bimonthly Journal of IRTSA (Previously published as "The Rail Supervisor")

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